

## WELCOME!

Welcome to the quarterly edition of the East London CVS Network [ELN E-News]



# Positive Mental Well Being in the Workplace

### Special Interest Article:

#### Positive Mental Well Being in the Workplace

### Individual Highlights:

#### Borough/Partners News

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#### Tower Hamlets CVS

#### London/National

#### Social Innovation and Sustainable Development in the Thames Gateway

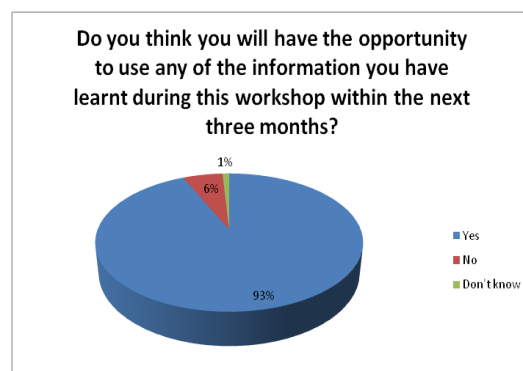
Funded by the Department and Work and Pensions' Health and Well Being Challenge Fund, our Mental Health Awareness Project has now come to an end. The Projects' aims were to equip CVS staff and Trustees and managers of frontline voluntary sector organisations with the knowledge and give them the tools to reduce workplace stress and develop policies and implement procedures that promote good mental well being in the workplace.

Using the Train the Trainer model the project was delivered in partnership with 6 of the 10 sub regions boroughs based CVSs with trainers from Bexley Voluntary Service Council, Hackney Council for Voluntary Service, Havering Association of Voluntary and Community Organisations, Newham Voluntary Sector Consortium, Redbridge Council for Voluntary Service and Voluntary Action Lewisham attending an intensive 2 day training course.

Our vision was for each trainer to deliver a series of mental health and well being awareness sessions to their colleagues and Trustees and frontline voluntary and community groups in their respective boroughs.

Over the course of the 9 months the learning was cascaded to 135 people across the boroughs, with a significant number of participants recording high levels of satisfaction. Of the 135 people that participated, 93% said they would have the opportunity to implement the learning. [See figure 1].

Figure 1



The training also gave participants an overview of mental health illness and symptoms and mental health services and treatment options. It also provided participants with practical advice on how to support a colleague or service user with a disclosed mental health illness.

### What Next?

ELN is developing a shorter version of the training that will be accompanied by an interactive CD ROM and will be available later in the year. The final report is being written and will shortly be available on the ELN website. ELN staff would like to thank everyone that contributed to the development of the project and to the CVSs that contributed to its success.

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## Tower Hamlets Council for Voluntary Service

Tower Hamlets Council for Voluntary Service (THCVS) was established in March 2010 and is currently managed by an interim board of eight people. They're funded by a generous grant from the London Borough of Tower Hamlets which will run until March 2012, and have been working with an interim Senior Programme Manager to create a business plan that'll help them to develop and fund their future work. The organisation recently recruited a new Chief Executive, Khadiru Mahdi, who joined them at the start of May. Khadiru has over 10 years of senior management experience in the voluntary sector, most recently as Director of Projects and Services at London Voluntary Service Council (LVSC). He also held senior management positions in the London Borough of Lambeth, including Policy Officer, Voluntary Sector and Communities and Neighbourhoods Manager.

THCVS has a temporary office at St Margaret's House in Bethnal Green and is hoping to move soon to a more permanent space in the same area. In addition to Khadiru they employ two full-time staff; an Admin and Information Officer, Nasrin Patel, who looks after the website, creates their newsletters and takes a lead on recruiting members, and a Development Officer, Gemma Cossins, who provides advice and support to voluntary and community organisations. In the coming months the CVS will be developing and running a programme of training, creating an online resource bank for organisations, and facilitating and participating in a range of forums as part of their voice and representation work.

Membership of THCVS is currently free and

they are keen to recruit, support and represent as many members as possible. They're hoping to act as a rallying point and a voice for voluntary and community groups in Tower Hamlets, especially in the light of the huge changes to the civic and political environment across the borough. They recently ran a 'Back to the Future' event on the subject of the cuts, and more specifically on the capacity of the voluntary and community sector to adapt to and do well in the post-cuts environment. Although many borough-managed grants are to be sustained for the ensuing year in Tower Hamlets – a very welcome feature of the newly-elected Mayor's first budget – the sector must prepare for tough negotiations with its local-authority partner over the future.

No less important a prospect is that of their first Annual General Meeting in the autumn, when the membership must find and appoint its first permanent board of trustees. In their rapidly-changing circumstances, there will be plenty for them to tackle! Their sector has a long and exceptionally honourable history of innovation and achievement in Tower Hamlets so, despite obvious difficulties to be overcome, THCVS looks forward with optimism to grasping fresh opportunities.

To find out more about the CVS and download a membership form, please see their website at:

W: [www.thcvs.org.uk](http://www.thcvs.org.uk)

T: 020 3286 3630

E: [nasrin.patel@thcvs.org.uk](mailto:nasrin.patel@thcvs.org.uk)

# BOROUGH/PARTNERS NEWS

## East Tenders

East Tenders is an East London consortium of training providers. It was established in 2008 by the East London CVS Network, delivered by RedbridgeCVS and funded by a Capacity Builders grant.

East Tenders works to ensure that local people can access high quality, community based employment and skills services. East Tenders has successfully bid for contracts, developed effective partnerships for the delivery of these contracts and provided a supportive and cost-effective contract management service to our partners.

The consortium was set up in response to concerns raised by third sector training providers working at a local level about the increased scale of contracts that were then being introduced. This meant that individual groups often did not have the capacity to meet funding specifications which required the delivery of high numbers of outputs (often requiring delivery across a number of boroughs). As a result, East Tenders was established to support a consortium of local groups through making joint bids on behalf of members and providing contract management throughout the delivery of successful tenders.

Since its inception East Tenders has secured contract funding of £916,000.00 from London Councils, the Department of Work and Pensions and the Skills Funding Agency (formerly the Learning Skills Council) for the delivery of employment and skills contracts in partnership with 18 organisations. East Tenders continues to deliver a successful Future Jobs Fund project in Redbridge. East tenders now have 119 member organisations and have actively worked with over 40% of these organisations to support them in securing funding; improving quality assurance processes and/or accreditation of courses. Through delivery of contracts east tenders have supported 230 people into work or further training.

In the future the nature of East Tenders activity will change. The Capacity Builders grant funding has ended on March 31st 2011 and, more importantly, major changes to the way that the government is commissioning employment and skills contracts is underway. These contracts will now go to a small number of very large organisations ("Primes") who will then subcontract some of the contract work to smaller organisations. As a result of these changes, East Tenders will now have more of a focus on the direct delivery of subcontracted work (as well as in continuing to work in partnership with some of the member organisations). East tenders have submitted expressions of interest to several of the Prime organisations for NEET contracts, Mandatory Work Activity and the Work Programme. Should east tenders be successful there will be opportunities for members to contract to deliver and east tenders will promote any opportunities widely. East tenders are keen to continue to support the most disadvantaged through the partnership delivery of upcoming contracts.

East Tenders is widely recognised as having a successful consortia model and last year was approached by the (2012 Games) Host Boroughs Unit to organise a supply chain of third sector providers interested in delivering services for the related Work Programme. East Tenders received over 40 expressions of interest. It has now been officially agreed that Primes looking to engage with the host boroughs must go through the HBU. The HBU will act as an intermediary between the third sector, local authorities and Prime Contractors to ensure delivery offers are financially viable and risk is evenly shared. The HBU is also presenting a paper to the Leaders and Mayors on a new framework for Governance and accountability in relation to how the Work Programme should be delivered, including supply chain engagement. East Tenders will ensure that the views and needs of its members are heard in these processes.

## Social Innovation and Sustainable Development in the Thames Gateway

By Martin Kemp

A recent State of the Environment report produced by the Environment Agency and its partners showed how some of the environmental indicators for the Thames Gateway area are moving in the right direction. Nonetheless, tackling climate change remains a high priority, and the SoE report highlighted a number of environmental issues that need to be considered when planning for economic and physical development in the Gateway area; e.g. water scarcity; flood prevention; the quality and accessibility of the natural environment; minimising threats to protected areas; energy consumption; contaminated land; construction waste.

Making the transition to an environmentally sustainable Gateway and establishing the area as an Eco-region depends on finding innovative ways of integrating the environmental, social, and economic dimensions of sustainable development in both policy and practice. Both social and technological innovation are bound to play a critical role in meeting these challenges.

A new study by Martin Kemp sought to explore the role of social innovation in achieving sustainable development goals in this dynamic sub-region. The research involved a combination of interviews with experts and decision-makers from across the sub-region and included an analysis of sustainability strategies and regeneration policies relating to the Thames Gateway.

Many participants in the study associated social innovation with the activities of the community and voluntary sector, social enterprise, and with

the social economy more broadly. They saw social innovation as 'new ways of organising' or 'working together', "new models for engagement and delivery of social objectives"; or as a shift in "mindset" - thinking about a problem in a differ-

ent way that makes innovative solutions possible.

Many saw the immense potential of social innovation to help tackle some of the environmental challenges facing the Gateway – for example, by fostering novel forms of community action around environmental issues; developing new ways of delivering services; or encouraging the growth of environmental social enterprises as a means of aligning economic, social, and environmental priorities at the local level.

Development and growth in the Gateway need to be underpinned by the principles of equity, social justice, and with the meaningful participation of local people in decisions that affect their lives. The Community and Voluntary Sector(s) across the Gateway can help to establish the Gateway as an environmentally sustainable Eco-Region by working with local people to develop novel social solutions to the area's environmental challenges.

A more detailed summary of the research is available on the ELCVS website at:

W: <http://www.elcvsnetwork.org.uk/resources/research/>

## Consortium of LGB&T Voluntary and Community Organisations

On 29th March 2011 the LGB&T Consortium delivered training to ChangeUp organisations, providing an opportunity for CVS' to learn about issues and a forum to discuss ways of working together. The role of CVS' in supporting groups was discussed as well as the barriers these groups sometimes face in accessing this sup-

port. The training equipped the trainees with the methods to overcome these challenges as well as detailed guidance on how to use terminology appropriately.

To read a full write-up of the training please visit the ELN [website](#).

## The Work Programme Announcement

The Work Programme is the latest Government initiative designed to get long term unemployed people back to work and tackle long term benefit dependency. Launched in June 2011 DWP figures estimate 300 voluntary sector organisations will be involved in the delivery, of the Work Programme mainly as sub-contractors.

The programme aims:

- o To deliver help to around 2.4 million people help them back to work
- o Provide support built around the individuals needs

The organisations who have won the contracts

for the east London region are:

**A4e** delivers a range of frontline public services including employment and welfare, training and education, skills and training. [A private sector organisation] <http://www.mya4e.com/>

**Careers Development Group** [CDG] is a voluntary sector organisation. They help individuals who are unemployed find and sustain employment. <http://www.cdguk.org/>

**Seetec** is a private sector organisation. It provides employment, training and IT services. <http://www.seetec.co.uk/>

## Unite Survey: More than half of voluntary sector workers 'are worried about redundancy'

A recent survey by Unite has revealed that 55% of people working in the voluntary sector are concerned about job losses and 63% fear funding cuts to their charity. The survey was completed by 2000 voluntary sector workers both from within the union Unite and from outside it as promoted via Facebook and Twitter. Furthermore it indicated the mental health impact of the cuts with 53% of respondents reporting concern about stress levels.

Rachael Maskell, national officer for the voluntary sector at Unite, said the survey was designed to empower members worried about the cuts.

"The sector has been strangely silent on cuts," she said. "Many people have been afraid to bite the hand that feeds them. We want to help people speak out, right across the sector.

View the Unite For Our Society [website](#) to access the online resources.

## New public sector equality duty

The new Public Sector Equality duty (PSED) came into force in April. Part of the Equality Act 2010, the PSED will ensure public sector organisations have due regard of the need to:

- eliminate unlawful discrimination
- advance equality of opportunity
- foster good relations across all of the protected characteristics

For more information on the new laws, go to the [Public sector equality duty section](#)

Or

<http://www.equalityhumanrights.com/advice-and-guidance/public-sector-equality-duty/>

## The Big Opportunity Website Update

The Big Opportunity helps the London Voluntary and Community Sector make the most of the opportunities provided by the London 2012 Games and gives them a voice in shaping a sustainable legacy. The website has recently been revised to provide the most up-to-date and accessible information for the sector.

To help demystify the organisational process of the games, the site now includes a London 2012 jargon buster, a detailed organogram of delivery structures and a breakdown of the Olympic and Paralympic programme objectives.

Other recent additions to the website include the latest information on ticketing and scheduling as well as the most recent GLS handbook on cultural opportunities. The Big Opportunity also encourages other trusted organisations to

share materials and links on the website.

To do so please contact: [paul@londoncivicforum.org.uk](mailto:paul@londoncivicforum.org.uk)

Click here to view the big opportunity website. <http://www.thebigopportunity.org.uk/>

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