

THE SPARROW

"Not Just Surviving but Thriving in Tower Hamlets"

Issue 1 • Winter/Spring 2013

The Newsletter for Tower Hamlets Voluntary & Community Organisations

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We are **Tower Hamlets Council for Voluntary Service**

WHICH MEANS...

We're **not** part of Tower Hamlets Council.

Or any other public sector or government body for that matter. We are an independent, registered charity funded from a mix of sources (including the council) and we're here to support and represent our members - local voluntary and community organisations.

And we **don't** find volunteers for organisations.

We provide direct advice, training and support to voluntary and community organisations, helping them to jump through the hoops and over the hurdles of getting their organisation legal, funded and, well, organised! (Volunteer Centre Tower Hamlets does the volunteer matching.)

AND TO FIND OUT MORE...

The articles in The Sparrow give a flavour of the kind of things we are up to at the moment. Or, to get in touch for support today, turn to the inside back page for the contact details of our helpful team! 

LET'S USE OUR VOICE, BEFORE WE LOSE IT.

by Khadiru Mahdi, THCVS CEO



Gaining influence is part of our core business and day-to-day work.

All indications show that the economic downturn and government austerity will continue beyond 2013-14. Welfare reforms threaten to have significant impact on many vulnerable people in the community. Local voluntary and community (VCS) organisations continue to work hard to deliver services with fewer resources. **The adverse effects are ultimately being felt by your service users.**

In this environment of economic pressures, central government and local authorities are reconfiguring how services are prioritised and delivered. Tower Hamlets Council is currently consulting the community on its budget priorities for the coming financial year in a series of budget road shows. Even though it has expressed commitment to the provision of excellent services, it has also signalled that it

has to make tough decisions about priorities for future services. Its decisions on spending and savings will affect the local people served by VCS organisations.

THE SECTOR'S ROLE IN SHAPING POLICY & STRATEGY

Public Health is moving to the council and the Health & Wellbeing Board, managed by council, will become statutory from April 2013. Tower Hamlets Council is also integrating Children & Families Services and Adults Health & Wellbeing Services. A new Enterprise Board is being created and community forums are being set up in every ward to determine local priorities at grass-roots level.

These developments are very relevant to the voluntary and community sector and we have a role to play in shaping them. Over the past 12-months VCS staff, volunteers and trustees have been so busy delivering services and

making sure their organisations are functioning that, understandably, attending and contributing to VCS forum meetings went down the list of priorities. Yet, there is still a strong indication that voice and representation is high on your agenda.

The current and ongoing developments are so important that none of us can afford to ignore our role in shaping them. My plea is for all of us, THCVS, other infrastructure organisations and front-line organisations, to make voice and representation part of our core business and day to day activity. Your experience on the ground is essential to influence policy, strategy, service priorities and allocation of resources. To repeat the overused phrase, 'we are all in this together'.

"Your experience on the ground is essential to influence policy, strategy, service, priorities and allocation of resources."

The draft VCS Strategy is a case in point. It is not just a strategy between the Council and the VCS, it provides the sector with good opportunities to improve our engagement and collaboration with all public sector partners, including Health. **So, let us make the VCS Strategy our own.**

LOCAL VOICE & REPRESENTATION STRUCTURE

I represent the sector in the Tower Hamlets Partnership, the cross-sector partnership that brings together the Council, Health, Job Centre Plus, Police, Fire Service and VCS. The Partnership monitors the delivery of the Community Plan by receiving updates and performance reports from delivery groups, partnerships and agencies. It also works to improve cross-sector working, service integration and pooling of resources.

THCVS facilitates a number of VCS forums for networking, sharing experience and policy influence. Volunteer Centre Tower Hamlets (VCTH) runs the **Children & Youth Forum** and Praxis the **New Residents & Refugee Forum**. There is also a vibrant **Advice Providers Network** led by a steering group of VCS providers. Participation is strong in

some of these forums and patchy in others. We are doing our best to make them effective vehicles for information and action to influence the work and decisions of the Tower Hamlets Partnership and its Delivery Groups.

SUPPORTING VOICE & REPRESENTATION

The sector has very good representative roles in the Third Sector Advisory Board (TSAB) and the Children & Families Partnership. We are strengthening our role in the Health & Well-being Board but there is a lot more work to be done on other partnerships and boards. THCVS and VCTH are committed to providing training, induction, support and networking opportunities for voluntary & community sector representatives. TSAB recently adopted a framework for VCS representation which we are recommending to be included in the VCS Strategy.

VOLUNTARY SECTOR CONFERENCE 2013

THCVS is also planning its first Voluntary Sector Conference on 21st March which will provide updates on Voice & Representation and a host of service developments by a number of VCS organisations in the **Transforming Local Infrastructure** Programme. We want this to be an annual event but we depend on you to make it a success. **So put the date in your diary, look out for more information and book your place!**

Leadership & Accountability

Partnership Executive
The governing body for the Partnership, agreeing priorities and monitoring performance

Operational Rigour

Five community plan delivery groups managing services across the partnership.

- Safe & Cohesive Community
- Prosperous Community
- Healthy & Supportive Community
- A Great Place to Live
- Children & Families Partnership

A Powerful Public

- Five Mayoral Assemblies a Year**
Open public meetings that enable achievements to be celebrated, budget issues to be discussed and priorities to be debated.
- Local Ward Forums**
17 local ward forums meeting at least 4 times a year to enable residents to shape local services and hold them to account for outcomes.
- A New Community Offer**
Support for local community groups to come together on issues of local interest and take responsibility for improving outcomes in their area.

WE'RE HERE TO HELP. JUST ASK.

by Gemma Cossins, Development Officer



THCVS provides free, individually tailored organisational development support to voluntary and community organisations in Tower Hamlets. But what does that really mean?

Run by our Development Officer, **Gemma Cossins**, the service covers a range of organisational issues – from governance and charity registration to business planning and budgeting, policy development and fundraising.

Our development work programme started in November 2010 with only a few clients. Since building up our membership and ongoing outreach work in the borough, our client-base has now grown to more than 40 organisations per quarter. Some of these are repeat clients with different queries or complex cases spanning months and we continue to meet new organisations every month.

WHO WE HAVE HELPED SO FAR...

A handful of our clients have been individuals seeking advice on how to start up new groups, but the vast majority are existing voluntary and community organisations. About a third of the groups we have worked with are very small, with little funding or paid staff hours. Some of these small groups are new and come for advice on project development, funding, and also the practical and legal issues around delivering activities for the first time. We also work with a range of well-established small and medium sized organisations, whose queries tend to be around fundraising (particularly on major, multiple year bids), staffing and organisational change.

*The organisations we work with cover a range of areas: arts and cultural groups, disabled people's organisations, advice providers, lunch clubs, children's projects, food and gardening projects, women's groups and sports organisations, to mention just a few. Some are companies (either charitable or social enterprises), some are registered charities and many are unregistered or in the process of

changing status.

MOST COMMON ISSUES

Queries about premises and requests for help with governance and charity registration are very common. The issue that comes up most frequently across all types and sizes of organisation is, of course, **fundraising**. Organisations often contact us asking where to apply for funds (and how to fundraise from the general public) but the main bulk of our fundraising support work is on small and large scale grant applications. Whilst the CVS has a policy of not filling in applications or writing bids on behalf of our clients, we can help you to formulate your ideas and give you constructive feedback on as many draft applications as you need. We believe that this approach helps organisations (and the people working within them) to develop sustainable skills, and even in the short time we've been operating we have seen this to be true.

"We can help you to formulate your ideas and give you constructive feedback on as many draft applications as you need."

USING OUR SERVICE

We want our development support to be as responsive and flexible as possible. For one off queries we can provide simple, clear and immediate answers by email or phone. If you are facing a more complex problem or would like to have a detailed discussion about, for example, your fundraising strategy, you can book a one-to-one appointment at the CVS office or arrange for us to visit.

*The advice we give is always confidential and is usually provided on a 'first come, first served' basis. If you have something that needs urgent attention, do call and let us know. **Our priority is to help, and if we can, we will!**

If you have a query or would like some support from our Development Officer, contact Gemma at

gemma.cossins@thcvs.org.uk
or 020 8980 8427

TRAINING OURSELVES:

PT1 Our greatest strength *by Ryan O'Kane, Admin & Information Officer*



Learning is a fundamental part of working in the voluntary and community sector, and is key to our adaptability and survival. So why do we seem to put our learning and skills-development so low on our to-do lists?

No-one likes to admit their weaknesses. Particularly in today's depressed labour market, employees are keen to demonstrate their competency and, consequently, down-play the areas in which they feel less confident. It is a big shift to admit to your employer that you might need support or training in a particular area - especially if it is one that is part of your job description.

I felt quite insecure in my first proper job in the voluntary sector. As the workload of my role increased, and unfamiliar tasks were demanded of me (as is often the case in this sector), my instinct was to hide my stress and the things that were too much for me. When I started to fall behind in my targets I did not talk to my manager to get support in identifying the problems and the potential solutions. Instead, I worked later and later each night, trying to catch up. I sacrificed a lot of emotional energy in stress and tiredness; ultimately making me feel burnt out and unable to muster any enthusiasm for the job. Ironically, despite the extra time I put in, my productivity deteriorated.

Admitting these patterns to myself was an important part of my professional development. Unfortunately, this spiral of stress, denial, overwork and dissatisfaction appears to be common in the sector, and can be detrimental not only to performance and enjoyment at work, but also to your health & well-being.

Of course, organisations need to recruit skilled and capable people, and it is hoped that a certain baseline of knowledge and experience is met by candidates. Yet what few of us are told is that the most important skill in any job is the willingness and ability to learn. An enlightened employer will understand this and encourage their employees to talk to them about the areas they need support in, working with them to identify training needs and giving

them the resources and permission to plan their own programme of training and support.

"...what few of us are told is that the most important skill in any job is the willingness and ability to learn."

There is perhaps a richer diversity of life-paths leading into the voluntary and community sector than any other. Unsurprisingly, many of these paths, whilst providing the necessary passion, motivation, and inspiration for facing and solving social problems, did not also provide the exact set of technical, educational or organisational experiences useful for project coordination. **Our sector is then, by its nature, a learning sector.** Those who come into the sector with technical skills alone, need training and direct experience in order to understand the needs of those they serve and how to use their skills to meet them. Such training might cover: equalities & diversity, community development, even partnership working and collaboration. Similarly, those who are driven primarily by their sense of social concern and duty may need training in some technical areas to help them turn their dreams into reality. This could be around fundraising, business planning, the various shades of management, website development etc. And there is no shame in either!

In tough financial conditions it is often the training budget which gets cut. Yet it is also an environment in which the right learning at the right time can make all the difference; whether that be through more strategic resource use, or identifying new opportunities for income generation. **A healthy learning culture is one in which staff feel safe to discuss their support needs, and where employers put learning and staff-development at the core of their strategic plans.** So to kick-start this culture perhaps you can start tomorrow with a new sticky-note mantra - **'The pursuit of learning is not a weakness, it is our greatest strength'**.



NEVER STOP LEARNING.

SEMESTER B • 2013

February

SAFEGUARDING POLICIES & PRACTICE

Tuesday 12th February 2013 • 10am-1pm
Volunteer Centre Tower Hamlets • Oxford House, E2

Do you work with children and young people, or with adults at risk of abuse? Using the 'Safe Network Safeguarding Standards' this course will guide you from policy to practice in providing a safe and secure environment for your service users, whatever the context of your work or the services that you provide.

£30 (£22.50 for full THCVS Members)

COMMUNITY PROJECT PLANNING & DEVELOPMENT

Tuesday 26th February 2013 • 10am-4pm
J-Go • Island House Community Centre, E14

Do you want to ensure that your community is actively involved in shaping and developing your project? This course will equip you with community project planning and development skills. The work-

shop will outline a community development approach to build social capital, maximize community engagement and increase your capacity to link into funding opportunities such as the Mayor's Community Chest, Awards for All and the emerging Big Local agenda.

£40 (£30 for full THCVS Members)

FINANCE ESSENTIALS

Thursday 28th February 2013 • 10am-4pm
Hackney CVS • Account3, E2

Is your organisation managing money for the first time? Do you feel daunted by the word 'finances'?

After this jargon-free introduction you will be able to identify areas of risk and to set up relevant financial controls. You will also learn how to embed a culture of transparency, prudence and common-sense in your organisation by producing a manual of financial procedures.

£40 (£30 for full THCVS Members)

REMEMBER TO JOIN THCVS TO BENEFIT FROM 25% DISCOUNT ON ALL TRAINING FEES!

TRAINING CALENDAR 2013

by and for community & voluntary organisations

March

SKILLS FOR REPRESENTING OTHERS

Tuesday 5th March 2013 • 1pm-4pm
Volunteer Centre Tower Hamlets • Business
Development Centre, E1

Do you want to represent the interests of your sector in Tower Hamlets? Aimed at anyone interested in becoming a voluntary and community sector representative in Tower Hamlets, this course will cover the role and purpose of the representative, and how effective representation can have an impact on the local policy context of your work.

£30 (£22.50 for full THCVS Members)

HEALTH & SAFETY BASICS

Thursday 7th March 2013 • 10am-1pm
Necko Consultancy • Wrights Road Community
Centre, E3

Do you want to provide a safe environment for your staff, volunteers and clients? This introductory course will help you implement procedures and comply with health and safety legislation. You will leave with the confidence to draft policies and review existing ones, and prepared to put the principles into practice.

£30 (£22.50 for full THCVS Members)



HOW TO MAKE BEST USE OF YOUR PREMISES

Tuesday 12th March 2013 • 10am-4pm
Ethical Property Foundation • Toynbee Hall, E1

Would you like to know how to make your premises - or the space you work in - safe, secure, accessible and sustainable? This course will give you confidence in managing your space, and in making decisions about premises. Learn what your legal responsibilities are, 'green-up' your premises, and make it more inclusive by improving its accessibility.

£40 (£30 for full THCVS Members)

INTRODUCTION TO COMMISSIONING

Tuesday 12th March 2013 • 10am-4pm
ACEVO • Account3, E2

Have you heard about commissioning but thought it didn't apply to you? If you are concerned about the future of grant funding and need to find an alternative, public sector contracts might be the answer. Building your technical skills and your strategic influence, ACEVO will help you learn the basics of bid development and become tender ready.

£40 (£30 for full THCVS Members)



Our 2013-14 Training Brochure will be released in April. In the meantime, don't forget we can also offer bespoke courses tailored to your organisation.

Sign up for our e-bulletins at www.thcvs.org.uk
Follow us on Twitter @THCVS



NEED SPECIAL TRAINING? CALL US.

In addition to our subsidised training programme our training team can also deliver bespoke training around the needs and circumstances of your organisations. Call Ryan now to work out a package that suits you and to ask for a quote.

OUR TRAINING TEAM:

Association of Chief Executives of Voluntary Organisations (ACEVO)

ACEVO is a leading national provider of services aimed at developing leadership and bringing high level skills into the sector. We have called them in for their expertise in local authority funding and the dreaded 'commissioning'.

Charities Evaluation Services (CES)

If you've heard of PQASSO, then you'll have come across CES. They not only manage and award this prestigious quality mark, but also advise and train organisations on **monitoring, evaluation** and **quality assurance**. Which is why they're here!

CNT Associates

A training company is only as good as its trainers, and CNT offers some seriously seasoned sector professionals with decades of experience and wisdom to share, especially in areas such as **strategy, social enterprise** and **business planning**.

Ethical Property Foundation (EPF)

EPF works to make the property sector more ethical (more environmentally and socially responsible) and provides ethical (independent) training & advice to voluntary organisations on getting and **making best use of premises**.

Hackney CVS

Though lacking the special character of our borough, Hackney does of course produce some good things. Our CVS cousin from the north has some extremely useful street-smarts to share with Tower Hamlets organisations, especially in the areas of **fundraising** and **finances**.

Interchange

Experts in all things managerial, and highly skilled in the art of confidence building, Interchange are here to help the latent leaders in the sector

(yes you!) come out of your cocoons and assert yourselves as beautiful **manager** butterflies.

J-Go Training Ltd.

Always thought provoking, never predictable, J-Go have joined us to share their creative approach to **co-creating projects with and for communities**. Get ready to have your unexamined assumptions shaken and your minds blown!

Kim Donahue

Having cut her teeth in the spiritual home of persuasive communication, Kim has traversed the wide Atlantic to share her wise words and extensive sector experience of **promotion & communication** with us lucky Londoners.

Necko Consultancy

Some trainers really know what they're talking about. If you need comprehensive & accurate guidance on **equalities, health & safety, data protection** and other vital legal areas downloaded into your brain quick-smart, book some time with Leander Neckles.

Sukoon

Tebussum Rashid is a sector polymath, with more than 15 years grass-roots and consultancy experience in everything from fundraising to **trustee development**. Add to this her ease of communication across a wide variety of social, ethnic and religious contexts and you have the perfect Tower Hamlets trainer!

Volunteer Centre Tower Hamlets

Last but not least, our doppelganger - the organisation most people are looking for when they first contact us! (We don't match volunteers, they do!). Experts in volunteering (of course), VCTH are also very clever about a lot of other things, such as **safeguarding** and **representation**.

WHAT IS LOCAL INFRASTRUCTURE? AND WHY TRANSFORM IT?

The 'infrastructure' of the voluntary sector tends to be invisible until you need it. And, in some ways, that's how it should be. While important, concerns about your governance and legal structures, volunteering or IT policies, and even funding should not get in the way of the front-line work. However, when challenges arise in these areas the question is 'who you gonna call?'. Bringing together key local infrastructure organisations, the Transforming Local Infrastructure (TLI) programme aims to make sure that there is adequate local support available to frontline civil society organisations.

The TLI Partnership members serve a wide range of not-for-profit small, medium and large civil society, social enterprise and faith organisations based in or delivering services for the people of Tower Hamlets.

CURRENT PARTNERSHIP MEMBERS:

- Tower Hamlets CVS
- Volunteer Centre Tower Hamlets (VCTH)
- Co-operative Development Agency (CDA)
- East End Community Foundation (EECF; formally St Katherine & Shadwell Trust and Isle of Dogs Community Foundation)
- Fossbox
- Tower Hamlets Somali Organisations Network (THSON)
- Cultural Industries Development Agency (CIDA)

Under the TLI programme this partnership will collaborate to redesign and integrate services, making them more efficient and sustainable, and more useful to front-line organisations. Amongst the initiatives are:

- **VOLUNTEERING GOVERNANCE & BROKERAGE:** Developing a brokerage service matching organisations with volunteers and trustees.
- **EXPANDING LOCAL FUNDING BASE:** Merger of two local grant making trusts - funding a local grants programme • Business engagement will generate cross-sector partnerships, in-kind support and funds to enable the sector to deliver current priorities and respond rapidly to emerging needs • Support for civil society organisations will maximise income through Local Giving and other online and social media methods.
- **COMMISSIONING CONSORTIUM:** THCVS and CDA maximising multi-agency expertise to drive down costs and increase contract opportunities • A Suppliers Co-operative will trade stationery, office consumables, and services (telephones, insurance & utilities), reducing costs for infrastructure and front-line organisations.
- **COMMUNITY ASSETS MANAGEMENT:** THCVS and partners in collaboration with the local authority and RSLs will provide a suite of support services – better information on local premises, more premises sharing, and improved lease agreements.

A COMMUNITY THAT WORKS TOGETHER, WORKS.

*by Duduzile Moyo,
Partnerships &
Development Officer*

Over the past few years there have been huge changes in the context of our sector's work nationally and locally. The 'Big Society' ethos and the drive of 'value for money' has led to cuts in traditional grant funding and greater competition for large value public contracts. However, beyond the storm clouds, increased collaboration may be a silver-lining for the sector.

Local Authorities are major funders of the sector, however, they have been hit by a range of challenges, including: 28% cuts in central Government grants; the end of area based grants and Local Area Agreements; removal of ring-fenced funding; and a freeze in Council Tax for the next two years.

In light of this, **what are commissioner's requirements of the voluntary sector?** Due to funding cuts, there is a move towards generic service contracts in many areas. There is less funding available for specialist services - unless these can be justified. Configuring larger contracts requires less management and implies 'value for money' (which often translates as 'more for less'). Commissioned outcomes are linked to strategies, plans and needs assessment. So it is about what they want to buy, not what you want to deliver.

"...it is about what they want to buy, not what you want to deliver."

Despite some surviving grant resources, Tower Hamlets is moving more towards such a commissioning environment. Therefore, as part of the TLI project, **THCVS now has a Partnerships Development Officer, Duduzile Moyo**, to help the sector adapt to the new situation through facilitating partnerships between voluntary & community sector (VCS) organisations as well as developing their commissioning capacity.

We provide support to organisations to get them commissioning or PQQ-ready through a range of services. We provide a range of relevant training courses and produce personalised development plans and toolkits to assist organisations to achieve their commissioning-ready aspirations. We also work closely with procurement and commissioning teams to ensure that the commissioning process is accessible to the sector and its needs are reflected in commissioning strategies. We enable the VCS to effectively respond to consultations to ensure that theirs and their client's needs are reflected in service specifications and we also represent the sector at a range of high level meetings.

The sector needs to work in partnership to respond to the commissioning agenda. Most tenders are out of reach to local organisations due to procurement rules on eligibility; therefore, it is only by working in partnership and becoming members of consortia that the sector can competitively bid for tenders.

SUPPORT OFFERED BY THCVS FOR PARTNERSHIP DEVELOPMENT:

- Providing networking opportunities through our forums and events
- Facilitating consortia and partnership development workshops
- Bringing stakeholders and providers together
- Leading partner identification and support
- Developing partnership models
- Developing robust, personalised governance structures
- Ensuring due diligence
- Supporting organisations to recruit good trustees and providing trustee training.

To get involved or for further information from our Partnerships Development Officer, contact Duduzile at

duduzile.moyo@thcvs.org.uk
or 020 8980 1146

WHO TO CALL...



Gemma

Gemma Cossins **Development Officer**

Call or email with any and all queries to do with running or working in a voluntary or community organisation. For more detailed or ongoing support Gemma will be happy to arrange an appointment at the THCVS office, or can come and visit your organisation.

gemma.cossins@thcvs.org.uk



Dee

Duduzile Moyo **Partnerships & Development Officer**

For support on getting your organisation ready for a commissioning bid, to discuss any of the TLI initiatives, or for advice on any aspect of partnership and collaboration work, call or email Dee on any day except Fridays.

duduzile.moyo@thcvs.org.uk



Ryan

Ryan O'Kane **Admin & Information Officer**

For all things training and membership related, or to submit useful news and updates to our website or e-bulletin, Ryan is the person to call.

info@thcvs.org.uk

Steve

Steve White **ESF TA Project Coordinator**

Steve is our ESF Community Grants expert, so call him with any queries. **He'll also be announcing some support workshops for grant-holders soon.**

steve.white@thcvs.org.uk



** For Community Grants Assistance Call Steve*

Khadiru

Khadiru Mahdi **THCVS Chief Executive Officer**

khadiru.mahdi@thcvs.org.uk

Abiodun

Abiodun Noibi **Finance Manager**

abiodun.noibi@thcvs.org.uk

Tower Hamlets CVS, 15a Old Ford Road, London, E2 9PL • www.thcvs.org.uk • 020 8980 8427

JOIN THCVS TODAY...

For just £30 a year, you will receive 25% discount on all training, free mailings of this newsletter and other member only updates, and a stake in the development of an independent voice for Tower Hamlets voluntary & community sector. Call Ryan on 020 8980 8427 to find out more.

Sign up for our e-bulletins at www.thcvs.org.uk
Follow us on Twitter @THCVS



TOWER HAMLETS VCS EVENTS CALENDAR

FEBRUARY							
					1		
4	5	6	7	8			
Sri Lanka Independence		Trainings- Employment/ Social Enterprise Forum - 10am-1pm	VS Children & Young People's Forum 10-1pm Grenada Independence				
11	12	13	14	15			
	Safeguarding Policies & Practice Trainings 10am-1pm - E2 Carnival / Shrove Tuesday	Carnival / Ash Wednesday	Valentine's Day				
18	19	20	21	22			
Gambia Independence		< HALF TERM >		St Lucia Independence			
25	26	27	28				
Fairtrade Fortnight begins Kuwait Independence	Community Project Planning & Dev. Training 10am-4pm, E1+		Finance Essentials Training 10am-4pm - E2				
MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	Sat	Sun	
MARCH							
					1		
4	5	6	7	8			
	Skills for Representing Others Training 1-4pm - E1	Ghana Independence	Health & Safety Basics Training 10am-1pm - E3	International Womens Day			
11	12	13	14	15			
	Making the Most of Your Premises Training 10am-4pm - E1 Mauritius Independence	No Smoking Day					
18	19	20	21	22			
		Introduction to Commissioning Training 10am-4pm - E2 Tunisia Independence	Voluntary Sector Conference Int. Mother Language Day				
25	26	27	28	29			
	Bangladesh Independence Passover begins			Good Friday Bank Holiday			
MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	Sat	Sun	
APRIL							
1	2	3	4	5			
Easter Monday Bank Holiday	Passover ends	< EASTER BREAK >	Senegal Independence				
8	9	10	11	12			
Yom HaShoah		< EASTER BREAK >					
15	16	17	18	19			
	Yom HaAtzmaut		Zimbabwe Independence				
22	23	24	25	26			
Earth Day	Health & Wellbeing Forum 9.30am-12pm	Ireland Independence					
29	30						
MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	Sat	Sun	



The Government has awarded us this {TLI} grant through Transforming Local Infrastructure, which is being delivered by Big Fund, the non-Lottery funding arm of the Big Lottery Fund. Transforming Local Infrastructure is providing better support for frontline civil society organisations by transforming local infrastructure services.



LUTFUR RAHMAN | MAYOR OF TOWER HAMLETS