



Celebrating the Past & Planning the Future

Inspiring Communities Together

Annual Report

April 22 - March 23

Our Vision

A place where everyone has the opportunity to achieve their full potential and participate in making a positive difference to their neighbourhood.

Mission

We will achieve positive outcomes for local people based on the knowledge understanding and information that the community have about their area, through empowering individuals and groups to release their potential to develop their own solutions.

Values

- We will be accountable to and representative of the local community.
- We will be innovative and provide value for money in our approach to deliver of everything we do.
- We will value all volunteers, staff and members of the organisation.

Charitable objectives of Inspiring Communities Together

- To develop the capacity and skills of those who are socially and economically disadvantaged by working with individuals and groups who live or work within the neighbourhood of Charlestown, Lower Kersal, Seedley and Langworthy and neighbouring districts.
- To work with individuals and groups within these neighbourhoods to help them to make a difference locally.

The difference we want to make



IMPROVING
PEOPLES LIVES



CREATING BETTER
PLACES TO LIVE



STRENGTHENING
LOCAL VOICES



Message from the Chair

It is with great pleasure that I have the chance to sit down and write the annual message yet again this year. This is always a time to reflect on what has been achieved and a recognition that there is always more to do.

As a neighbourhood-based Charity we recognise the importance of understanding and acting on the voice of those we work for and with. We have now established a model which takes a lifecycle approach to ensure that people age well throughout their lives:

- Supporting our younger members of the neighbourhoods to have the best start in life
- Providing opportunities for people of all ages to develop and grow and ensure that they are equipped to improve and enjoy their own neighbourhoods.
- Continuing to lead on the delivery of Age Friendly Salford ensuring older people have a voice and can stay healthy and wellbeing within their own neighbourhoods.

One of our biggest assets is our staff team and I am proud that we have maintained our commitment to recruit new team members from the neighbourhoods we work in and build local capacity. This approach provides a great opportunity for individuals to develop their confidence and when ready move into new roles outside of our organisation. This year we have said good bye to four staff members Freya, Abi, Danielle and Piper who have been able to take up promotional opportunities within larger organisations following a period with ourselves. This has enabled us to recruit five new staff from Salford neighbourhoods, Keveka, Tonicha, John, Naomi and Julie. We also said goodbye to three staff members who moved for personal reasons, Gill to spend time looking after her own health, Ted who returned to Spain and Lynn who moved south to be closer to family – we wish them all well.

Our children and families model is starting to develop with more hard work completed than we can reflect in this report but there is still work to do to fully engage families in the neighbourhood in the opportunities available for them and to build relationships with wider family services to ensure they are aware of our offer and we can sign post families to wider offers of support.

Our relationships with local businesses as well as stakeholders such as Salford City Council, Local Schools and other Voluntary Sector Organisations continues to grow and it is interesting to see the shift towards business as partners in our model of delivery.

Our approach to providing community learning has adapted and our work now has a focus on the practical learning rather than class room learning, including our placement opportunities working with Salford and Manchester University.

As we come to the end of our 2022-2023 programme of delivery we have much to celebrate but also reflect on how the world has changed and how we need to change ourselves to meet these challenges. Our biggest achievement this year was to secure the contract to deliver the Age Friendly Salford programme of work for the next five years. The first contract we have been awarded as the lead partner.

Please take some time to read about the work we have delivered on the past year, check out our website, become a member or link with us through social media – we would love to hear from you.

Finally I would like to offer my thanks to all our funders, partners and Trustees who without their support the staff team would not be able to achieve the positive outcomes we share with you in this report



A Year on a page

As we come to the end of our 2022-2023 programme of delivery we have much to celebrate but also reflect on how the world has changed and how we need to change ourselves to meet these challenges:

• Children and Families

The development of our Children and Families model has brought together our adult and children work under one programme lead. Recognising that a whole family approach can make a positive difference to local people. The connection between Play and Stay, Early Years provision and holiday/after school activity ensures that we are offering a model which works for both working and none working families.

• Neighbourhoods

The work we have developed and delivered during 2022/23 has recognised the need for a co-ordinated neighbourhood approach working with Neighbourhood Management and the wider neighbourhood partnership. Our focus on the physical environment including public green and blue spaces has demonstrated both the physical and mental wellbeing improvements for local people as well as a positive image for the neighbourhoods we are working in.

• Contract delivery

The programmes of work we are contracted to deliver offer employment for local people as well as providing valuable resources for the neighbourhoods we work in.

• Community Led Housing

This work has continued to develop slowly but is now starting to become a priority with the housing due to be completed by the end of 2023 and our requirement for Inspiring Housing to become independent of Inspiring Communities Together and become an RSL and enable the properties to be handed over to us to manage

Delivery

- Our children and families model is starting to develop but there is still work to do to fully engage families in the neighbourhood in the opportunities available for them and their children and to build relationships with wider family services to ensure they are aware of our offer.
- Our relationships with local businesses as well as stakeholders such as Salford City Council, Local Schools and other Voluntary Sector Organisations continues to grow and it is interesting to see the shift towards business as partners in our model of delivery.
- Our approach to providing community learning has adapted and our work now has a focus on the practical learning rather than class room learning, including our placement opportunities

Staffing

- Since the pandemic we have needed to adapt our ways of working including offering a more flexible approach to how and where staff work. This past year has been a period of transition for our approach to employment we start to understand that recognised approaches to recruitment do not work and we have to adapt to try to attract new staff.
- As a living wage employer all our staff benefitted from a higher than normal pay award for 2023 and the Board took the decision to bring the pay award forward to April from September to support staff through the cost of living crisis.
- Although we have maintained our staff health and wellbeing approach we have seen staff leave, new staff join and a high level of staff on long term sick. This has had some impact on our delivery but overall we have achieved some positive outcomes for both those people who we support, our own staff and the organisation.

Organisational

- We are committed to becoming more digitally mature and continue to explore a digital first approach whilst accepting that this may mean that staff and local people need additional support to engage with our approach.
- The model of community led housing is one the Board are committed to delivery on and this will bring its own challenges and opportunities as we move closer to the concept becoming a reality



Start Well: Children & Families

We will work to ensure all children in Charlestown and Lower Kersal have access to the best possible start in life, with support to meet their developmental and educational milestones and become confident and capable learners ready to start school

We recognise that for many of our families, everyday life can be a struggle. We want our parents/carers to feel able to seek information, advice and guidance from us to support them to help meet their child's needs and aspirations as they grow and develop.

558

Holiday club Places

14

Children assessed as
"School- Ready"
at the end of the
academic year

1505

Childcare Places

2713

Afterschool club Places

Social Prescribing

We continue to deliver the Wellbeing Matters Social Prescribing programme along with our other Voluntary Sector Partners. During 2022-23 the partnership supported 3669 referrals via GPs across Salford.

3669

Wellbeing Matters
referrals via GPs across
Salford

Advice and guidance :

supporting families around, dental health, universal credit, applying for school places, and signposting families to other activities within our organisation. 25 families supported (due to staff sickness this covers the period October 22 – March 2023)

25

Families Supported
through advice and
guidance



“Lovely staff, good communication between staff & parents, lots of activities for the children to do, nice outdoor space & my son loves being there”

“Jane was awarded Personal Independence Payment of £101.75 per week and the enhanced rate of £71 per week for mobility in August 2023. She was also entitled to the Cost of Living Payments. She has cleared her outstanding debts with her arrears of PIP”

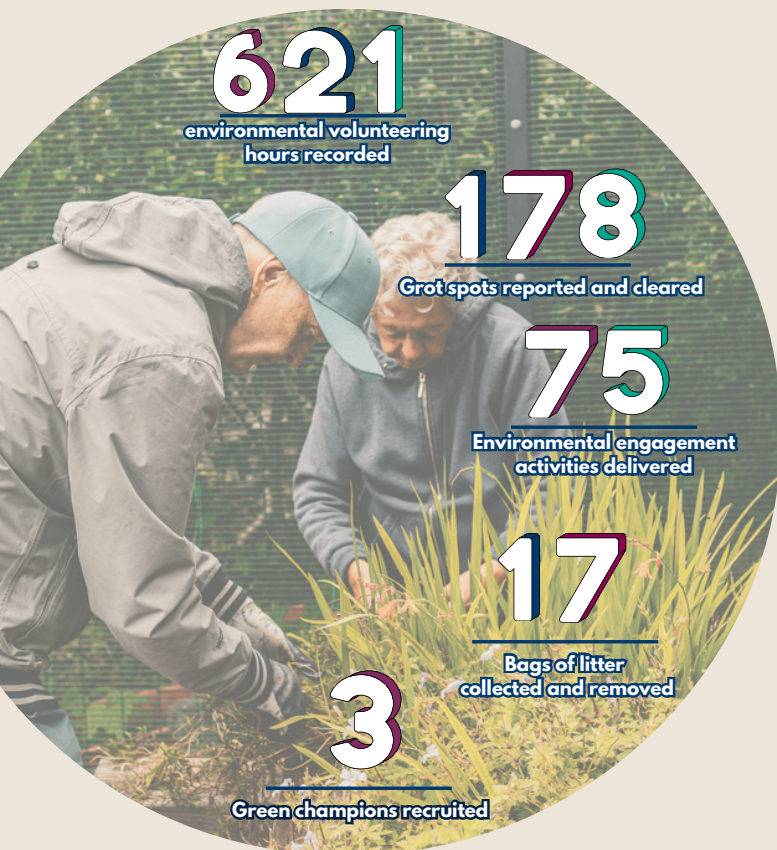
“Guy was there when he said he would be, he always offered supportive advice and most importantly he listened and cared about me and my partner, 100% would recommend”

Live Well: Neighbourhoods

Live Well – Environmental and Learning

Support the delivery of resilient neighbourhoods where individuals value both where they live and their neighbourhoods' public spaces

Support people within communities to develop and engage in learning programmes that work for them



Our street based work has developed in partnership with Neighbourhood Management Teams and Local Councillors with a focus on neighbourhood litter picks, identifying grot spots and improving reporting from the wider community on fly tipping.

4 Young people from Remidi (community payback) continue to attend the green and grow group often doing more of the heavy/manual work. The area has transformed over the past year and has become a great area for local people and children to grow fruit and vegetables. Some of the produce has been given to local community kitchens and parents at Yogurt pots.

Chimney Pot Park

We are now offering two sessions per week, one held in the park and the other at Langworthy Cornerstones. We have recruited 9 volunteers. The sessions have looked at the history of Chimney Pot Park alongside some practical growing activities, like planting sweet peas.

One of our volunteers and her daughter enjoyed learning about nature and the environment

"I love gardening, it makes new homes for the bugs" -Emma

We have a volunteer who is visually impaired she had some suggestions which we will pass onto the council

"It would be a good idea to add bright colours to the steps, so that people who are visually impaired can see them better" - Fiona

Michael was not sure whether he wanted to come to the session but was really pleased that he did. He said that he really looks forward to joining us again next week.

Michael also said that it is nice to do new things as he can get very bored, and it is something new to tell his daughter and son



Community Learning

Historically we have delivered a community learning model however as funding for this type of activity is now coordinated as a Greater Manchester model we have been testing different approaches to our learning offer. Last year we delivered placement opportunities for young people through the government funded Kickstart programme. This programme ended in August 2022 with our final child care placement securing an apprenticeship with another nursery in Salford. Piper said

“she felt supported during their time with us and had learnt a lot about child development”.

During the school summer holidays (July-Sept 2022) we have supported individuals in our live/work summer programme working in partnership with Keepmoat Homes and Salix Homes facilitating employability sessions for young people who were deemed to be at risk of becoming NEET (not in employment, education, or training), supporting their growth professionally and develop soft skills

All the young people left the programme with a CV and personal statement, as well as an idea of what an interview involves and some key interview questions as well as a career plan and a confirmed place at college, in their chosen subject



**When asked how they rated their experiences
75% of students said excellent with the
remaining 25% rating it as good.**



During this year we secured some funding from ESF (European Social Fund) to offer IT and Employability sessions for anyone over 50 years who is unemployed and actively looking for work.

We worked with the Growth Company to run the IT & Employability course. The course took place over five weeks and was designed to support the individuals to develop their employability and IT skills. Many individuals, particularly in this age bracket can find using technology for accessing job search websites and online job applications difficult.

- 8 individuals completed the course, who all left with an increased knowledge of employability and digital skills.
- All 8 learners were provided with a tablet to take home at no cost to them as this was built into the grant funding application.



“I feel more confident, I’ve learnt new skills and I’ve got the basic skills to use my tablet”

“The course has pushed me in the right direction and its helped me gain enthusiasm to find a job. I feel motivated for the first time in years

Salford is an Age Friendly City and is committed to supporting older people to stay healthy and well. We are commissioned to deliver the Age Friendly Salford programme across Salford in partnership with Age UK Salford and Salford CVS.

In December 2022 we won the contract to deliver the programme of work for the next five years. The work will be delivered across three areas of work;

Voice and influence – how older people can be supported to have their voices heard across service provision

Strength and gifts – how older people and those who support older people can learn and share the knowledge they gain to support older people to live long and healthy lives

Social participation – programme of activities to support older people to look after their own wellbeing and reduce the impact of loneliness including use of digital technology

Highlights from our journey to date

I can't believe I've been so scared about using Google. In the past, I've never found exactly what I was looking for, I was worried that I might press the wrong thing. With this week's session on how to do a good Google search, I feel much more confident I can find what I want - **Tech and Tea Participant**

I saw the brew and chat flyer in the gateway, took note of the start date and attended the sessions. I have made new friends and the sharing of information has been very beneficial to me, especially the information about how to claim the £150 Energy voucher - **Brew and Chat**

Walk and talk saved my life, having those wellbeing conversations with the development worker made me think about me - **Walk and Talk**

My mother was diagnosed with dementia, I have been able to explore some really interesting things with her through these conversations such as her interest in singing. We recently had a conversation about soup and I encouraged her to make some soup with me. Her confidence has really grown since we've been having these conversations. It's given me the confidence to talk more - **Wellbeing Conversations training participation**

I had no confidence before, I rarely left the house, I'm busy and this is new and good. I have a purpose and helping people and seeing them get the confidence to make me feel needed - **Wellbeing Volunteer**

When you first suggested writing a song together, I didn't hold out much hope, but look at what we achieved. This is better than any antidepressant - **Friendly Fridays participant**

Case Studies

Start Well

"AZ" family had moved from China just before lockdown with limited support and English was not their first language. Dad explained that during Lockdown their child had no interaction with anyone apart from his family as they were too scared to go anywhere so spent the majority of the 2 years at home.

"AZ" started at Yogurt Pots and through observations, identified that he needed support with social interaction, self-help skills and communication so in agreement with the family arranged some additional support and a plan was put in place to support his development whilst at Yogurt Pots

The family were keen for "AZ" to attend mainstream school in the local primary school from September 2022. To ensure a smooth transition we invited his nursery teacher from school into Yogurt Pots for a transition meeting so she could meet the child and staff could exchange information about professionals who are already involved eg. Speech & language, before he starts school in September 2022.

By the end of July "AZ" was able to join his peers for the nurseries Graduation day which he and his parents enjoyed very much, but were also a little sad as they said their son will miss coming to the nursery and that they were very grateful for all we had done for them, including the meeting we held specifically to discuss starting school they found very useful. Transition to school went well and other professionals continue to support "AZ" and his family

Live Well

James was referred by the Community Payback team and has been volunteering with the Green and Grow group at Sports Village. He is very friendly, very helpful and has made a great difference to the group and the gardening area. James has helped improve the area by pulling out stubborn weeds and trimming down overgrown bushes. He's also made some small borders from planks of wood and slabs of concrete.

The Green & Grow activity has helped James learn more about gardening and different types of plants i.e., how some like the shade and some not and was happy to see the sweet peas, potatoes and lettuce sprouting up. James also planted a Cherry Tree sapling with the Children from Yogurt Pots on their play area and we can't wait until it blossoms.

"I enjoy gardening out of all the volunteering options as it is something that I wouldn't usually get a chance to do. I don't really have a garden" James

Age Well

Sue lives in Clifton and is retired. She spends time supporting her daughter, who has anxiety and depression, helping support her granddaughter.

In January 2023 Sue and her daughter attended the play and stay with her grandchildren which Inspiring Communities Together had started at Salford Sports Village.

As Sue was an older person one of the workers spent time talking to her about Age Friendly Salford and the opportunities she might be interested in getting involved in.

Sue expressed an interest in Walk and Talk and attended the next session which was held at Clifton Country Park. Sue got chatting to others and said it was the first time in a long time she had done something for herself. She has gone on to join the Brew & Chat session in Swinton: "I loved it, I haven't laughed that much for a long time." She is now a regular attendee and has started a Tech & Tea course to improve her digital skills, as she is keen to take on online banking.

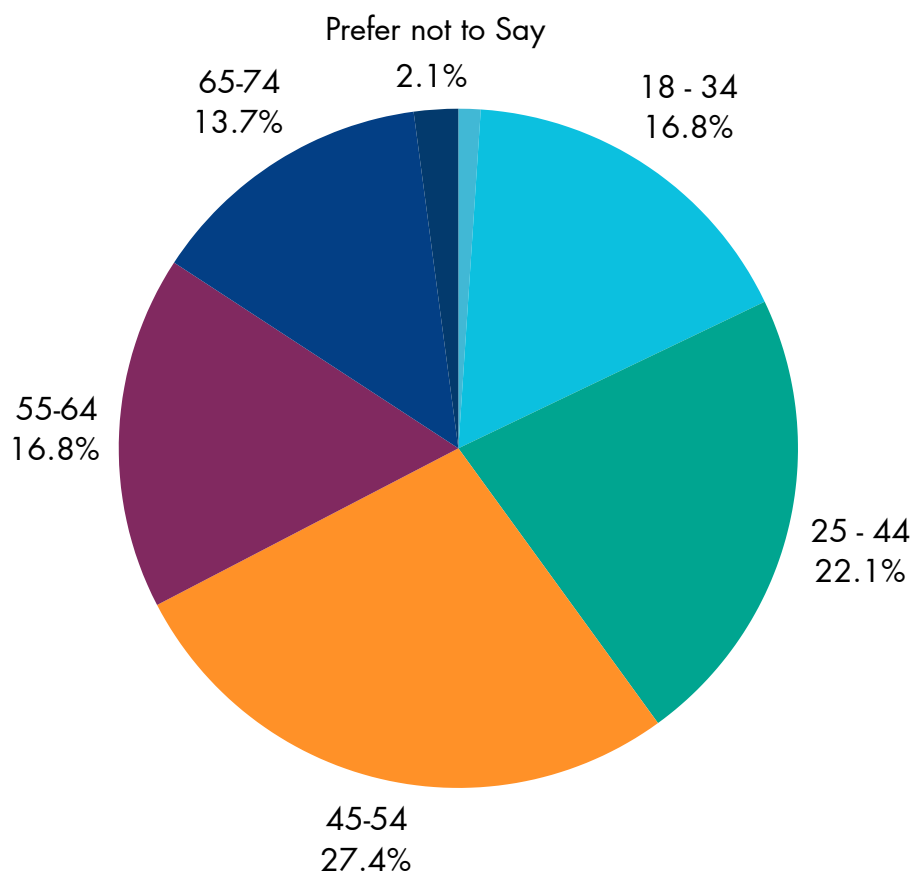
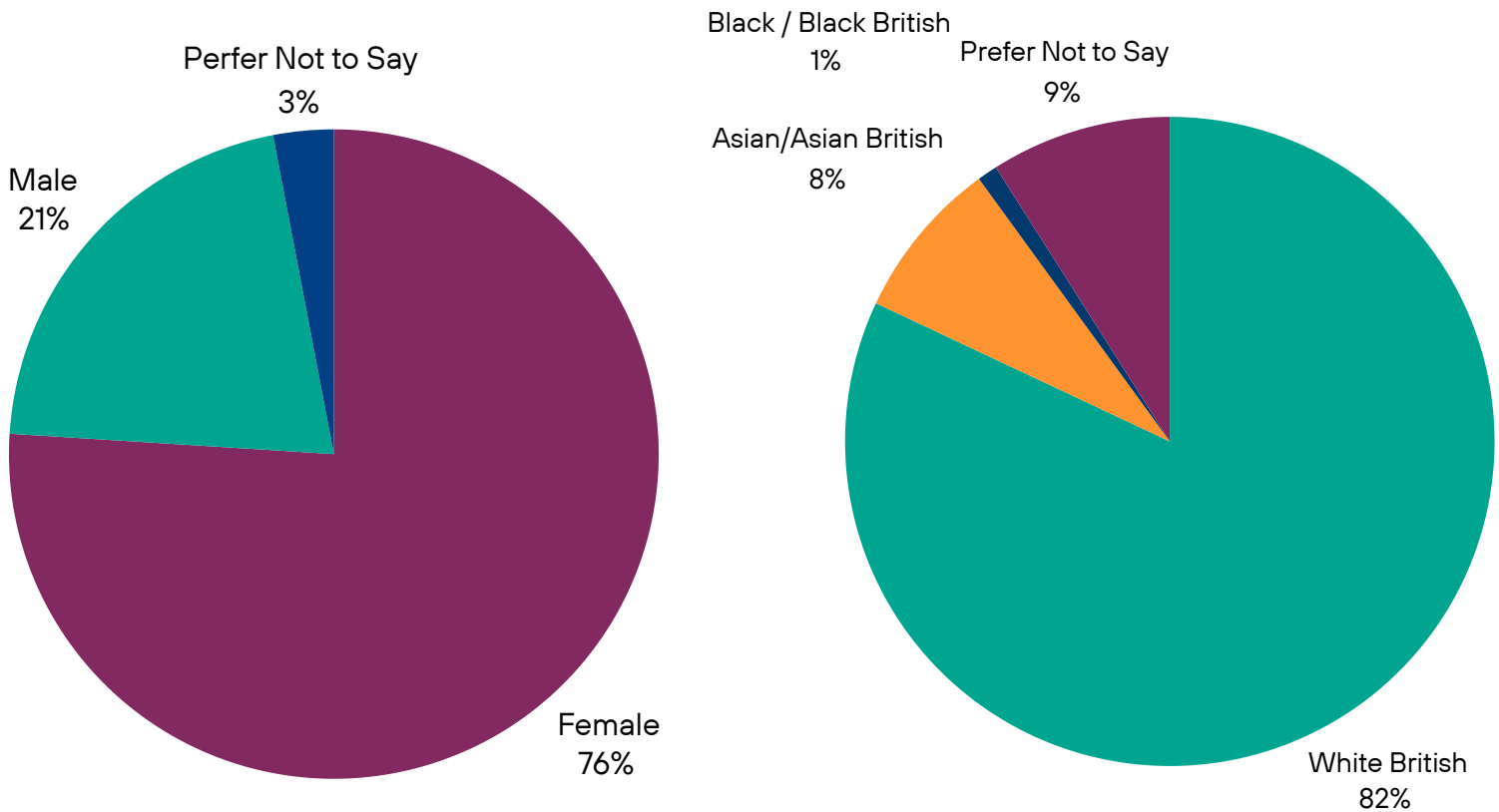
"I now have things written on my calendar that are just for me and my wellbeing."



Neighbourhood Consultation:

As we have done every year since 2011 we asked residents to complete a short neighbourhood questionnaire, to help us measure how the community is feeling. In total 123 people from across Salford completed the questionnaire, with 80 of them living in Charlestown, Kersal, Seedley or Langworthy. These results are collated from the 80 in-area submissions.

Demographics



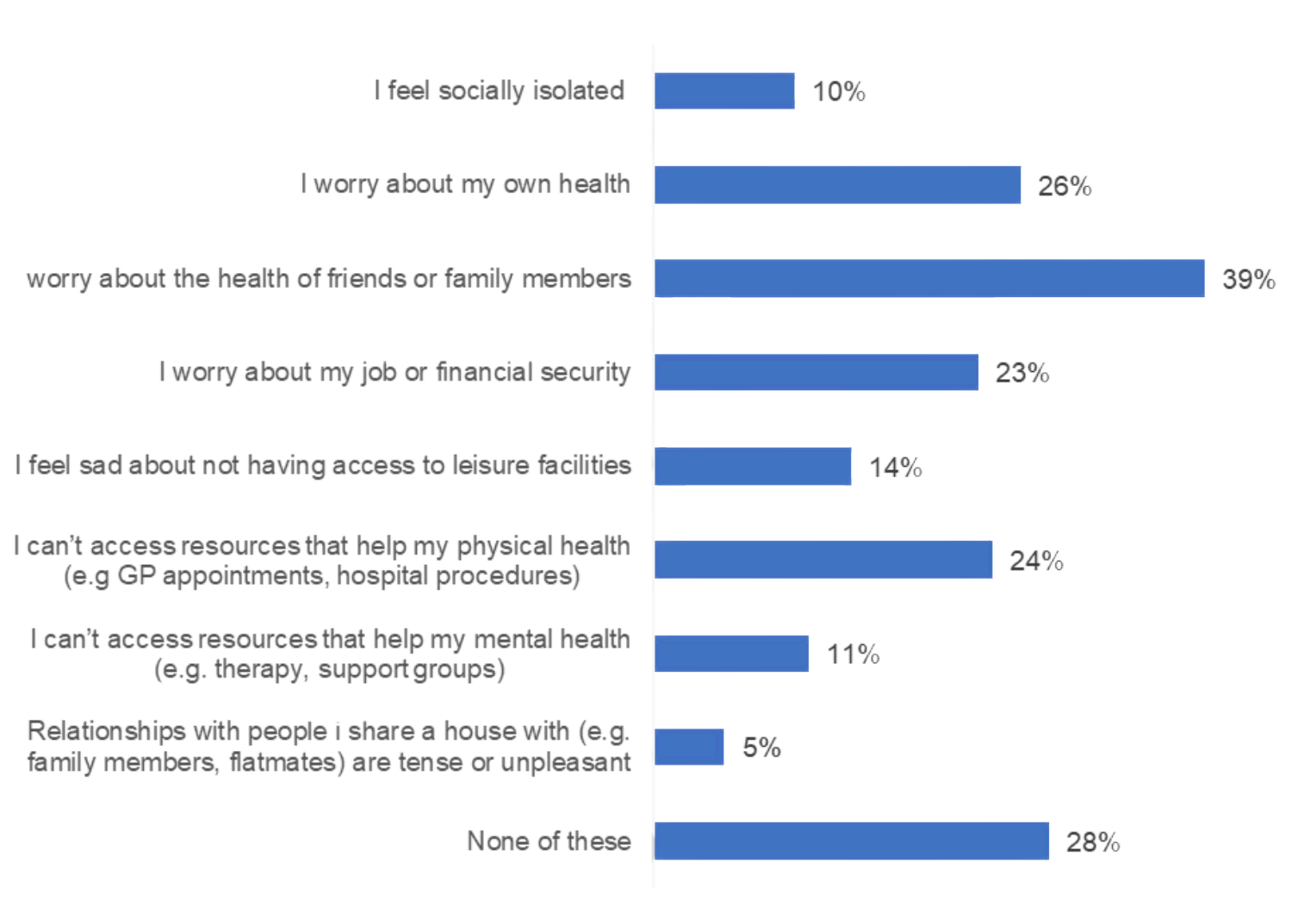
The consultation showed some improvements on last year's results, demonstrating an upwards trajectory for getting back out into the community beyond Covid-19:

- People are more regularly in contact with different people in the local area (74%, up from 63% last year)
- People felt slightly more safe in their neighbourhood (50%, up from 40% last year)

However, there were some results of concern:

- Significantly less people are trying new activities or learning new skills (23%, down from 49% last year)
- Slightly less people felt they have a healthy lifestyle or that they make healthy choices most of the time (53%, down from 56% last year)

We are continuing to monitor the impact of Covid-19, asking the question 'Now that we have come out of the pandemic and lockdown restrictions have been removed, do you feel that the Coronavirus/Covid-19 pandemic has had long term impacts on your mental health and well-being? Please tick ALL that apply.' Below are the responses:





What we have spent and earned

Income	
Unrestricted Income	£447,904
Restricted Income (Annuity £90,000)	£114,610
Investments	£1,386
Total Income	£613,206
Expenditure	
Staff costs	£325,831
Activities	£61,005
Operating Costs (£19,000 Rent Innovation Forum / Sports village)	£83,555.03
Governance	£4,782
Total expenditure	£502,174
Net operating income	£111,032

Grants secured during the year
£336,191

£80,452

Tech and Tea Salford 3rd Sector Consortium (April 2022 – October 2022)

£16,138

Riverbank Park Veolia Trust

£8,192

First Steps employment training GMCA

£44,250

Age well Programme Salford CVS (April 2022 – December 2022)

£11,024

Langworthy Annuity Salford City Council

£45,000

Wellbeing Matters Salford CVS

£34,250

Tech and Tea Salford 3rd Sector Consortium (October 2022 – December 2022)

£84,701

Age well programme Salford City Council (January 2023 – March 2023)

£12,184

Dunhill Trust (Salford University Post Pandemic research)

Inspiring Housing



Last year we reported that a new Community Led Housing model was being established and had been registered as a community Land Trust.

Whilst Inspiring Communities Together and Inspiring Housing are now governed independently of each other there is a recognition that the values and principles of both are aligned and where possible the services they delivery complement each other

Inspiring Housing

Inspiring Communities Together

<h3>Our Visions</h3>	<p>Providing housing to create a place where everyone feels they belong</p>	<p>A place where everyone has the opportunity to achieve their full potential and participate in making a positive difference to their neighbourhood</p>
<h3>Our Missions</h3>	<p>Providing and managing housing (including social housing) and providing assistance to help house people and associated facilities, amenities and services"</p>	<p>We will achieve positive outcomes for local people based on the knowledge understanding and information that the community have about their area, through empowering individuals and groups to release their potential to develop their own solutions</p>
<h3>Shared Values</h3>	<ul style="list-style-type: none"> ● We will be accountable to and representative of the local community ● We will be innovative and provide value for money in our approach to deliver of everything we do ● We will value all volunteers, staff and members of the organisation 	

During this delivery period Inspiring Housing:

- Submitted our full application to the Social Housing Regulator to become a Registered Social Landlord.
- Strengthened our Board with new members recruited independent of Inspiring Communities Together
- Continued our work with Salford City Council to develop new homes.

What have we spent and Earned :

Income	
Unrestricted Income	£33,986
Repairs and maintenance	-£13,010
Organisational Cost	-£2,429
Total operating Income	£18,547

Special thanks to

Board of Trustees, staff and volunteers

Board of Trustees during 2022 - 2023

Mike Duddy
Chair February
2017 - present

Orina Hall
September 2020
- present

Ann-Marie Pickup MBE
October 2015 – present

Ruth Potts
Secretary October
2016 – present

Lynne Marsland
Vice Chair February
2017 – present

James Kariuki
May 2018 - Present

Staff Team as of March 2023

Key management personnel

Bernadette Elder
Chief Executive

Antonia Dunn
Operations Manager

Carol Hyde
Child and Families
Operations Manager

Vanda Lowe
Director of Operations
(April 2022 – November 2022)

Eduardo Gonzalez-Morera
Finance Manager
(September 2018 – June 2022)

Operational

Keveka Richardson
Finance Assistant
July 2022 - present

Freya Pigott
Marketing & Comms Manager
October 2021- March 2023

Children and Families

Nadine Murray
Early Years Manager

Gillian Green
Early Years Deputy Manager
December 2017 - October
2022

Dawn Whelan
Early Years Worker

Claire Clayton
Early Years Worker

Janine Wallace
Early Years Worker

Naomi Cassidy
Early Years Apprentice
January 2023 - present

Julie Kay
Development Worker advice and
guidance Temp
January 2023 – present

Guy Thompson
Community Connector
Wellbeing Matters

Tina Tudor
Development Worker
advice and guidance
and training (long term
sick)

Piper Delaney
Kickstart Placement
March 2022 - August
2022

Neighbourhoods

Danielle Wright
Coordinator
August 2021 –
September 2022

Lynne Holden
Development Worker
Neighbourhoods (June 2018 –
August 2022)

Abigail Collier
Development Worker
August 2021 - November 2022

Age Well

Andrea Whelan
Development Worker
Older People

Joanne Inglis
Development Worker
Digital

John Rutter
Development Worker
AFS December 2022 - Present

Tonicha Wallace
Development Worker
AFS January 2023 - Present



What we plan to do in 2023 - 2024



Children and Families Programme Manager		Trainee Programme Manager	Age Friendly Salford programme Manager
Employment and advice	Children and Families	Place based working	Ageing well
<p>Offer at least one introduction level post (apprentice/Trainee role)</p> <p>Provide advice and guidance support including Increase awareness of benefit entitlements and support</p> <p>Provide quality learning opportunities for staff members</p>	<p>Continue to develop our play and stay provision to engage families early</p> <p>Offer a quality early years provision for local families Maintaining at least good Ofsted rating</p> <p>Provide affordable after school and holiday programme for working families</p> <p>Provide Social prescribing provision as part of Wellbeing Matters partnership</p>	<p>Work with neighbourhood management teams to offer joined up approach to neighbourhood work</p> <p>Support local people to be resilience in face of climate emergency, extreme weather and pandemics</p> <p>Support the regeneration of public green spaces</p> <p>Work with local people to maintain and use the natural spaces within their neighbourhoods</p>	<p>Delivery of the Age well contract across neighbourhoods of Salford</p> <p>Test neighbourhood working model within one neighbourhood of Salford</p>
Working Together		Continue to build our partnerships to ensure wider opportunities and resources within neighbourhoods	
Community Led Housing		<p>Deliver our commitment to take ownership of homes for local people through our Community Led Housing model</p> <p>Achieve RSL registration and develop Inspiring Housing as recognised provider of social housing in Salford</p>	



Contact Details

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Visit our website at

www.Inspiringcommunitiestogether.co.uk

Inspiring Communities Together is a Charitable Incorporated Organisation Registration number: 1157053

Inspiring Housing is a Community Land Trust registration number 8335

Ofsted registration number 2664215