



Enabling Women and Children to Grow



Annual Report 2009



## Vision

Footprints Vision  
is to eradicate  
inequities that  
impact upon the  
lives of women  
and children.

## Mission

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

## Values

- Demonstrate **Respect** through listening actively to others and being non-judgemental.
- To create a **Welcoming Friendly Atmosphere**
- To recognise diversity through **Treating People as Individuals**
- Demonstrate **Equality** through showing no difference among those we work for and with.
- Maintain **Confidentiality** through being clear about boundaries and meeting the requirements of the confidentiality code.
- Provide **Support** through matching need
- Demonstrate **Commitment** through generating positive energy individually and collectively
- Underpin work with a **Feminist** ethos that raises awareness of the inequalities experienced by women in society and provides interventions to redress the balance



# Chairperson's Report

This past year has been a challenging one for Footprints operating in one of the worst recessions the world has experienced. It is also a recession that will greatly impact upon women and will place an even greater importance upon the sustainability and development of Footprints services to women and their families in the Colin area.

The current economic environment has also created a greater need to campaign for the resources to support the 'women only space' that Footprints provides. The necessity of this space is locally, nationally and internationally recognized as playing a crucial role in women achieving leadership in their lives and in their communities.

Footprints remains committed to providing a high standard of services and this is achieved through the hard work, expertise and commitment of the dedicated members of staff and volunteers who play an instrumental role in the success and development of the organisation.

Recognition must also be given to Footprints Manager, Gillian Gibson. Her dedication and devotion to the work, values and vision of the Centre are an inspiration to those who work with her.

I would also like to take this opportunity to thank my colleagues on the Board of Directors for their contribution and loyalty over the last year, the generosity of the time they give is greatly appreciated.

Finally I would like to wish Footprints Staff, Volunteers and Centre users great success for the future year.

*Isabel Langdon*



# Centre Director's Report

Footprint's Women Centre develops a strategic plan every 3 years setting objectives that will deliver the best possible service for women and children within the Colin Neighbourhood. In March 2008, for the first time since 1992, the Board decided to plan one year ahead. This decision was taken in deference to the significant uncertainties surrounding the changes in Council boundaries; the Review in Public Administration and the shaky start to the new assembly. Given the sudden economic downturn and reductions in government spending, this cautionary approach has helped us to crystallise priorities over the coming 3 – 5 years.

As a consequence, 2008 has been a year when we have made every effort to consolidate and gather as much information as possible to enable us to formulate a 3 year strategy that will take us into the next decade. It is our goal to maintain our current level of quality service and to develop additional services to meet the distinct and growing needs of women and children living within the Colin Area.

In 2008, Footprints has experienced a rich and vibrant year, a year marked by endings and also many new beginnings.

Towards the end of 2008 Footprints was successful in securing two years funding for two training posts in childcare and catering from the Invest NI Social Economy Fund.

In the summer of 2008 we said goodbye to Anne Duffy who led Children Services. We will always be grateful to Anne for helping us establish Children Services as a key area of activity within the organisation. Kyra Pauley joined us as Children's Services Manager to carry forward the Centre's objective, to not only deliver quality services for children within Footprints but to enhance local services and influence regional and national childcare strategies.





At the same time Footprints committed a considerable investment from its own income to create the new post of Finance Officer in order to increase the capacity to fundraise and generate income through the trading company. A significant responsibility of this post is to meet the increasing demands for verification from funders.

Footprints is represented on a vast number of forums, networks, committees and groups that affect the lives of the people in the community. We take our representation of local need seriously and this year we have established an elected Women's Committee who represent all the stakeholders involved in the life of the Centre. This group is invaluable in providing direction to both staff and the board in raising key issues that impact upon women's lives and representing these views to funders and policy makers. Earlier in the year this group met with Hazel Blears, MP, and Minister for Communities and Local Government at Westminster who commented on the strength of the women and was impressed by the work carried out at Footprints.

As women-only space continues to be threatened, Footprints consulted with its membership about the need for this space. A resounding and unified affirmation for the continued development of women only space was given and this will continue to influence the main purpose of all our activities.

Two key projects, Mums and Kids (funded by BBC Children In Need) and our Volunteer Project (funded by VDA) ended in March 2009. Both projects left a strong

legacy and foundation upon which we will continue to build and strengthen our work with women, families and the local community.

In June 2008 Footprints hosted visitors from all over the world as part of the International Women's Conference, Peace x Piece. As partners in the organisation of this international event, local women had the opportunity not only to travel to the European Parliament and the UN headquarters, but also to participate in the context of an international women's movement that will continue to act for and on behalf of women and children disadvantaged throughout the world.

Other highlights in the year included our volunteers winning the Lord Mayor of Lisburn's Volunteer Group Award. This was a particularly proud achievement for the Centre and shone a spotlight on the 64 volunteers who continue to be such a valuable asset to Footprints.

Footprints has managed the Parent's Centre at St Luke's Primary School at Twinbrook since April 2007, as part of the Extended School's Initiative. In September 2008, this project was highlighted as a model of good practice for partnership between schools and the community in a DVD made and distributed by CCMS. With this work concluding in May 2009, as a result of cuts in the Extended Schools budget, I would like to take this opportunity to thank all those involved in the delivery of this project for their commitment and dedication.

In November 2008 Footprints was invited to become involved in the partnership led by South Eastern Trust in improving outcomes for children. This led to an innovative approach by the Children's Outcomes Board in delivering support to vulnerable families. Footprints participated in the initial pilot and fully endorses this approach as being a highly effective prevention model. We look forward to our continued involvement with Children's Outcomes Board and the development of Family Support as a key area of work within our organisation.



More good news at the end of the year included success for the Colin Neighbourhood Partnership in their application to the Big Lottery's Live and Learn funding. This will bring significant resources to the Colin Neighbourhood and Footprints is very proud to be part of the delivery of this project that was designed to meet gaps in local provision. Footprints also benefited from the success of the Women's Centre Regional Partnership who were also successful in their bid to the Big Lottery.

This will secure five year's funding for our social and leisure programme. We are grateful to both organisations for helping us access much needed resources enabling us to provide a full quality service to members.

On final reflection, I would like to thank all the staff who have contributed to the success of the last year and the core management team who navigate stormy waters, on a daily basis, to ensure the best possible outcomes for the women and children attending Footprints.

I would like to give special thanks to the Board of Directors of Footprints Women's Centre who give considerable time to meet the needs of a growing organisation comprising of the Women's Centre and the Trading Company. They are truly inspirational and bring confidence and strength to the continued development of Footprints Women's Centre.

Gillain Gibson  
Centre Director



Hands up  
if you love  
Footprints!

We do!





# Children's Services

It has been a year of many changes within the Children's Services department, with the introduction of new team members that have allowed us to extend our services. The theme of change brought new challenges to the day-care service with the introduction of the Birth to Three Framework and the Foundation Stage programme planning. The childcare team has embraced play as the key channel for children's learning and development set in the framework of promoting the *'Strong Competent Child.'*

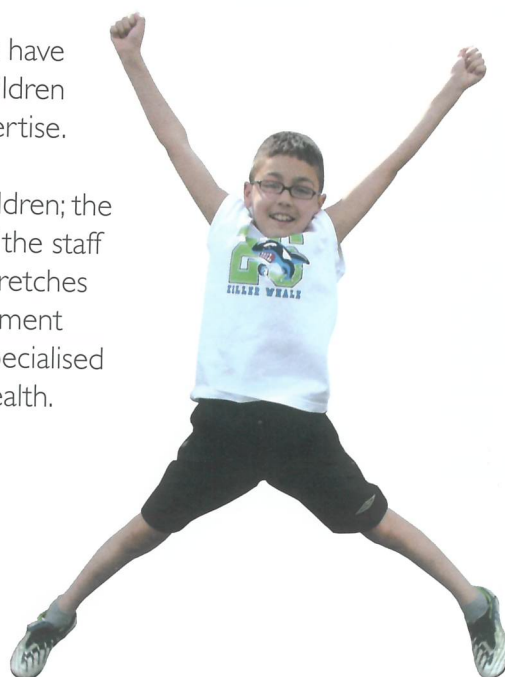
The children who use the service continue to grow and develop and their individual successes help underpin our passion for our work. Children access the service for many reasons; mum or dad going to work, mum trying out a new training programme or activity, a family needing some additional support or a mum on her own needing a break. Additionally children join us to experience play with other children and to help them develop individually.

Footprints have continued to work collaboratively with the South Eastern Trust in delivering services to families that require support. Our relationship with the disability team has supported our work and helped us strengthen our inclusive services for children with additional support needs. This year further services have been purchased to support children deemed at risk over and above the current service level agreement. This reflects the value that the local trust places on the work Footprints delivers to both children and families. The staff team have excelled themselves in rising to this challenge. Working with children who have additional needs requires a high level of skill and expertise.

Footprints employs up to twenty staff to deliver services for children; the team is highly committed and this is reflected by over a third of the staff returning to education to increase their qualifications. Training stretches from National Qualifications in Childcare Learning and Development level 2 and 3 to Partnership with Parents, Child Protection to specialised Solihull Training to support the improvement of infant mental health. Six staff members also camped out for a weekend's training to improve their play knowledge.

The expansion of services this year enabled us to open a sessional crèche to continue to support local mums doing training and education programmes in the centre.

Brilliant!





The opening of the crèche resulted in 10 additional full day-care places being made available throughout, thus supporting working parents. Key staff members involved in the setting up of the crèche did an excellent job in a very tight timeframe. The many happy faces in crèche are an indication that positive work is continuing.

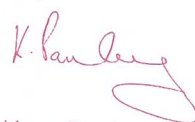
The afterschool club is a crucial service for our local children. It is also the most utilised service by children with additional needs. The team operate under the Playwork principals and continue to maintain the high standard of play and delivery that was recognised by PlayBoard last year in the achievement of the Quality assurance Kite-mark 'Pathways to Excellence'. However, a key challenge for the year ahead is to secure core funding for the afterschools project.

Over the last year the children have availed of many opportunities and new experiences during their time in Footprints. The day-care children took part in a healthy eating and dental scheme and achieved their 3,2,1 Award.

The physical activity programme has supported an increase in outdoor play, dance and drama and offered the children the Monkeynastix programme which all

ages really enjoyed. This is only a small example of the programmes delivered. We are currently developing a cultural play programme that will be delivered throughout the summer.

On a more strategic note Footprints Women's centre represents the interests of Children, both on a trust wide and regional basis. Locally, Footprints is represented by the Children Services Manager on the Colin Sure Start Board, Colin Neighbourhood Partnership Family Focus and Education task group. The Childcare Co-ordinator provides representation on Disability Sub Group. Within the South Eastern trust area Footprints is one of the local groups that represent Children's interests on the Children's Outcomes Board; the local Family Support Panel, New Parent Project; Fit Futures group and the South Eastern District Childcare Partnership. Regionally we now have a seat on the Early Years Strategic Alliance, a group that is currently raising key issues for the improvement of children's services.



Kyra Pauley  
Children's Services Manager



#### Statistics:

	Pre-school	Toddlers	Tiny Tots	Crèche	Afterschools	Total
DayCare/Afterschools	14	11	7	0	12	44
Social Services/disability	11	4	4	0	16	35
Training and Education	0	0	0	35	0	35
Respite/Family Support	7	6	1	6	2	16
Total	32	21	12	41	30	136



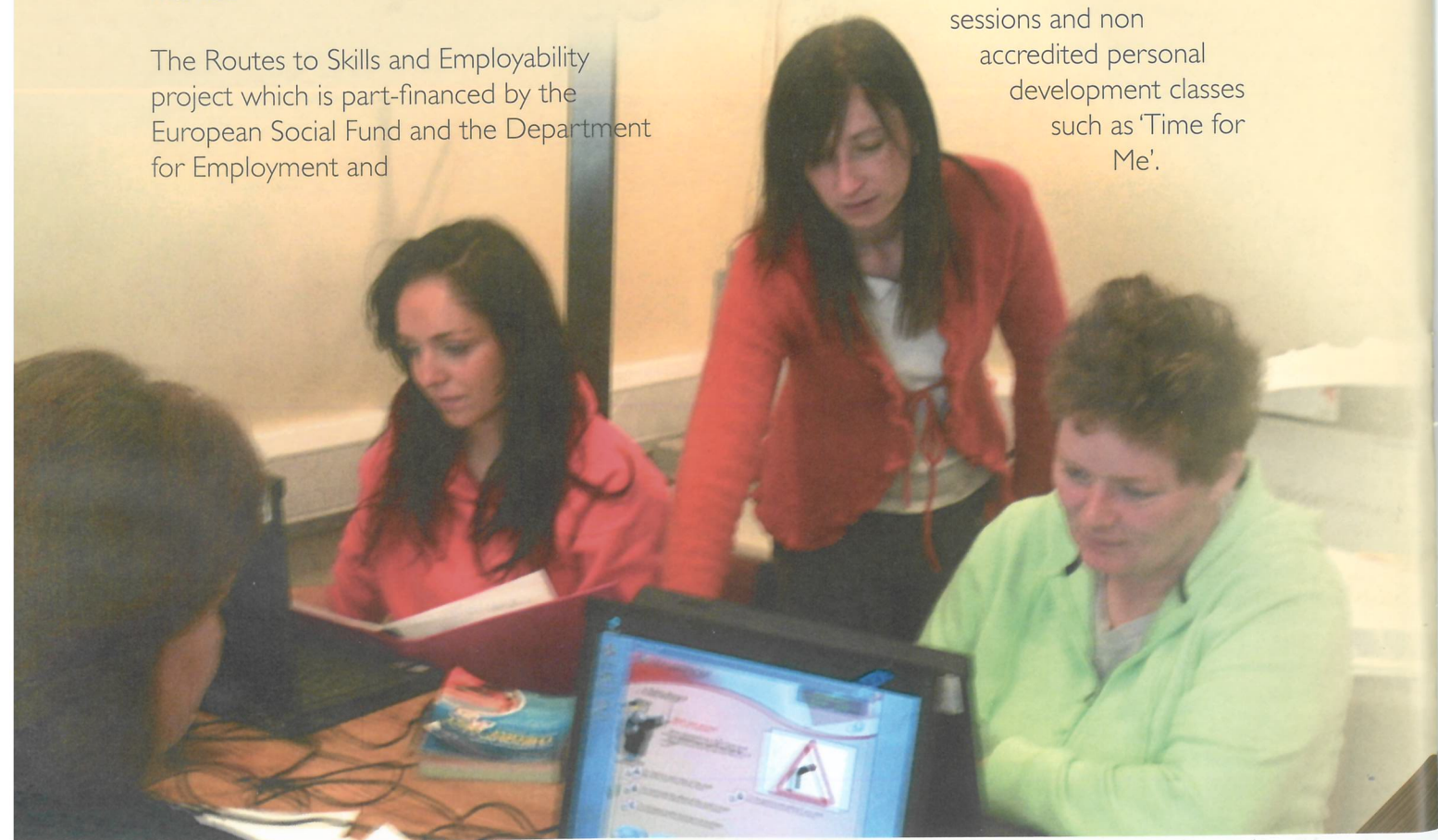
# Training & Education

This was a very busy year for the Training and Education Team with one project being brought to a close and another introduced. The continued dedication, skills and motivation of the team have made this happen seamlessly.

The Advancement of Women/Adult Learner Support project part-financed by DEL/BSP came to an end after running successfully for 2 years. The project provided structured and supported access to personal development, essential skills and information technology training. The project which aimed to remove barriers which traditionally prevented women from participating in training, education and employment, targeted both employed and unemployed women seeking to enter or advance within the labour market.

The Routes to Skills and Employability project which is part-financed by the European Social Fund and the Department for Employment and

Learning under the Northern Ireland ESF Programme 2007-13 began in June 2008. With a variety of learning opportunities for those who are unemployed or working less than 16 hours, the programme enables learners to develop the skills and qualifications necessary to be competitive in today's labour market. In addition to working towards recognised qualifications, some of the women have also been taking the first steps back into formal training and achieving softer outcomes through attendance at information sessions and non accredited personal development classes such as 'Time for Me'.





The Training and Education Team provide women, not only with an opportunity to access a variety of learning and development opportunities, but spend time on a 1:1 basis with the women, encouraging, supporting, advising, and guiding. All enrolled on the programme are encouraged to establish an Individual Learning Plan to help set goals and targets to guide their studies.

The inclusion of ILM (Institute of Leadership and Management) qualifications onto our training programme has proved both popular and successful. Nine women completed and achieved ILM Team Leadership Awards at Level 2; many of them have progressed onto First Line Manager Awards at Level 3.

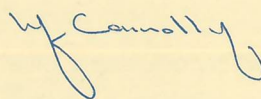
We continue to offer a number of computerised accounts classes including Sage Level 1, Level 2 and Payroll. It is to the credit of both the tutor, Marie Byrne and the participants that 4 women in the Sage Level 1 class achieved 1st class passes and have progressed onto Sage Level 2.

We are always striving to encourage participation in Essential Skills Literacy and Numeracy and this year several learners have made significant achievements in this area and progressed from Entry Level to Level 2. We will continue to promote and offer these courses over the next year and intend to include an option to participate in the evening.

We also delivered training on an outreach basis to St Luke's Parent's Centre, Twinbrook. The women from the centre completed both OCN Levels 1 and 2 in Personal Development and Confidence Building and CCEA Essential Skills qualifications in Literacy.

Janet's role as ICT tutor expanded to include responsibilities for the organisation's day-to-day ICT maintenance. We were also lucky enough to be able to update our ICT training suite with new modern PC's and software. This has made a real difference not only to the standard of the training delivered but also to Footprint's training portfolio.

The Training and Education team would like to acknowledge the work and support of our Childcare Team who continue to provide on-site childcare in our crèche. Without this many women would not be able to participate in the project. Special thanks to EGSA, for providing invaluable advice and guidance to many of our learners, and to all our tutors who continue to deliver high quality learning and development programmes.



Yvonne Connolly  
Training and Education  
Co-ordinator

## KEY FACTS

42	5	9	10	7	182	76	50
Training & Education courses delivered	Essential Skills classes delivered	Personal Development & Confidence building classes	ICT classes	Skills Development Programmes	Women attended training	Women achieved 1 or more qualification	Women achieved credits towards a qualification



# Women's Services

Women's Services includes a diverse range of programmes and projects established to provide women of all ages with opportunities to develop to their full potential.



Footprints operates within a community development framework and women are encouraged to directly contribute and influence our self-help model of practice, either as volunteers or as leaders through their involvement in our Women's Committee. In addition, women are consulted at every level to promote full inclusion, particularly as recipients of support services.



## Volunteer Programme

This year Footprints Volunteers were the proud recipients of the Lord Mayor of Lisburn's Volunteer Group Award. This accolade reflected the dedication and commitment of the volunteers who give so freely of their time in delivering very valuable services

to other women and children. The Volunteer team within Footprints comprised of 64 volunteers this year and we are truly grateful to the Volunteer Development Agency for enabling us to develop our Volunteer Programme to this extent.

The Centre have recently undertaken a review of the volunteering programme in consultation with volunteers, due to be completed by the end of June 2009. This

will inform future direction of volunteering within Footprints. Given that the Centre was founded by volunteers it is imperative that we retain volunteering as a main artery throughout the organisation.

## Women's Support Services

Footprints Women's Centre offers a seamless support service that has been developed over many years to target the distinct needs of women living within the Colin Neighbourhood. Funding for Support Services for women continues to be very difficult to access and it is for this reason that a substantial percentage of our profit generated through Footprints Trading Ltd, will be allocated to the development of this key aspect of our work. The Board of Directors prioritised the funding of a Women's Support Co-ordinator to lead and enhance this work, and this post should be recruited by early summer.

Over the last year Support Services have been co-ordinated by Eileen Wilson working alongside Colette McGibbon. With funding ending in both our Mum's and Kids Project and Volunteer Project, Footprints lost 2 posts, the Mum's and Kids Development Worker and the Volunteer Co-ordinator. The Support Team oversaw responsibility for both projects to their conclusion, as well as the Extended Schools project based at St Luke's PS.





# Family Support Services

Family Support services have been a cross cutting theme of Footprints work since its establishment in 1991. Our success in securing funding to pilot the Mum's and Kids project for 3 years from BBC Children In Need and our invitation by St Luke's PS to manage their parents centre through the extended schools programme enabled us to harness our experience and develop this work to an extent that it has now emerged as a key area of activity within Footprints.

Over the last year Family Support Services within Footprints have gone from strength to strength through a close working partnership between Children's Services and Women's Support Services. The context in which this work will continue to grow has never been more positive. This year saw the benefits of whole family working being recognised by the Department of Health and Social Services and Public Services, with the launch of the Families Matters Strategy earlier this year. In addition, the newly formed South Eastern Trust established a Children's Outcomes Board with sole intent of improving outcomes for children.

Footprints are actively involved with other community and voluntary partners in the promotion of this model.

## Family Support Packages

Over the last year, we have also been involved in piloting Family Support Packages, a combination of preventative actions agreed by parent(s), supporting families to regain control of their lives and ultimately improving outcomes for children.

Footprints utilising the community development approach welcomes and supports all families no matter how diverse their needs. We see it as

an achievement for families to take that first and most important step in asking for help and will seek out the appropriate options of support for them to ensure that journey continues.

Over the last year we have supported over 30 families through our family support work. The SET through their family support panels supported 10 of the families with Footprints supporting the remainder through organisational funding.

The families that we had the pleasure to support had support needs that varied greatly. The family support team in Footprints developed robust protocols to ensure families received appropriate targeted support to meet the wide variation of needs. The needs of families differed from some basic childcare support, a phone call to reduce isolation, a friendly listening ear or therapeutic work to more integral legal work and support around domestic violence or counselling.

## Mum's and Kids Project

In this the third year of the Mum's and Kids project, we continued to facilitate opportunities for fun and active learning and encouraged parents to develop an understanding of their children's needs.



The Mum's and Kids Project improved parenting skills through a programme that promoted positive parenting on a variety of levels.

A rolling programme of infant massage classes, baby yoga and toddler massage were held at Footprints and at other venues in the community. Healthy Living Programmes included Healthy Food for Toddlers, Slow Food for Families; Food is Fun and Healthy Lunchboxes. Parents enjoyed trips out with their children and activities in the Centre, ranging from arts and crafts to drama and dance.

Staff, volunteers, tutors and facilitators modelled positive parenting techniques

across every aspect of the programme. Parents participating on the Mum's and Kids project benefited from this experience as evidenced by their progression from participation in activities to their enrolment in child development programmes such as Positive Attitudes, and training and education programmes which included First Aid and parents Promoting Sexual Health. Footprints have encouraged parents and children to have a voice particularly within the realms of the Mum's and Kids project. The After Schools group have their own committee and the Mum's and Kids project have a representative on the Centre's Women's Committee. We have engaged families in focus groups organised by Footprints and other agencies to provide the widest possible opportunities for local people to have an input to appropriate services.

### St Luke's Parents Centre

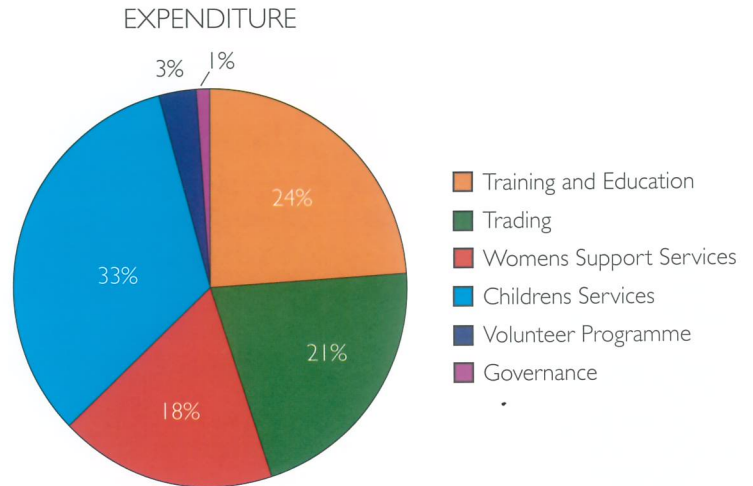
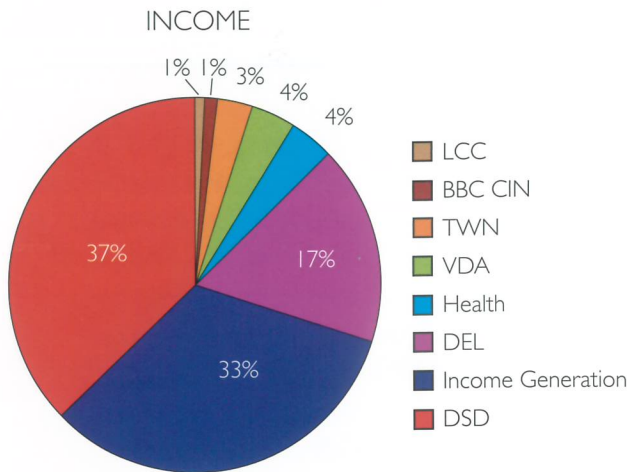
Through the Extended Schools programme, Footprints Women's Centre has managed the Parents Centre at St Luke's Primary School for a second year. The Women's Centre delivered a range of programmes and activities which provided parenting support and skills development. The courses were complemented with opportunities for women to play and have positive interaction with their children through a mother and toddler group and a summer scheme in which 10 mothers and 27 children participated. A core group of women completed a progressive series of programmes which included personal development, confidence building, cooking skills and Essential Skills Literacy and ICT. A quality service for the preschool children was provided through a part time crèche facility delivered on a sessional basis. We would particularly like to thank Frankie McNally for her ongoing support in the delivery of this programme and all the staff and tutors involved in making it such a success for the women and children.

Eileen Wilson and Kyra Pauley





# Financial Review



Depreciation charges totalling £57,086 have not been included in the above summary

Footprints Women's Centre continues to expand and develop services to meet the needs of women and children in the Colin Area, with the assistance of our funders and a substantial contribution from our own income, generated through our successful trading company.

The past year has been a challenge in many ways, none the least of which was the external economic climate where we experienced the squeeze in the form of heavily inflated charges for utilities and food costs spiralling to an unprecedented level in recent years. Budgets from funders for overheads did not meet the costs and we found that our own income generation which should have gone to improve the charitable services had to be diverted to cover basic running costs.

2008 – 2009 has been a year of consolidation for funding with many existing funders applying a freeze on the level of assistance. Again, this has led to our own income being used to plug gaps in the basic service and this has resulted in a reduction in the planned level of reinvestment into the business which would have led to additional growth and job creation.

Given all these pressures, the trading company has performed, once again, beyond expectations. 2008 – 2009 represents year five for our Trading Company and in this year we had planned to self generate 30% of our income. We achieved 33%, against an increasing budget that sees the centre currently managing a consolidated income in excess of £800,000.

Several of the projects ended during the year and we would like to thank the verification teams involved with the finances, especially those from VDA and TWN for their efficient service and their role in facilitating methods to enable the projects to operate in the true spirit of partnership.

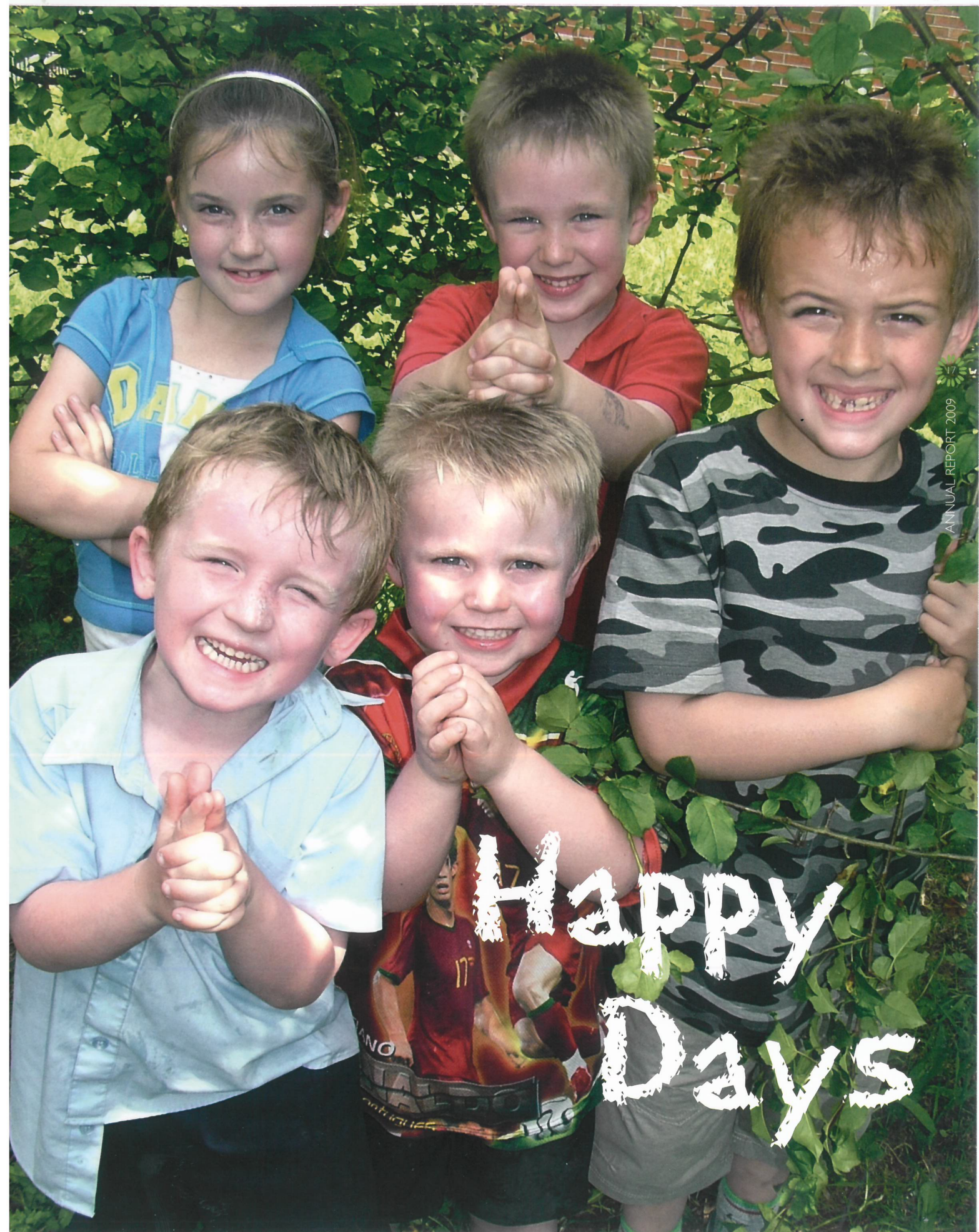
We continue to seek the resources necessary to enable Footprints Women's Centre to grow and develop services that will enable us to fulfil our responsibilities to the women and children from the Colin Neighbourhood. We have our feet firmly placed in the arena of the social economy and while this continues to increase the workload for many of our dedicated staff team, we believe that our vision to create a cocktail of funding and combine that with the profit that is covenanted to the charity from the business will sustain us through the difficulties that are faced by the community - /voluntary sector. Our services are even more important during this time of recession.

For further information, the full Annual Report and Financial Statements for the year ended 31st March 2009 are available on request.

*Elizabeth Livingstone*

Elizabeth Livingstone  
Finance & Business Manager





Happy  
Days



# Bridie Gallagher

We write, with great sadness that Footprints Women's Centre lost a dear friend and member, Bridie Gallagher in April of this year.



Bridie was a woman of immense compassion and generosity, who had a great love for her family, of whom she was very proud and also for the community in which she lived. She would have been the first to visit a sick friend, or a bereaved family.

In her younger days, Bridie volunteered in the Women's Hostel, working in the kitchen, and teaching the women how to prepare their own meals. She also organised bus runs and outings for the Senior Citizens in the area. She was very active in the life of the parish, helping with fundraising events and at the annual Christmas Bazaar and summer fete. She was always respectful towards everyone and had empathy for those less fortunate and vulnerable members of our community.

Bridie was a founder member of the senior citizens group at Footprints Women's Centre which first met in 1991. Bridie has left us a lasting legacy, as the 50+ group is still going strong today and continues to meet every Monday for lunch and an afternoon of activities.

Over the last couple of years Bridie's health began to deteriorate and she wasn't able to get about easily, but that didn't deter her. Her daughter would bring her to the Centre and on shopping trips she would ask for assistance

to book a mobility scooter, handed in her walking stick and promptly dismissed the volunteer who had come to help. She valued her independence, but was always appreciative of those who took time to help her in any way, even if was just to have a wee chat.

Bridie was always very supportive of the work of Footprints Women's Centre and she valued the assistance that staff and volunteers gave to the 50+ group. She would make sure that they were thanked for giving their time and organised cards and gifts for them at Christmas time. Although lately, Bridie may not have been physically able to visit sick friends, she still let them know that she was there for them by keeping in touch by phone.

Bridie's passing has left a huge void in all our lives, we loved her dearly and will strive to ensure that our work with the 50+ group is a testament to her memory.

On behalf of Footprints Women's Centre, we would like to extend our heartfelt condolences to Bridie's wide family circle and many friends.

Colette McGibbon  
Founder Member and Women's Support & Development Worker

# Acknowledgements

Footprints Women's Centre would like to acknowledge the Staff, Volunteers and Board of Directors for their dedication and commitment over the last year.

In addition we would like to acknowledge the following funders for their invaluable support.

DSD Neighbourhood Renewal  
DSD Community Investment Fund  
DSD Women's Centre Childcare Fund  
DEL ESF & BSP  
Training For Women Network  
BBC Children in Need  
Volunteer Development Agency  
Health Promotion Agency  
South Eastern Health & Social Services Trust  
Lisburn City Council  
Social Economy Fund  
St Luke's Primary School (Extended Schools)  
South Eastern Trust



## Thank You All

ESB.  
SEHSCT.





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