

Federation for Community Development Learning
supporting communities creating change

Annual Review 2005 – 2007



Federation for Community Development Learning

Who we are

The **Federation for Community Development Learning** (FCDL) is a UK-wide membership organisation that supports the development of communities through advancing and promoting community development learning at local, regional and national levels and creating relevant opportunities for good quality training and qualifications. The Federation works with people and organisations across England, Northern Ireland, Scotland and Wales.

The Federation's values are rooted in the National Occupational Standards in community development work, which state that: **the key purpose of community development work is collectively to bring about social change and justice.**

For full information on the work of the **Federation for Community Development Learning** and the **National Occupational Standards** visit the website: www.fcdl.org.uk

Values of community development work

Social justice

Self-determination

Working and Learning together

Sustainable Communities

Participation

Reflective practice

Front cover:

Federation staff discuss Every Action Counts work with David and Ed Miliband



supporting communities
creating change

Federation for Community Development Learning

Co-Chair's report

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This year's Annual Review presents a picture of an organisation in good health, as it prepares to move from Furnival Gate into the new Circle building run by Voluntary Action Sheffield. It is also an opportunity to reflect on our own practice and showcase some of the many opportunities that the Federation has taken to strengthen community development learning and practice.

Small, national strategic organisations like the Federation face the time challenge. There always seems to be plenty until you actually try to take action. Communication is the next challenge, making sure that we each know enough of what is going on to be really useful to the organisation.

Internally, we said goodbye to Carol Jones who led the research into the training and learning needs of minority ethnic and Black workers, with the support of the workforce hub. This confirmed and strengthened the Federation's long held view that the needs of significant parts of the UK's diverse communities are still going unmet. We have also said goodbye to Bahia Lynch, who has also been a valuable part of the Federation's work in promoting and valuing community development learning.

We cannot mention staff who have departed without speaking of the current staff team, who have worked hard to make sure that the Federation, despite limited resources, continues to make a solid contribution to the ongoing development of community development learning.

This includes the delivery of Every Action Counts, taking part in the Community Sector Coalition, the Community Learning and Development Constituency Panel of Lifelong Learning UK, using members views to respond to consultations and developing, accessible materials whilst providing an excellent service for members.

The Management Committee and members have continued to drive improvement in the quality of the Federation's provision by reviewing and refining our Strategic Objectives. We would like to thank the departing management committee members for their hard work.

Finally, thank you to the many members, partners and countless others who have contributed to promoting community development learning from a grass roots perspective. You have ensured that the plethora of programmes and initiatives don't forget those who work collectively at a local level to bring about positive change, challenge discrimination and engage the many communities stressed by the development of a customer choice Britain.

Challenges ahead include the review of the National Occupational Standards. With your support we will more than meet them and continue to be a valuable part of the community development work jigsaw.

Bill Wallwork, Dean T Huggins
Co-Chairs (2006 – 7)

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Head of Agency's report

This has been a strange year for the Federation, very hard/challenging and also very interesting/ fulfilling. The organisation has needed to look at organisational development, capacity, funding and strategy issues at the same time as deliver on several new and ambitious pieces of work. With the support, encouragement and expertise of our members and management group we have delivered on everything and to a high standard. The Federation staff team, this year in particular, has demonstrated its commitment to the organisation and members and the team's skills and ability to work collectively and effectively under pressure.

As the Co-Chairs have already mentioned, some key people have left the Federation in the past year. Carol Jones, Development Officer Black Perspectives, was with the Federation for ten years and has been sorely missed on all kinds of levels. We also had to say good-bye to Bahia Lynch, who has been a valuable and supportive member of staff for nearly five years. Our long term Treasurer, Pete Sacker, stood down at the 2006 AGM, after years of imparting wisdom, wit and spreadsheet wizardry. We miss them all very much and wish Carol, Bahia and Pete all the best for the future. The gap left by Pete has been made manageable through the sheer hard work and determination of Marie, our finance and premises officer, and the knowledge and positive attitude brought by Lynn

Brook, our new treasurer. I would also like to thank Gurcharn Kaur, who stood down as Chair last May, for her unfailing support, optimism and creativity.

Key activities in year ahead will include:

- Build on and continue the success of Every Action Counts work
- Deliver the Improving Reach project, to address the CD learning needs of Black and minority ethnic and other excluded community groups
- Strengthen our partnership work with members and other key allies
- Continue to support, and in turn learn from, Ubuntu and the England Standards Board
- Raise the profile of FCDL with key government departments and agencies
- Identify and secure a diverse and sustainable funding base
- Continue to be guided by CD values and principles in all our work
- Work to the newly agreed strategic objectives and business plan and resist 'mission or funding drift'.

Janice Marks
Head of Agency

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Introduction

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The Federation for Community Development Learning aims to improve the quality and effectiveness of community development work through promoting quality community development learning and qualifications based on the values and principles of community development as reflected in the national occupational standards.

This annual review gives a snapshot of the work undertaken during the years 2005 – 2007, and a summary of the audited accounts for 2005 – 2006.

Please see our website www.fcdl.org.uk for a fuller account of many of the activities mentioned here. The Federation has continued to build on our track record as an organisation that is small in terms of our financial resources and numbers of staff but significant in terms of the role we play nationally, the quality of the work we undertake at many different levels and the reach our diverse membership and networks bring to our activities. Working in partnership, identifying gaps and unmet needs, engaging with and learning from marginalised and excluded communities are themes that run throughout our work.

The Community Development Challenge

During 2006 the Federation worked with the Community Development Foundation and CDX to produce the Community Development Challenge report (commissioned by the department for Communities and Local Government) that aims to raise the understanding and profile of community development work. The report states that the current reforms in public services seeking to engage communities are unlikely to achieve their objectives without community development.

“Community development which specialises in encouraging and empowering people to gain control over the conditions in which they live gives us a very powerful way of turning alienation into engagement”

Baroness Andrews in foreword to Community Development Challenge.

Every Action Counts – linking social and environmental justice

During 2005-6 the Federation completed a programme of research, consultation events and the production of resource materials that contributed to the design of the Every Action Counts initiative that began in summer 2006. This is a programme funded by Defra (Department of Environment, Food and Rural Affairs) and delivered through a consortium of 30+ organisations, brought together by the Community Sector Coalition, of which the Federation is a long-standing member. It aims to “provide a catalyst which helps embed sustainable development into the ongoing work of community groups and those that work to support them...re-invigorate community action on sustainable development and make a long- lasting difference through improved understanding...new tools, better information and resources.”

Every Action Counts has five strands of work, and the Federation is leading on the training of community development workers and trainers who work with community groups. The Federation has emphasised the need to link social and environmental justice throughout this work which to date has included:

- Written, piloted and revised six taster session packs on different themes and produced a further two new ones

- Produced an informal learning pack
- Trained 185 trainers to deliver the taster sessions
- Trained 219 community development workers to use informal learning materials around sustainable development in their work with communities
- Produced a CD containing a range of resource materials about Every Action Counts
- Written a unit on Sustainable Development to be incorporated into a national open college network Community Development qualification
- Started work on a new Community Work Skills Manual on the theme of sustainable development

Working to bring together community development and sustainable development together has been an extremely challenging and interesting area of work. Once again the Federation’s members have worked with us to promote, organise and deliver the work on time and to ambitious targets in terms of quality, numbers, reach and outcomes. The Federation is also a member of the Every Action Counts management group and we look forward to working with our partners (bassac, BTCV, Capacity Global, CDF, Federation of City Farms and Gardens) during the next phase of this work.

8 Research into the learning and training needs of Black and minority ethnic workers in the voluntary and community sectors

The Federation received very welcome support from the workforce hub to undertake this piece of work. The aims were to identify the needs, assess the opportunities and barriers, identify current levels and range of relevant qualifications attained by Black and minority ethnic workers, and make recommendations. The research was successfully undertaken with the help of members of Ubuntu (the national network of Black community development practitioners that sits within the Federation) and other Federation members and contacts.

The research was done through a web based questionnaire and two workshops. The first indication that there was great interest, reflecting a high level of unmet needs, in this area was when the number of responses to the questionnaire almost doubled our target. The research highlighted many key findings including:

- The apparent over qualification of many BME workers for the posts they hold
- The mismatch between the skills of BME workers that are often greater than the responsibilities reflected in their roles
- The gap between the wide range of duties they actually undertake as opposed to those specified in their job descriptions

- The high proportion who say they carry out community development activities (the research did not target community development workers or organisations) as an integral part of their work
- The blurring of boundaries between workers and their communities
- The need for accredited training and learning opportunities that link to progression routes that lead somewhere
- The need for appropriate training that reflects Black perspectives
- The need to recognise that the training needs of workers may be different from the needs perceived by the organisation

The research has added to other anecdotal and researched evidence that the needs of Black and minority and other excluded communities, and the workers and groups that support them, are in general not well served by many mainstream infrastructure organisations. The research informed a successful national project bid to the capacity builders Improving Reach programme and we look forward to reporting on this in our next annual review. Please see our website for the full report, and information on the new Improving Reach project.

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Other activities undertaken in support of the Change Up programme

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The Federation has worked in partnership with NAVCA (formerly NACVS) to develop a competency framework for development workers as part of the Skild project funded by the workforce hub (see www.nacva.org.uk)

The Federation, in partnership with the England Standards Board for Community Development Work Training and Qualifications (ESB), and with support from the workforce hub, has developed an Employers Guide to using the community development work national occupational standards. This includes information about the standards themselves, and using them in recruitment, supervision, workforce development, learning and qualifications and quality assurance. See www.fcdl.org.uk

The England Standards Board led, supported by the Federation, in the mapping of community development learning and qualification programmes across the London region. This work took place as part of a London consortium and has led on to some concrete opportunities for community development learning in London. See www.fcdl.org.uk

The Yorkshire and Humber Regional Advisory Group on Community Development (RAG-CD) and the ESB obtained funding from Change Up to develop the community

development network in the region. This project mapped where community workers are in the region, where community development learning is taking place, and all the regional and sub regional policies that affect communities we work with, and considered how CD can inform the high level outcomes that come from such policies. See www.fcdl.org.uk



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¹⁰ Learning and Qualifications Framework for Community Development Work

We have continued to work with others to further develop the learning and qualifications framework first agreed at the Roots and Routes conference in 2004. This has included

- Production of a visual diagram of the framework, plus some visual examples to show how activists or workers working around community development and health or sustainable development could make use of the framework (see www.fcdl.org.uk)
- Writing four new units and working with the national open college network to add them to the community development programme – the units are on sustainable development (with support from Every Action Counts), sustainable communities (with support from the Academy for Sustainable Communities), Improving Health – Engaging Communities, and Health Inequalities. They are all available at level two and level three.
- Working with City and Guilds to develop a Higher Professional Diploma in Community Development at level four

Lifelong Learning UK Sector Skills Council

We have continued to work with LLUK and participated in the Community Learning and Development constituency panel that includes other community development organisations from England, Northern Ireland, Scotland and Wales. All Sector Skills Councils have an important role in identifying and addressing, with employers, the training and development needs of their workforces.

Community development work has a large and diverse range of employers, ranging from Local Authorities and Primary Care Trusts through large voluntary organisations and partnership programmes to small community groups employing one worker on short term funding. A large proportion of community development workers are now employed in the voluntary and community sectors. In addition there are an increasing range of other workers who need to develop community development skills in order to engage with communities as part of working effectively (housing, health, regeneration, planning, environment etc.) The range and diversity of CD employers present a wealth of both opportunities and challenges.

Current priorities within LLUK work are:

- The development of the Sector Skills Agreement that will play an important role in defining and addressing the training and development needs of community development work

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Involving our members

The involvement of the Federation's members is crucial to the successful delivery of our activities. As our membership grows and diversifies, finding new and effective ways of reflecting and sharing their expertise for the benefit of everybody involved in the Federation is an ongoing challenge. Bringing people together is one way and the 2006 annual conference and AGM in Torquay was one of our most successful ever. The challenging theme of social and environmental justice for communities, the breadth of experience of the 135 people who took part and the lovely weather and venue added up to a really memorable event. Since then we have ran 29 Every Action Counts training events across the nine regions of England, a successful mid-year members general meeting in Birmingham, Ubuntu meetings, and a range of smaller meetings concerned with ongoing work.

Meeting physically is not always possible or environmentally sustainable. We have continued to develop our website and have plans to extend it further and make it more inter-active. Likewise we are trying to reduce the amount of paper copies we produce, and are increasingly putting up reports of our work on the website. However, the quarterly Fednews will continue and we always welcome contributions from members and partners.

Working across borders

While the policy programmes and funding regimes make it more difficult to collaborate across the borders, most of the issues around community development learning and practice transcend them. The programmes and policies may have different names, but there are many common issues including the lack of recognition of the contribution of community development learning and practice, the shortage of skilled workers, the obstacles to accessing relevant training to name but a few.

The Federation is committed to working with our strategic partners in Northern Ireland, Wales and Scotland, and sharing our collective learning and experience. The achievement of Community Development Cymru in producing the Community Development Strategic Framework for Wales, commissioned and owned by the Wales Assembly Government, is something for us all to celebrate. The Rural Community Network in Northern Ireland has done great work in demonstrating how to use the national occupational standards (NOS) in rural communities. Both organisations supported our Every Action Counts work by running workshops around sustainable development and community development work. We look forward to continuing to work with these and other established partners (Black Voluntary Sector Network Wales, Community Changes in Northern Ireland) and to strengthen our links in Scotland.

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Directors

February 2005 – May 2006

Lynn Brook	co-opted April 2005
Michael Carty	co-opted April 2005 (Ubuntu)
Julie Cullen	
Aba Graham	
Val Harris	from Oct 2005 (ESB)
Trish Hickey	
Ronald Holder	
Lynda Jones	from Feb 2005 until Dec 2005
Gurcharn Kaur	Chair
Margaret Ledwith	until Oct 2005 (ESB)
Lee Ling	co-opted from Dec 2005 (CDX)
John Mayhew	co-opted until Dec 2005 (CDX)
Maria Constanza Mesa	
Pete Sacker	Treasurer
Clive Sefia	
Sue Trevelyan Jones	
Bill Wallwork	
Chris Wood	

May 2006 – May 2007

Lynn Brook	Treasurer
Jan Crawley	
Aba Graham	
Val Harris	
Jonathan Hyams	
Dean T. Huggins	Co-Chair
Lee Ling	reciprocal arrangement with CDX
Maria Constanza Mesa	
Alison Norris	
Clive Sefia	
Sue Trevelyan Jones	
Cheryl Turner	
Bill Wallwork	Co-Chair

Staff

Emma Bennett	Support Services Co-ordinator
Carol Jones	Development Officer Black Perspectives until October 2006
Sue Leach	Admin Support Officer
Bahia Lynch	England Standards Board worker until March 2007
Deirdre Maguire	Publicity and Project Support Officer October 2005 – March 2006
Janice Marks	Head of Agency
Susi Miller	Training Development Officer
Ann-Marie Pope	Finance and Premises Officer
Deborah Rhodes	Administrative Support Officer from October 2006

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Treasurer's report

As predicted by our outgoing treasurer we have faced another difficult year in terms of funding. However, thanks to the hard work of staff and the active support of members we have delivered all our agreed targets and services ending the year in a slightly better financial position than expected. Despite this good news we still need to focus on securing long term core funding together with a diverse and sustainable funding base if we are to continue our development. As part of our long term plan we are moving to new premises which will give us more control over the terms of the lease and the level of rent.

2007 will be yet another challenging year as community and voluntary sector funding is reviewed and the priorities of skills training change. I am confident that our staff and management committee, with the support of our members, are well equipped to meet these challenges and build on our work in 2006 to deliver another successful year.

Lynn Brook
Treasurer

Statement of financial activities and Income and Expenditure account for the year ended 31 March 2006

	Restricted Funds	Unrestricted funds	2006	2005
	£	£	£	£
Incoming resources				
Incoming resources from generated funds				
Voluntary income		273,216	273,216	267,830
Investment income		833	833	689
Incoming resources from charitable activities				
Community Development	100,000	116,251	216,251	285,350
Learning Activities				
Total incoming resources	100,000	390,300	490,300	553,869
Resources expended				
Cost of generating funds				9,905
Charitable expenditure				
Core costs	101,255	346,997	448,252	486,577
Grant support		5,752	5,752	3,928
Governance costs		3,028	3,028	15,788
Total resources expended	101,255	355,777	457,032	516,198
Net incoming/(outgoing) resources for the year				
Transfer between funds	34,523	(1,255)	33,268	37,671
Net movement in funds	11,913	(11,913)	-	-
Funds at 31 March 2005	46,436	(13,168)	33,268	37,671
Funds at 31 March 2006	78,268	13168	91,436	53,765
Funds at 31 March 2006	£124,704	-	£124,704	£91,436

Federation for Community Development Learning

Balance Sheet as at 31 March 2006

	2006		2005	
	£	£	£	£
Fixed assets				
Tangible assets		12,681		5,903
Current assets				
Stock	6,073		35	
Debtors	50,717		68,582	
Cash at bank and in hand	134,141		104,122	
	190,931		172,739	
Creditors: amounts falling				
due in less than one year	(63,908)		(72,206)	
Net current assets		127,023		100,533
Creditors: amounts falling				
due in more than one year		(15,000)		(15,000)
Total assets less current liabilities		124,704		91,436
Reserves				
Unrestricted funds				
Designated funds	36,125		45,004	
General funds	88,579		33,264	
Subtotal		124,704		78,268
Restricted funds		-		13,168
		124,704		91,436

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This information is an extract from the audited annual accounts on which the auditor's opinion was unqualified.

The full report and accounts were approved by the trustees in January 2007 and have been submitted to the Charity Commission and the Registrar of Companies. These summarised accounts may not contain sufficient information to allow for a full understanding of the financial affairs of the charity.

For further information the full accounts and the auditor's report on those accounts should be consulted. Copies of these may be obtained from FCDL,

3rd Floor, The Circle Building,
33 Rockingham Lane, Sheffield S1 4FW.

As auditors to the charity, we have reviewed the extracts from the accounts and consider that they are consistent with the full accounts, on which we gave our opinion.

Slade & Cooper, Auditors
3 May 2007

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