



## **ANNUAL REPORT 2016**

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## **Introduction to SICCD**

Founded in 1982, the South Inner City Community Development Association (SICCD) is a community development organisation based in The Liberties in Dublin's South Inner City. SICCD, working with a board made up of local residents and other volunteers with particular expertise in areas such as finance, human resources and the law, along with volunteers from the local community, is committed to and actively involved in tackling the social, educational, health, economic, and environmental problems facing the community.

SICCD's mission is to help create and maintain a community where people, particularly those who historically have been most excluded, feel valued, welcomed, and useful.

Our aim is to ensure the social and economic development of The Liberties community. SICCD understands social inclusion to be a planned process whereby people and communities are afforded opportunities to acquire the same status, power, and privileges that so many others in our society take for granted. SICCD, in conjunction with local people, designs and initiates projects that cater for the social, economic, cultural, and educational needs of the broader community.

We support people in the community by providing information, advice, skills training, education support, and community services.

In 2016 SICCD employed 49 staff, 10 full time staff members and 39 staff members on a part time basis.

## **Afterschools Programme**

SICCDA's Afterschool Programme provides quality, child centred, and inclusive daily care to approximately 175 children living or attending local primary schools in the Liberties. Our service helps children reach their full potential through promoting self-confidence and self-esteem in tackling emotional and behavioural issues. Our programme also provides young people with homework support, nutritious snacks and enriching extra-curricular activities in a warm, caring, child-centred environment. Camps during school holidays offer fun, meaningful activities that provide continuity for children, and facilitate childcare needs.

### **We operate from the following locations in the Dublin 8 area:**

- Scoil San Seamus CBS, Basin Lane.
- Y-Pod Carmelite Community Centre, Whitefriar Street.
- 92 Meath Street, Dublin 8.
- Warrenmount Primary School, Warrenmount, Blackpitts.
- Scoil Treasa Naofa, Petrie Road, Donore Avenue.
- St. Brigid's National School, The Coombe.

### **Summary of 2016**

In 2016 our Afterschool Programme linked in with local organisations such as the Digital Hub, to deliver a number of programmes for each of our services. The two most popular programmes were in digital music and stop motion; the children had very positive feedback and enjoyed the experience. All services continue to provide creative art programmes, physical activities, relaxation and personal development programmes. The Afterschools Programme conducted 40+ hours of therapeutic play and 40+ hours of play therapy. 2016 seen us deliver another highly successful midterm and summer programme. This summer the Afterschools provided one full day trip per week and two smaller trips per month. Staff and children both agreed that day trips out of the city to the beach, parks, and playgrounds were more enjoyable than trips to the cinema etc. The staff team believe that outdoor exploration trips engage the children's sense of adventure and have a positive effect on their development.

Staff training and upskilling was a big priority in 2016, with staff eager to complete their QQI Level 6 in Childcare, with only a small number of staff waiting to complete their final modules. Focusing on issues that presented in the previous year, the Afterschool staff completed the training “working with challenging behaviour”. This piece of training focused on recognising the feelings behind challenging behaviour and how to positively deal with it. The feedback was excellent and staff members felt they could immediately put it into practice.

### **Challenges in 2016**

- Staffing is an issue. We found it difficult to recruit new staff however the team worked well to manage this.
- Parental involvement and interactions have been challenging in some services. Some parents view the service as being a homework club or childminding service. Although we do provide both, we are keen to present the Afterschool as a service that focuses on the all-round holistic development of a child, as well as being a support structure for families.
- Over-subscription for Afterschool provision. There is a high demand for our service in each location however we can't expand to meet these demands due to a lack of staff and space.
- There has been a significant reduction in participants in one particular service. I believe the main contributing factor to this, is the fact we are not onsite or close to local schools.

### **Recommendations for 2017**

- More specialised training for staff.
- Encourage staff to further develop their skills and complete Level 6 in child Care.
- Follow up training to challenging behaviour.
- Increase the number and variety of programmes for children.
- Increase the provision of play therapy and therapeutic play on offer to local children.
- 2 week Easter programme, 8-week summer programme.
- Going forward we need to recruit specialised staff and have a relief panel.



## Community Development Programme

SICCDA's Community Development Programme supports members of the community to recognise and develop their ability and potential, and to organise themselves to respond to the issues in which they share. Our aim is to support the establishment of a strong community that uses its strengths to promote social justice, improve quality of life and to shape and determine change in their own community. Our team is made up of a community development manager and 4 locally based community development workers. Engaging in regular community outreach has enabled our team to establish and maintain a number of community groups. Our holistic approach ensures that our group members engage in activities that increase confidence and self-esteem, promote positive mental health and well-being and provide alternative educational experiences.

### Summary of 2016

The **Liberties Women's Group** is open to women from the Dublin 8 area aged 18 years and over. They meet on Monday and Wednesday mornings from 10.30am to 12.30pm and have engaged in activities such as quilting, fitness and nutrition, DIY upcycling, candle making, healthy eating/cooking, baking, decoupage and clothes design.

The **Liberties Men's Shed** is open to men from the Dublin 8 area aged 18 years and over. They meet on Monday and Wednesday mornings from 10.30am to 12.30pm. The group have engaged in activities such as a personal development and happiness programme, meditation, monthly cooking club, day trips, baking, art and crafts, DIY and recently have gained an allotment space where they plan to grow and cook their own fruit and vegetables. The Liberties Men's Shed still makes and sells jam and it's still the best jam in Dublin! The group have been involved in the entire process from sourcing and designing recipes, securing donations of jam jars and lids, designing their own labels and selling it within the community.

The **Over 55's Social Club** is open to both men and women from the Dublin 8 area over the age of 55. The members meet on a Thursday afternoon from 2.00pm to 4.00pm. The group is predominately made up of women who have taken part in activities such as dance,

meditation, art, candle making, health and fitness, social media training, basic IT skills, history projects and movie nights.

The **Liberties Youth Group** was launched in 2016 and caters for 8-13 year olds from the Dublin 8 area on a Tuesday from 6.00pm to 8.00pm. We provide a safe, positive and engaging youth friendly space that provides social, emotional and personal support to its members. Members are welcome to pop in for refreshments and a snack and/or engage in wide range of weekly activities. 2016 activities included: baking, games night, arts and crafts, clothes design, health and fitness, nature project, mosaic mirrors, fairy doors and DIY stress slime.

In 2016 SICCDAs partnered up with **EVE Tuiscint** to run a 6 week person centred programme for adults with a diagnosis of Autistic Spectrum Disorders. The purpose of the programme is to promote community integration and assist participants to live a more independent life as they work towards setting and achieving personal goals. SICCDAs community development team has worked with this group on four separate occasions in 2016 delivering the following programmes; a mosaic piece that reflects their drop in centre, a photography project that encouraged them to explore their area and create an artistic map from the photographs, a health and fitness programme involving a variety of sports and nutritious food, and clothes design workshops that enabled them to express their sense of style.

### **Social Inclusion Community Activation Programme (SICAP)**

In 2014 SICCDAs along with 12 Dublin inner city community development organisations, came together to ensure the much needed development and delivery of social, economic and cultural services continues within our communities. All thirteen groups (known as The Coop) are partially funded by SICAP as well as by a range of other statutory and non-statutory funders and operate in the most disadvantaged areas of the inner city. The Coop operates to community development principles and a social inclusion ethos forms the basis for all communication with stakeholders. We work to increase equality of access to information, education, training and employment for our most marginalised local individuals and groups. An essential element of the work of the Coop is with 'hard to reach' target groups. The 'hard-to-reach' are those perceived as difficult to engage due to their



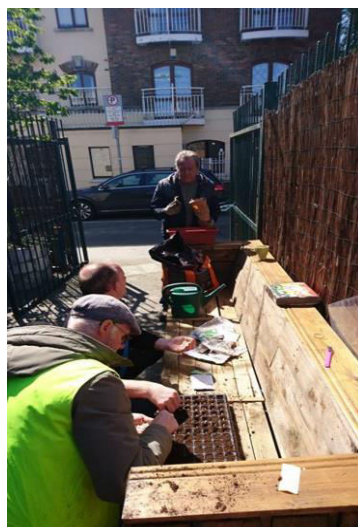
social circumstances, characteristics and behaviours, and their institutional relationships, such as not using health or other services. Hard to reach communities and individuals are diverse but they include those who face barriers to participation, including economic and social barriers, such as, but not limited to class, income/wealth, geographic location, language, age, gender, ethnicity, education, residential status, health and religion. In 2016, SICCD A engaged with 485 individuals and 33 groups through the SICAP Programme.

### **Challenges in 2016**

- No secure funding.
- Space is an issue. We have to limit our group numbers due to the lack of a community centre.

### **Recommendations for 2017**

- Two members of the community development team who are from/live in the Liberties area have expressed an interest in setting up an LGBT support group for those living in the Dublin 8 area. We aim to seek support from experts such as BelongTo and/or Outhouse before any such group would be formed. In simplest form we hope to provide a safe space for young people from Dublin 8 who are LGBT or those who are questioning their sexuality.
- Continue to lobby for a community centre.
- Source funding outside of SICAP to increase/improve our services.





## **Job Club Programme**

SICCDA's Job Club is designed to provide unemployed individuals with the skills and resources to become a successful job hunter. Our formal employment course, for those who are job-ready, runs Monday to Friday from 10.00am to 1.00pm. The course covers topics such as: CV preparation and presentation, writing a cover letter, analysing a job advertisement, developing verbal communication skills as well as body language skills, identify individual strengths and match them to local work opportunities, identify ways to improve employment decision-making capabilities and interview preparation. The Job Club aims to expand awareness and help participants understand how the application of simple techniques can greatly enhance job seeking skills. Job Club course participants receive support from the Job Club staff until they find suitable employment. Our Job Club Programme also offers a 1:1 support service for job seekers; participants are invited to use our computer room to search and apply for jobs or seek support for an interview. Participants may work independently or have the support of our Job Club staff.

### **Summary of 2016**

In 2016 SICCCA's Job Club Programme engaged with 70 referrals and 52 self-referrals. Our Job Club staff conducted 126 individual one to ones and helped 96 one off individuals with CV preparation, job application and interview skills. 55 individuals completed the Job Club course and 34 individuals secured employment.

### **Challenges for 2016**

- Networking with potential employers requires a lot of time that is often set aside for participants.
- Quite a large number of referrals we receive from the Department of Social Protection are not job ready and therefore require extra time and attention. This has a massive impact on us meeting our targets.

### **Recommendations for 2017**

- Educate staff within the DSP on the type of client we engage with and the holistic service we offer.

- Further training on the Bomi system for Job Club staff, this would enable us to track participants via the LES and DSP services.
- Our current laptops are outdated and extremely slow.
- Need to set aside time to link with local employers to help participants progress from unemployment to employment. We'd like to set up a system where employers contact us first with vacancies to ascertain if we have suitable candidates available for work.
- Link in with local organisations and use our current contacts to secure work experience for our long term unemployed programme participants.

## **Community Employment Programme**

Community Employment has become a multifaceted programme that aims to satisfy a range of objectives. SICCDA operates a 20-place programme in the Liberties area in Dublin 8. Its aim is to help long-term unemployed people re-enter the active workforce and to break the experience of long-term unemployment through enhanced and meaningful training, personal development and valuable work experience. SICCDA is not only committed to ensuring that those that participate on CE engage in meaningful work experience and training as a means of enhancing their employability, but is also strongly committed to personal development, confidence and capacity building.

### **Summary of 2016**

Progression in 2016 was particularly positive with 71% transitioning to either employment or further education. In 2016 99% of participants engaged in either accredited training or industry specific training. Qualifications were attained in areas such as City & Guilds certified 'professional bicycle mechanics', and 'electronics', as well as IPASS 'advanced payroll', and QQI Level 6 in facilitation skills to highlight a few. In general terms those participating on CE with SICCDA or with one of the sub sponsors do so in a manner that demonstrates dedication, diligence and a genuine interest to progress both personally and professionally. It is important to stress that SICCDA as an organisation would fail to operate as it does and deliver valuable services if it weren't for its CE staff.

### **Case Study**

Male, early 30's and employed on SICCDA's CE Programme as an Afterschool Worker for just over a year. He was eager to pursue a career in youth and community work however he lacked the confidence to engage in tertiary education. After completing a number of QQI accredited modules in youth work and with mentoring and 1:1 support he plucked up the courage and applied for a degree in Youth and Community Development in Maynooth University. He is currently in his second year of study.

### **Challenges in 2016**

- The budget that is allocated to the general operations of the project is based on the number of participants placed on the project. This budget has not been increased in a number of years, even though the cost of insurance has risen hugely, as well as our general utilities.
- Our referrals from DSP have been low and have had a ripple effect on the numbers partaking on our programme.

### **Recommendations for 2017**

- For the efficient and effective operation of the Community Employment programme within SICCD A in 2017, it is imperative that the Department resolve the issues with their new online system.
- Equally an increase in the CE budget will also allow for more capacity in spending within the programme in 2017.

## **The Liberties Club & Garda Youth Diversion Programme (GYDP)**

The Liberties Club is a community based youth project in the Liberties. We provide a range of services designed to enhance life skills and opportunities for young people in the area. Our programmes are youth-led and are designed in consultation with youth participants to meet their specific needs and interests. The Liberties Club also manages one of the National Garda Youth Diversion Projects, and this specific project strives to support young people in making positive choices in terms of their behaviour, decision-making skills, educational opportunities, and their lifestyle choices. Our catchment area is 'The Liberties' Dublin 8.

### **Summary of 2016**

The total number of young people who engaged in our service in 2016 was 44. The Liberties Club was engaging in a process of moving secondary and long term primary referrals on from the project in order to allocate time and resources to focused interventions with new primary referrals. Of these 44 young people 16 high risk young people (36.3%) engaged with the club throughout 2016. The remainder attended for a particular programme, continued with one to one's or completed an intervention. Different numbers engaged in each half, with 10 high risk young people over the year disengaging (planned or unplanned) or moving on and some new participants started throughout the year. In 2016 the percentage of time spent planning for and actively targeting primary referrals was 60%, this is a reflection of how difficult it is to engage primary referrals as behaviours are often entrenched. For secondary participants a total of 40 participants were planned for and a total of 30% of time was allocated, however in reality we spent 40% of time with a total 28 participants. We managed to complete the majority of planned items for 2016, such as a chart programme, positive choices programme, health based workshops, skill-based workshops, issue-based programmes, Drop-in, Drop-in-soccer, summer project, educational and employment supports, one to one individual supports and TAG programmes. Unplanned interventions included, increased individual family and one to one supports, volunteer days with Dublin City Council and SICCD and support and participation in the Liberties Festival.

### **Challenges in 2016**

- Recruitment of current offenders to engage in our GYDP.
- Staff require upskilling in the assessment tools used to recruit and engage participants.
- Additional funding required to meet the demand for participant expansion.
- Working with the participant's parents/guardians to encourage them to participate in relevant workshops.
- Highlighting the importance of sitting the Junior/Leaving Certificate and assisting the young people to stay in school.
- Engaging older referrals in the Liberties Club as they are at an age where they are above taking direction from adults.

### **Recommendation for 2017**

- Planned interventions within the community. There have been some youth criminal offenses in our catchment area relating to shop theft, public order offenses and criminal damages. Our goal is to bring parties together and iron out a compromise. It is a culture that has developed within the community over the past few years and the Liberties Club hopes to restore a common ground between the young people and other parties involved.
- There are a number of Leaving Certificate students who are currently engaging in our project. It will be a primary goal to support the young people by offering additional after school studies and local tutors to help with the young people's progression.
- Evidence suggests the young people are not engaging in certain activities because of their current living environment, the household financial situation and a lack of community knowledge. Our goal is to budget for a number of trips during the year that encourage team building amongst peers. We plan to introduce recreational activities that are fun, require a certain focus and are based within a country environment of which contrasts to the young people in the Liberties Club everyday living environment.





## **Lifeskills Programme**

SICCDA Lifeskills programme is a Local Training Initiative, funded by City of Dublin Education and Training Board, which provides an opportunity to people aged 18-34 years old who want to update their skills set with a view to obtaining meaningful employment. The Lifeskills Programme delivers a QQI Level 4 Major Award in Pathways to Employment. The courses run for 48 weeks throughout the year and learners complete 9 QQI Level 4 modules in: Communications, Functional Maths, Information Technology Skills, Personal Effectiveness, Work Experience, Cultural Studies, Food and Nutrition, Health Related Fitness and Team working. The programme provides participants with the knowledge, skills and confidence to progress on to further education, training or employment.

### **Summary of 2016**

The 2016 Programme resulted in 86 QQI Minor Awards and 6 Major Awards. 9 participants completed the full programme with 6 achieving the full Major Award. Four went on to further education, two participants are placed on a Community Employment Programme and one participant secured part-time employment. This represents a 78% progression rate.

### **Case Study**

In 2016 The Lifeskills Programme enrolled a young woman from the local area onto the programme who had an amazing passion for life. Over the course of the following 48 weeks, she worked hard to achieve her QQI Level 4 Major Award. She was interested in youth work and had lots of volunteering experience with a local youth club. She undertook two separate work experience placements whilst on the LifeSkills programme within youth and community organisations which further confirmed her passion for this line of work. She is now completing the QQI Level 5 Youth and Community Work Course in the Liberties College and also works part-time as a social care assistant for Comfort Keeper. She came back to volunteer with the Lifeskills Programme a couple of times, running some group work activities for the learners. We wish her a successful and happy career in this field.

### **Challenges in 2016**

- Recruiting participants onto the programme is extremely difficult.
- Working to the agreed budget.

### **Recommendations for 2017**

- Build relationships with other local community groups.
- Continue to increase the profile of the programme through social media and being seen in the community to encourage new recruits.
- Tailor training to meet the needs of the learners with more interactive workshops.
- Allocate time for 1-1 mentoring sessions to allow participants to reflect on their progress but also identify any areas of learning or personal qualities they hope to develop.
- Secure an increase in our overall budget to expand participants learning.

## **The Liberties Festival Programme**

The Liberties Festival is one of Ireland's oldest and longest running festivals. From modest beginnings in 1969, we had the pleasure of snagging Festival of the Year at the LAMA National Community and Council Awards 2016. For many the Liberties Festival has become a highlight of the summer in Dublin with a series of family-friendly, sporting and community events, with an exciting multi-cultural and arts programme encompassing visual art, film, dance, comedy, literature and music.

### **Summary of 2016**

With over 100 volunteers, 126 to over 1,000 social media followers and a festival that engaged over 10,000 attendees, 2016 has been the most successful Festival to date. With 85% of our events free of charge, we kicked off the Festival with a photography exhibition by Tom Hankey, a local news photographer from the Liberty News. Headline acts included Frances Black, a back by demand performance from David Hoyle and the fantastic Opera in the Open. We offered a variety of workshops including "Bustamove", "The Sound Factory", "Puppet Making" and "The Art of Burlesque". One of our most popular events with over 80 attendees, The Blue Rinse Ball, had a complete makeover that included a new venue, silver service dining and amazing entertainment with the food and service provided by the Liberties Training Centre. The Family Fun Day returned bigger and better with an over the top carnival theme catering for the young and old alike. We had new events such as "What's the Story?" a spoken word event with over 200 attendees and the finale of Miss Burlesque Ireland. Returning favourites included "Liberties Got Talent", "Walk, Talk and Sing Tour", "Older Bowls", "Garda vs Street Traders" and "Nighthawks".

### **Challenges in 2016**

- The governance and funding surrounding the Liberties Festival should be examined.
- Securing appropriate venues within the Dublin 8 area.
- Funding is always an issue. We could offer so much more with additional funding and the funding we do receive generally isn't released until the Festival is over.

## Recommendations for 2017

- The Festival should aim to secure more sustainable commercial funding.
- Invest in our own equipment to save on rental costs.
- Build partnerships within the community.





