

  
footprints  
Women's Centre



POWER  
GO STRATEGY WORK  
ACTION DO TEAM  
GOAL  
WOMEN  
CHILDREN  
MARKET  
POSITIVE  
IDEA  
SELL  
OK  
GROW  
MEETING  
PROCESS  
OUT OF THE  
BOX  
DESIGN  
COMMUNICATE  
TALK  
SUCCESS  
GROUP  
OUTCOMES  
TARGET  
EMPOWER  
THINK  
CREATIVE  
RESEARCH  
PLAN



## Mission Statement

To enable women and children to grow to ensure their **voices are heard** and that they take their rightful place in a **just** and **equal** society

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## Chairwoman and Centre Director's Report

2014/2015 was a year, of two distinct opposing halves. The first 6 months were marked by the launch of the Sectional Build project in May 2014 by Minister McCausland; development plans were put in place for new and innovative projects that would respond to growing need; the Neet(s) project was extended for a further year, staffing restructuring within the organisation was finalised the centre achieved the JIP Award

In April 2014, footprints successfully registered the Sectional Building as a Crèche facility providing 18 additional registered Crèche places within the Colin Community. Department for Social Development, Belfast Regeneration Office, (DSD) (BRO) funded the costs associated with the Sectional Build project and thus provided the Centre with much needed space to deliver services to those most in need.

The additional childcare places also supported the Centre's plans to apply in the Autumn, for funding under Department for Employment & Learning / European Structural Fund (DEL/ESF) to deliver an innovative employability programme.

As we moved into the Summer period Footprints was optimistic about the year ahead, believing that we would be in a strong position to support vulnerable women and children, particularly those who would be affected by Universal Benefit cuts.

This was not to last as, increasingly, it became apparent that the women's sector, in particular, was heading towards a gathering storm of cuts that would damage the delivery of valuable services to those most in need.

For Footprints Women's Centre the second half of the year was marked by the prospective loss of 3 training and education posts, a successful Neet(s) programme for young women with children and, a significant loss of funding – 33% of the centre's overall budget.

Within a 6 month period, without warning, Footprints were forced to plunge from a place of optimism, expansion and sustained growth to a place of financial uncertainty, job losses and a decline in services.

**There were 3 main reasons:**

- (1) Notice of funding cuts was delivered by the local assembly/government departments apparently without forward planning or applying joined up thinking which resulted in devastating consequences for the women's sector;
- (2) Lack of communication from departments and between departments in relation to passing timely and accurate information to Women's Centres regarding pending cuts;
- (3) Unclear implementation of DEL/ESF funding programme resulting in numerous barriers preventing women from disadvantaged communities accessing this programme.

During this period Footprint's Board of Directors and staff worked tirelessly to protect and minimise the loss of services. Whilst we believe that we have lessened the impact on many fronts, we know that the impending loss of the skills of our Training and Education staff will be a blow to the women in the Colin area.

Additionally, we remain committed to a new council boundary changes is not measurable that we will continue to work with Belfast City Council and the service which they deliver.

We continue to lobby and we work with each day:

- In June 2014, the Centre for Women's and Gender Violence in Conflict' a
- Footprints organised a climate change and sustainability conference to engage local communities in our lives.
- Footprints Women's and Gender Violence in Conflict' a
- The Practice of Rights), effectiveness of Non-Non-report 'A Call to Action' report 'A Call to Action'
- The Centre Director can lead a local strategy development to raise awareness of the impact of climate change on women's and girls' lives.
- Footprints was invited to participate in the 2014 Women's and Gender Violence in Conflict' a
- The Centre Director was tasked with supporting the implementation of the 2014 Women's and Gender Violence in Conflict' a
- The Centre Director was tasked with supporting the implementation of the 2014 Women's and Gender Violence in Conflict' a
- Eastern Trust on the 2014 Women's and Gender Violence in Conflict' a

These are just a few of the issues that are important to consultation with local work that Footprints continues to

Additionally, throughout the 1990s, the labour market has been characterized by a difficulty in the coming year to find a job in the community education sector.

To conclude this report the loyalty and commitment tirelessly, for and on behalf

We would also wish to acknowledge a key funder of Footprints, who have funded and supported

**Mary McNeill**  
Chairwoman

## Treasurer and Finance Director's Report

*"The creative responses we identify are not simply aimed at organizations' survival, but at reconfiguring operations to maintain or even expand their impact"*

(<http://www.neweconomics.org/publications/entry/responses-to-austerity>)

The above very positive statement sums up Footprints Women's Centre's approach over recent very testing years and has resulted in us guaranteeing sufficient finance to fund relevant services that respond to the needs of the women and children in the Collin Area.

2014/2015 presented challenges on many levels, balancing strategizing for the inexorable advent of radical cuts in funding with maintaining the management of robust systems within the Finance department in the face of staffing losses at an unprecedented level. The changes were viewed as an opportunity and we emerged from the year with a restructured finance team. This has strengthened the service and will bring new skills to enhance the development of our ability to create new funding and tender opportunities.

Half way through the year, one of our main funders gave notice that a considerable funding stream would cease after this period. Additionally, an enormous amount of time and effort was spent in submitting funding applications and there were numerous successes, significantly with the new council area, Belfast City Council. We would like to take this opportunity to thank them for their contribution to the work of the centre.

Substantial work went into attempting to secure funding for the Training & Education service, in particular with the DEL funding application. However, a thorough review of the criteria attached to the funding determined that acceptance of the funding had the potential to undermine the ethos of the organisation and place the centre's future at risk.

Footprints Women's Centre has not been alone in suffering dramatic cuts to public funding which have put communities and organisations across the UK under intense pressure. However, our approach is more positive than most in that we see this as a time to review and re-adjust with a range of creative responses including increasing our own income generation through the social economy that will help to secure the future for our services.

Whilst we will continue to challenge, by lobbying against inequity in funding cuts, we will become more creative by exploring alternatives and opportunities.

**Noreen Braniff**  
Treasurer

**Elizabeth Livingstone**  
Finance Director

## Women's S

The Women's Support Footprints Women's C to provide an Open D, Intervention Service for are experiencing Dom & Poor Mental Health, includes Immediate Saf Care Respite, Therape Advocacy, Practical Sup Lifestyle Programmes & recognised as a unique, quality service for wor

This year a priority focu links with the agencies council boundaries with continued close collabora close partnership with integral element of our that women receive the service. In addition, the Manager represents Fo Centre on MARAC (M Assessment Conferenc

## Launch of Drop In & Clinic

The Support Team has innovative programme realistic & effective pro The weekly drop in off programme, with a ran for women to socialize informed, be creative, l fun and look outside th improve their situation, to build on this into ne

## Healthy Lifestyle P

This area of work conti necessary and benefit programmes such as D Awareness and Learnin



## Family Empowerment Programme

The Footprints Family Empowerment Programme is funded by BBC Children In Need. The project aims:

- To improve family relationships
- To improve emotional skills/wellbeing in order to increase resilience to assist families to cope better with the complex issues affecting their lives
- To improve personal development & empowerment.

The Family Empowerment Programme facilitates the delivery of services such as:

- Individual Tailored Family Parenting Support
- Play Therapy
- Young Girls Group

The service is an evidence informed empowerment model that offers bespoke individual packages that are both strength-based and flexible.

Highlights of the year have included a week long series of innovative family activities. The Creepy Cookery Magical Garden for families with children with autism was a wonderfully unique experience for all the 29 families who came along.



The Young Girls Group has participated in a wide range of programmes focusing on Healthy Relationships, Drug, Alcohol Awareness, Sexual Health, Intergenerational Activities and Mindfulness. This programme is very much group led and the girls have told us they feel empowered, have made positive friendships and cherish a strong sense of belonging.

Over the past year, 14 children have benefited from 12 to 18 weeks of Play Therapy. Outcomes have been evidenced through improved self-esteem, confidence, reduced stress and improved understanding of feelings. In addition 30 families have engaged in intensive parenting relationship building programmes.

During the Christmas period Footprints facilitated 45 families who were supported through Cool FM Cash for Kids Toy Appeal and 20 families received Christmas food hampers in partnership with Colin Neighbourhood Partnership.

Our plans for the coming year for The Family Empowerment Project will continue to develop innovative programmes to respond effectively to the distinct needs of families in the area.

**Paula Irvine**  
Support Services Manager



## BBC Children in Need BareFaced Campaign

In July 2014,

Footprints was approached by BBC Children In Need about

an exciting opportunity to take part in their BareFaced campaign. 10 years BBC Children in Need supported family work with and the organisation view it as an opportunity to give some



The BareFaced campaign asked children to swap their make-up for a reference to Pudsey Bear, for BBC Children in Need. It shines a spotlight on fundraising for Children in Need and attracts attention from many female celebrities. A little twist was added and women were approached, rather than men. The community groups that were funded by BBC Children in Need were delighted to represent the region for BBC Children in Need.

BBC Children in Need asked for across the UK that we Children in Need funded project alongside celebrity talent at of the BareFaced campaign. Deputy Director, representative of the BareFaced campaign, Women's Centre at a press shoot headed by Rankin (the prestigious of portrait and fashion photographers). Kyra brave without make up for the photo.



## Children's Services

Footprints Daycare is a social economy business and any profit generated goes toward supporting the essential work of the centre.

Inspection reports from the South Eastern Health and Social Services Trust continue to acknowledge the high calibre and expertise of the childcare team. Working parents have commented on the high quality service and the warmth and care provided for their children. Local nursery schools have remarked on the high level social skills and educational ability of children who have spent their formative years in Footprints Daycare. We continue to work in partnership, in particular with the South Eastern Trust, Sure Start and our parents.

Footprints Daycare facility offers 52 childcare places, daily, to support local families. In total 219 children accessed the childcare service, during the period. A number of innovative changes took place, leading to a very successful year which brought the expansion of Children's Services within the centre.

During 2014/2015, the creation of a Childcare Manager's post evidenced the organisation's commitment to the childcare business, quality assurance and practice. Footprints is committed to the professional development of staff. This year the leadership team in the childcare department are being trained to Level 5 Childcare, learning and development, guaranteeing knowledge and practice to the highest standards. The staff team takes immense pride in ensuring the best outcomes are achieved in an inclusive environment for all children.

The on-site sectional building funded by the Department for Social Development was opened in May 2014 and allowed Footprints to create 18 additional sessional places that will be invaluable to the lives of the women and children in the Colin area.

This year we achieved the Diamond Award for dental and health and continue to work towards the 'All Ireland Accreditation' for day-care.



We received a generous donation from the Whyte family which went to purchase of graduation gowns for children. The centre welcomed 1 to celebrate the children's success proudly accepted their certificate the chairperson.

Most of this work would not be without the ongoing support of 1 from the Women's Centre Child Fund through the Department for Development.

Footprints Catering Service continue to provide meals for our Centre and Daycare Facility throughout the year. We welcomed Christina O





## Training and Education

The new Training and Education staff team has consolidated the work of the department. Emele Logan, Training & Education Manager, Christine Cosgrove, Training and Education Officer and Louise Devenney, NEET(s) Engagement Worker have worked to bring about great outcomes for the organisation and Footprints Women's Centre has striven to secure the funding that is necessary to continue the work.

The Social and Leisure education programme, delivered through a partnership of fourteen Women's Centres/organisations across the North, funded by the Big Lottery's 'Live and Learn' programme and managed by WRDA comes to an end in April 2015. 121 women benefitted from this programme during the period.

The 'Routes to Skills and Employability' programme met targets, reaching 135 women, who participated in a diverse range of courses, including Essential Skills Literacy, Numeracy and ICT, Manual Book-keeping and Accounts.

The delivery of these courses was underpinned by the support from our onsite childcare provision which would not have been possible without the development of our Sectional Build project, funded by BRO, (DSD) which enabled us to create an 18 place crèche facility.

There is little doubt that much of the success achieved in the, Neet(s), (16-24yrs) training and education programmes designed to move these young women towards further education or employment can be attributed to the additional support that is available at Footprints Women's Centre. As a consequence we were able to engage 52 young women in this programme, during the year.

Footprints retained its status as an approved centre for the British Computer Society, Oxford Cambridge, RSA and Open College Network (NI), a testament to the work that went into ensuring that we met the robust quality standards of accrediting bodies.

We understood at the beginning of the year that we were facing a crisis within the realm of community based education, and it is with deep regret that as we came to the end of 14/15, we were not in a position to maintain any of the previous funding streams. The outcome of which is that we have lost our much valued training and education team.

Everyone at Footprints wishes to acknowledge their work and that of all the tutors for maintaining consistently high standards.

The year ahead will be one of the most challenging in the history of our delivery of community based education. The Board of Directors is determined to preserve this service and has set aside funds from our own income generation to ensure that there will be a training and education programme in the coming autumn term.

Meanwhile, the senior management team will search, diligently, for other funding opportunities to support this service, as we cannot allow the experience of almost 25 years to be wasted, or fail our membership in meeting an identified need within our community.



## Women's Em

Women's Empowerment is to the value base that underpins the work of Footprints Women's Centre in our everyday practice. As a result, Women's Empowerment is a core component of our Strategic Plan (2016) and is crucial to the realisation of our Mission Statement and our leadership within the organisation.

### There are 5 key pillars to Women's Empowerment

- A rolling Women's Empowerment Programme operating at all levels
- Volunteer Programme;
- 50+ Group;
- Young Women's Group;
- Participation Practice Rig (PPR)

### Women's Empowerment Programme

The work of the women's empowerment project has grown in the period, increased focus on lobbying and building women's leaders within the community.

The Women's Empowerment Programme delivers bespoke empowerment courses. Over the period, 37 women have been engaged to achieve an understanding of personal empowerment, work in politics, feminism, leadership and assertiveness skills.



### 50+ Group

Our 50 + members' group has embraced numerous opportunities to expand their knowledge on Irish History. Many completed the Open College Network level 1 and 2 certificate in Irish History. The women also had the opportunity to attend events in the SS Nomadic and PRONI buildings with Community Change NI. The weekly book club continues to grow in popularity with over 15 members. The monthly visit from Libraries NI keeps the groups supplied with new material.

### Young Women's Group

The Young Women's Group are a vibrant group within the centre. They have participated in a diverse programme that has developed their life skills and helped them progress onto a more challenging programme.

This year has been exceptionally busy with the group completing an OCN Level 1 in Drug and Alcohol Safety and 'Choices' a Sexual Health Programme with the Family Planning Association.

The group worked with Youth Action on a cross community PEACE programme with a youth group from South Tyrone



and explored active citizenship leadership skills. The program with a joint residential in Gr centre in Newcastle.

The Young Girls Group also to a round table discussion \ youth groups on Children R discussion focused on 'You and was facilitated by 'BBC ( Need'. The conversations t among the young people ab reality and the rights they ca – and how to contribute to state to account.

### Footprints Women's M

Footprints Women's Moven arisen from the empowerment carried out within the Centr the last 3 years the Centre a rights organisation, PPR have working with women from t neighbourhood who came t tackle their concerns around in which the PSNI currently Non-Molestation orders. Th gathering evidence on the in domestic violence in their cc and, more specifically the eff Non-Molestation Orders as



## Sustainable Living

Footprints Women's Centre Living Policy provides a framework based upon the values of sustainability development, which we have put into objectives and guidelines in our Sustainable Living Strategy. The activities included:

- Footprints Women's Centre Growing Project receive for Community and Sustainability
- The completion of a 5 & Physical Activity Programme
- The development of a Action Plan
- Footprints Sustainable Manager was invited to Schumacher Ireland Sustainability Leadership Programme

Footprints Women's Centre chosen to become part of new initiative, in association with Schumacher College, Devon School of Law, Queen's University Belfast bringing together leaders in sustainability in Northern Ireland to create a movement to act on and raise the profile of environmental issues.

During this period, Footprints Centre was UK overall winner of Community and Sustainability the 'Cultivation Streets Campaign' was in recognition of our vision people to take up gardening their green skills, bringing them together through gardening.



# Annual Accounts

Balance Sheet As at 31 March 2015

	Group 2015 £	Group 2014 £	Charity 2015 £	Charity 2014 £
<b>Fixed Assets</b>				
Tangible Assets	706,082	743,878	706,082	743,878
<b>Current Assets</b>				
Debtors	132,017	160,621	116,678	166,005
Cash at Bank & In Hand	112,779	196,065	103,838	177,713
	244,796	356,686	220,516	343,718
<b>Liabilities</b>				
Creditors: Amounts falling due within one year	(29538)	(89805)	(25732)	(97313)
Net Current Assets	215,258	266,881	194,784	246,405
<b>Total Assets Less Current Liabilities</b>	<b>921,340</b>	<b>1,010,759</b>	<b>900,866</b>	<b>990,283</b>
<b>The funds of the charity:</b>				
General funds	718,926	763,229	718,927	763,229
Designated Funds	85,994	85,994	85,994	85,994
Restricted Funds	116,420	161,536	95,945	141,060
<b>Total funds</b>	<b>921,340</b>	<b>1,010,759</b>	<b>900,866</b>	<b>990,283</b>
<b>Consolidated Statement of Financial Activities for the year ended 31 March 2015</b>				
	<b>Unrestricted Funds £</b>	<b>Designated Funds £</b>	<b>Restricted Funds £</b>	<b>Total 2015 £</b>
<b>Incoming resources from Generated Funds</b>				
Voluntary Income	3,344			3,344
Activities for Generating Funds	244,154			244,154
Investment Income	-272			-272
	247,226			247,226
<b>Incoming Resources from Charitable Activities</b>				
<b>Total Incoming Resources</b>	<b>247,226</b>		<b>562,442</b>	<b>562,442</b>
			<b>562,442</b>	<b>809,668</b>
<b>Resources expended</b>				
Costs of Generating Funds	164,833			164,833
Childcare, Training & Education and Support	99,021		627,117	726,138
Governance costs	4,217		3,899	8,116
<b>Total Resources Expended</b>	<b>268,071</b>		<b>631,016</b>	<b>899,087</b>
Fund Balances at 1 April 2014	161,536	85,994	763,229	1,010,759
Fund Balances at 31 March 2015	116,420	85,994	718,926	921,340

Copy of accounts available on request

## Acknowledged

Footprints Women's Ce acknowledge the Board volunteers for their dedication over the last year.

### Board of Directors

Mary McNeill (Chairwoman)  
 Noreen Braniff (Treasurer)  
 Isobel Loughran  
 Ursula Carberry  
 Bernadette Devlin  
 Bernadette Donaghy  
 Margaret Boyle  
 Claire Ferris  
 Sinead Glymond  
 Fiona O'Connell

In addition we would like following funders for their

- BBC Children in Need
- DSD BRO Neighbourhood
- DSD VCU Community
- DSD VCU Women's
- Eastern Childcare Partnership
- European Social Fund
- Employment and Learning
- Health and Social Care
- Lisburn City Council
- Lisburn City Council
- Police and Community
- South Eastern Health
- The Big Lottery