



# Bray Partnership Annual Report **2002**

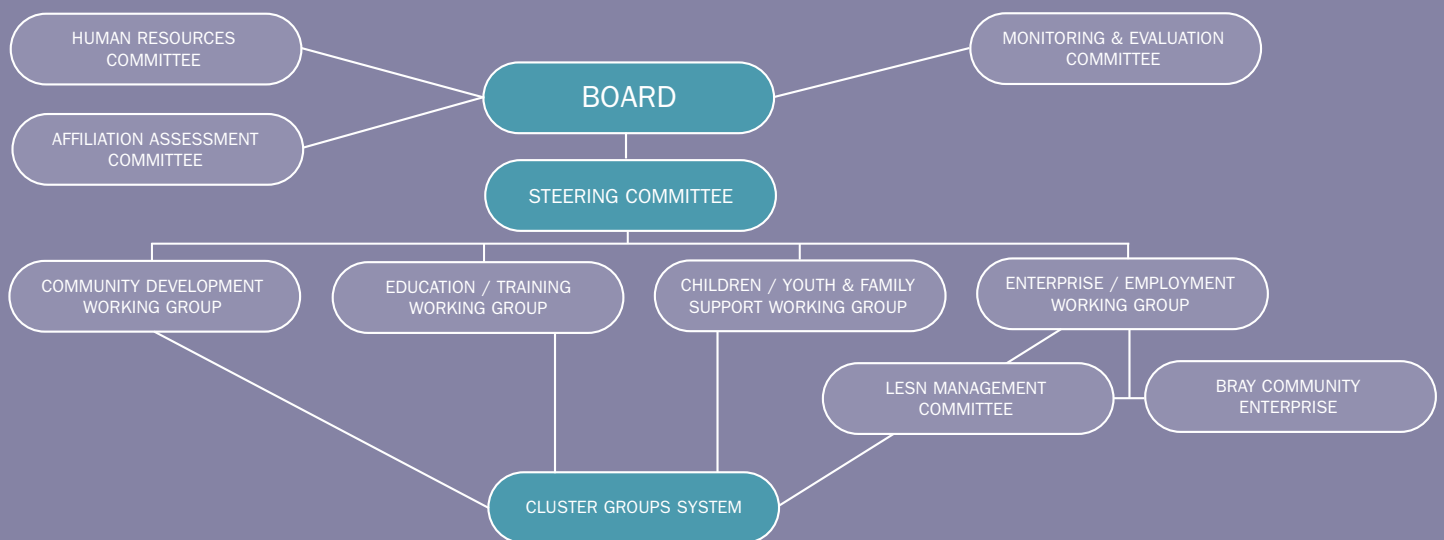
## BRAY PARTNERSHIP VISION STATEMENT

Bray Partnership believes that the well-being of communities is best achieved through the active engagement of all to combat social disadvantage and enhance the quality of life in the area.

## BRAY PARTNERSHIP MISSION STATEMENT

Bray Partnership's programme of work focuses on the needs of those individuals and groups who have not had the opportunity to develop their capacities, so enabling their full participation in society. It works to encourage and facilitate community, voluntary, statutory, social partners and elected public representatives to build on existing co-operation.

## ORGANISATIONAL STRUCTURE



# Table of Contents

<b>Chairman's Comments</b>	<b>02</b>
<b>Message from the Partnership Manager</b>	<b>03</b>
<b>Bray Partnership at a Glance</b>	<b>04</b>
<b>2002 – Summary of Achievements</b>	<b>05</b>
<b>The Partnership's Support Programmes</b>	<b>06</b>
<ul style="list-style-type: none"><li>• Community Development Programme</li><li>• Employment Services Support Programme</li><li>• Enterprise Development Support Programme</li><li>• Education and Youth Support Programme</li></ul>	
<b>Childcare</b>	<b>21</b>
<b>Progressing the Equality Agenda</b>	<b>22</b>
<b>Partnership Building: Local Co-operation and Collaboration</b>	<b>23</b>
<b>Resourcing the Partnership's Work</b>	<b>24</b>
<b>Company Information</b>	<b>25</b>
<b>Summary of Company Accounts</b>	<b>28</b>



## Chairman's Comments

The steady progress achieved by Bray Partnership over the years in continuing to move forward the equality and social inclusion agenda has been maintained and extended in the past year. The Partnership's work programme in 2002 was shaped by the guiding principles of our current Area Action Plan. The framework provided by the plan helps to shape the overall strategic approach and allows for a yearly set of programmes to be agreed and pursued. This ensures that there is a locally influenced and agreed methodology alongside a structured approach to needs analysis, target setting, delivery and annual performance review.

Looking at the Partnership's 2002 work programme a selection of the most significant achievements includes:

- Consolidation and continued development of the various Partnership and associated structures.
- Success in getting the Partnership's message across.
- Increasing the engagement and work with the Partnership's target groups.
- Maintaining and extending the Partnership's brokerage and facilitation role.

As has already been indicated, the Partnership recorded significant progress in delivering the provisions of its current action plan in 2002. Such progress is only made possible by the time and energy contributed by many people to our work programme. The input and commitment of the Partnership's staff is a major factor in the consistently high level of performance. I would again like to express my appreciation to all who have contributed to the Partnership's activities.

An uncertain period lies ahead for agencies involved in the work of local development and social inclusion. However, despite the looming less favourable financial situation, I am convinced that the Bray Partnership will continue to develop effective policies and actions that address disadvantage and lead to a more equitable society.

J. J. Murphy  
CHAIRMAN

## Message from the Partnership Manager



Bray Partnership Ltd. was formally incorporated in 1995. Operating from a local development perspective and in line with the parameters of the relevant Programme/Measure in the National Development Plan through which core funding is derived, the Partnership's remit continues to involve collaborative work with sectoral organisations to address disadvantage and exclusion in the Bray area. In this context and following extensive public consultation, Bray Partnership has produced two local area action plans to inform, guide and shape our activities over the period. The delivery of the current plan, covering the six years to 2006, commenced in 2001. The company's 2002 Annual Report being presented therefore charts some of the experiences, achievements and challenges encountered in the second full year of implementing the plan's provisions.

The steady and measured progress achieved by Bray Partnership year on year since its establishment in promoting and moving forward social / economic development, equality and inclusion issues for a range of key target groups in the area was maintained and extended during 2002. Similar to our approach in previous years, the work schedule of the Partnership was developed and channelled through a number of support programmes as detailed later in this report. This particular operational procedure again proved to be very effective in ensuring proper co-ordination and integration across the various strands of Partnership related activity. The work of Bray Partnership over the years, while remaining firmly focused on local development and inclusion based relevant activities, has become more wide ranging and multifaceted. The scope and level of activity engaged in can be difficult to fully and adequately capture in the readable document that the 2002 Annual Report is intended to be. By way of illustrating some of the locally based initiatives and their practical benefits that were resourced by the Partnership during 2002, a series of case study narratives have been documented in this report. This type of information together with the more detailed programme specific data included, helps put into context the relevance, scope and impact of Partnership work over the course of the year.

Notwithstanding the level and quality of Partnership led activity during the year, 2002 proved to be a somewhat more difficult period for promoting and advancing local development and social inclusion focused work. The slowdown/downturn of the economic buoyancy and growth experienced in preceding years, the restructuring of central exchequer programmes and the general cutbacks in services all contributed to a less favourable climate for advancing initiatives to address situations of poverty, disadvantage and exclusion. For example, moving job ready individuals with whom the Partnership has worked into employment or retaining those already placed proved a greater challenge due to a tightening labour market; curtailments in active labour programmes and other support services resulted in more limited progression pathways being available to encourage and assist target group individuals into education, training and employment. Given the less optimistic forecasts for the economy over the next few years and the possible consequences for those who have benefited least from the past boom, it is essential that the Partnership remains focused and committed to working collaboratively towards reducing poverty and exclusion in the Bray area.

Developing and delivering the Partnership's local area action plan necessitates cross-sectoral co-operation and ownership. Without the ongoing input and commitment from the many people who represent the community sector, statutory bodies, social partner organisations and elected public representatives on the various Partnership operational structures little could be achieved. The skills and dedication of the Partnership's staff support team are also vital to the implementation of a relevant, effective and efficient inclusion focused programme. While 2002 is viewed as having been a very productive year for Bray Partnership in realising agreed objectives, heavy demands were placed on all those involved in the organisation's operational structures, groups delivering programme supported actions and each member of staff. This time, energy and commitment must be accorded due recognition.

The layout of the Bray Partnership 2002 Annual Report is designed to provide an easy and accessible read. The format adopted facilitates a recording of activities undertaken and their impact from a quantitative and qualitative view-point. Hopefully this serves to ensure the production of a more useful and informative document.

A handwritten signature in black ink that reads "Peter Brennan". The signature is fluid and includes a long, sweeping underline.

**Peter Brennan**  
MANAGER



## Bray Partnership at a Glance

**Bray Partnership was incorporated as an independent local development company in 1995. Working from an area based approach, the Partnership combines the input and resources of the various sectoral interests – community, statutory, social partners (employers/trade unions) and elected public representatives - to promote and achieve social and economic progress for a range of key target groups in Bray and its environs.**

**Since its establishment, Bray Partnership has been to the fore in identifying local needs, negotiating cross-sectoral co-operation, developing and moving forward, in a collaborative way, more integrated responses, new services and initiatives.**

**While much of the Partnership's work is directed towards longer-term beneficial change and improvements, very real, immediate and tangible outcomes are visible every year. The 2002 Annual Report illustrates some of these outcomes, highlights the key achievements and provides a flavour of a number of the many projects and activities undertaken throughout the year.**

The Partnership operates a variety of support programmes to implement the agreed strategy in the Area Action Plan 2000-2006. These are:

1. Community Development Programme
2. Employment Services Support Programme
3. Enterprise Development Support Programme
4. Education and Youth Support Programme

In addition, strategies relating to childcare, equality/proofing and information provision operate across all four programmes and permeate each element of the work of Partnership.

**The following represent the key target groups with whom we work:**

- Long term unemployed people
- Older people
- Travellers
- People with disabilities
- Refugees and asylum seekers
- Young people at risk
- Disadvantaged women
- Disadvantaged men
- Homeless people
- Ex-offenders
- Low income households

## 2002 - Summary of Achievements

**2002 was yet another busy and pro-active period for Bray Partnership. Each of the programme areas have recorded a wide range of successes and beneficial outcomes over the course of the year. Whereas, it would not be practical to detail every aspect relating to the output from Partnership resourced work in 2002, some of the most significant achievements recorded during the year include:**

- 55 Traveller men engaged in the LEAP project basic education programme (Local Education for Adult Progression for Traveller Men Project).
- 172 people were progressed into employment by the Local Employment Service Network and a further 179 were moved into other career path progression routes.
- The Easi-cab accessible transport service developed into a social economy business and increased its membership to 260.
- The Partnership engaged and acted as lead agency in a cross-sectoral consortium for the WEB (Women's Equality in Bray) project, securing funding under the Equality for Women Measure.
- 12 people participated in the newly developed Women into Business Programme run by Bray Community Enterprise.
- Publications produced included the Bray and Greystones Community Directory, The Volunteer Bureau Feasibility Study and the Funding Handbook.
- The Community Administrative Support Centre was established.
- 12 local groups received funding under the Small-scale Community Grants Scheme.
- The Bray Homelessness Forum, a cross-sectoral group addressing the needs of homeless people in Bray, was established and facilitated by the Partnership.
- 180 people participated in the Adult Education Access Programme in Little Bray Family Resource Centre and St. Fergal's Resource Centre.
- 57 Education and Training Grants were distributed to relevant target group individuals pursuing a variety of education and training programmes.
- 30 people participated in the Bray Family Literacy Project run by the Bray Adult Learning Centre.
- 23 people participated in the Bray Community Enterprise run Pre-enterprise Training Programme.
- 66 young people participated in the Young People's Life Skills Programme.
- The Job Initiative (JI) Programme provided work opportunities and training for 41 long-term unemployed people. 16 people progressed from JI into employment and full-time education.
- The Bray Adult Education Network, a consortium of local groups involved in the provision of education to adults in the Bray area, was set up.
- Work commenced on progressing a piece of research on 'Bray Family Childcare Needs Analysis'.
- The Community Development Team supported 3 new groups and 26 established groups. 39 groups received training and 16 networks and collaborations were supported.

# The Partnership's Support Programmes

## Community Development Programme

The main aim of the Community Development Programme is to support people in local communities to come together by way of tackling social exclusion and disadvantage. Given the significant level of community organisation in Bray much of our focus is on supporting and working with the wide range of community and voluntary groups, networks and statutory agencies in the town. Practically speaking, we run training courses, facilitate groups, resource and participate in collaborative actions, provide information, undertake research and allocate funding.



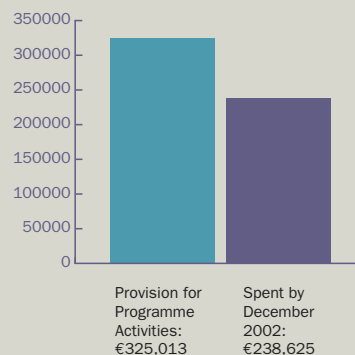
Some of the Highlights and Main Achievements for 2002:

- Organising two **community lunches** with over 150 participants, providing a forum for informal networking among locally based groups, local activists and statutory agencies.
- Supporting the development and launch of the **Bray Volunteer Bureau Feasibility Study**.
- Facilitating Co. Wicklow **Accredited Community Development Training Survey**.
- Organising a range of **training courses** for community and voluntary groups, including management and media training.
- Supporting the production of the **Bray and Greystones Community Directory**.
- Facilitating the **Bray Ethnic Minority Research Group** and a range of other intercultural training and information activities.
- Supporting the establishment of the **Community Administrative Support Centre** which provides a range of administrative supports to local community and voluntary groups.
- Facilitating the **Bray Homelessness Forum**, a cross-sectoral group working to address the needs of homeless people in Bray.
- Administering **Community Development Grants** schemes to local community groups.
- Facilitating the participation of **community sector representation** onto the structures of the Partnership through the cluster group system.
- Progressing a piece of **research** on direct payments schemes for people with disabilities.
- Supporting **3 new groups** and **26 established groups**. In addition, **39 groups** received **training** and **16 networks** and collaborations were supported.



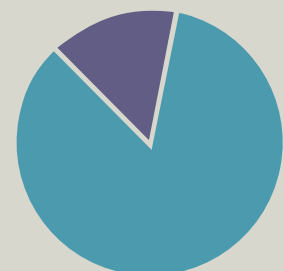
Community Development Team

### Programme Spend



### Programme Budget

Total Partnership Budget 100%  
14% provision for Community Development Programme activities





## Case Study 1

### Promoting Interculturalism through Action

Following years of emigration, the 1990s saw Ireland become a country of net immigration with Irish people who had emigrated in previous years, migrant workers, refugees and asylum seekers coming to these shores. In addition Ireland has always had smaller but important groups of ethnic minorities including Travellers, black Irish people and Jews. As in most other towns and cities throughout the country, these demographic changes impacted on Bray in a number of ways. Bray Partnership has identified ethnic minorities as one of the priority communities with whom we wish to work in our current strategic plan. The Partnership had already developed strong links with the Little Bray Family Resource Centre in 2000/1 when we organised a seminar on asylum seekers, refugees and racism. The National Consultative Committee on Racism and Interculturalism (NCCRI) was also engaged to deliver intercultural training for community, voluntary and statutory groups in 2001.

Having engaged in this work we felt we had the skills and resources to implement a local strategy to promote interculturalism with the following three elements: a) raising awareness and understanding; b) linking awareness to practice; c) developing collective responses to the identified needs of ethnic minorities. As part of the information/awareness work, the Partnership produced an information booklet called "Understanding Racism – Know the Facts". The booklet includes sections on racism, refugees, asylum seekers, Travellers and common myths. We also linked with students from Bray Institute of Further Education to design a poster containing an anti-racism message for circulation to local agencies, groups and schools. The poster and booklet were launched to mark International Day Against Racism in March 2002.

To further enhance this work, funding was secured for a project to research local needs of ethnic minorities and educate key elements in the community about such needs. The participation of ethnic minorities in the project process was seen as crucial to advancing this work. Community, voluntary and statutory groups and individuals from ethnic minorities collectively formed the Bray Ethnic Minority Project Group with a view to developing and delivering an agreed plan of action. The plan of action put in place by the project group includes: completing the local research and awareness raising process; linking more closely with local people from ethnic minorities; and responding to needs and issues identified through this process. In the words of Samuel and Danielle Sumbuka, members of the ethnic minority research group: *"We think that it's a great idea to have the project on minorities. There are already projects on Travellers, disabled people, youth and, in a way, it shows that Bray is aware that it is now a multicultural society. Hopefully, it will give a voice to the minority. It will help bridge the gap between the majority and the minority groups."*



## Case Study 2

### Developing an Administrative Support Service for Locally Based Groups

Running a community or voluntary group often involves practical things like typing, photocopying, organising newsletters and creating promotional material. In 2001, the Dargle Community Alliance (a local network of community and voluntary groups) proposed establishing a community based administrative support service to assist local community and voluntary groups with these practical matters. The Partnership believed it was important to resource such an initiative and provided financial assistance and technical support to establish the service. As a result, The Community Administrative Support Centre (CASC) was born and opened for business in October 2002. CASC provides a secretarial and photocopying service to voluntary organisations, particularly to those that have neither their own expensive equipment such as computers and photocopiers nor the expertise to produce work to their liking. These groups are run mainly by volunteers who very often also have 'day jobs' and want to spend their volunteer time dealing with the core activities of their group and not with the necessary evil of administration!

The Centre administrator is employed through the Bray Partnership's FAS Job Initiative Scheme and the service is managed by the Dargle Community Alliance. CASC is located in a spacious room in the Madeley House complex and is well equipped with computer, scanner and photocopier. Much of the equipment available in the Centre was purchased through funding received from the Department of Social and Family Affairs. Furniture, fittings and fixtures were also donated by the business sector. In the three months since opening for business in late 2002, 16 locally based groups have accessed the service and over 50 specific jobs have been completed. These have been mainly publicity posters, newsletters, design work for invitations and creating mailing labels. The photocopying service has been well used and at the price of only 1 cent per A4 sheet, is most helpful when balancing meagre budgets. As this is a new venture it is difficult to know what impact it is having and how the specific needs of the voluntary organisations can be met. However, the feedback from those who use the Centre paints a very positive picture.

*"The service is brilliant. It helps with our finances. It's so useful and easy for me to come to you."*

**Elaine O'Reilly, Bray Lakers**

*"The Centre is a fantastic service. I don't have the time or the computer skills to do all the secretarial work. The office is so convenient to get to. I'm very pleased I found you."*

**Pauline Murray, Bray Mental Health Association**

*"We've used the Centre on many occasions. The work produced is A1. The cost is minimal. We're lucky to have this facility on our doorstep."*

**Carmel McKeown, Bray Active Retirement Association**

*"It's great. I don't like the administration work and I don't do it well. The Support Centre makes it so easy for me."*

**Kay Gallagher, Irish Girl Guides**

# Community Development Programme Funding

Action	Group	Amount Allocated
Providing a community based counselling service	Living Life Community and Counselling Services	6,335.52 (LDSIP)*
Health care education project	Bray Cancer Support and Information Centre	2,888.65 (LDSIP)
Providing an accessible building for group's activities	Bray Centre for Independent Living	4,507.83 (LDSIP)
Education and awareness programme on poverty	80:20 Educating and Acting for a Better World	2,539.00 (LDSIP)
Resourcing community sector representative network to participate in county structures	Wicklow Community Platform	4,571.32 (LDSIP)
Volunteer bureau feasibility study	Dargle Community Alliance	6,094.53 (LDSIP)
Small scale community grants scheme	Managed directly by Bray Partnership	6,984.00 (LDSIP)
Grant scheme for management committee training	Managed directly by Bray Partnership	3,174 (LDSIP)
Researching the needs of ethnic minorities	Ethnic Minorities Research Group	3,809 (LDSIP) 1,904 (Dpt. Justice, Equality and Law Reform)
Producing the Bray and Greystones Community Directory	Bray Partnership and Local Consortium	3,809 (LDSIP) 1,000 (Wicklow Co.Co.) 4,000 (ECAHB)
Resource fund for cluster groups	Bray Partnership	7,618 (LDSIP)
Reserve fund for investigating new actions including community lunches, seminars, access audit training, media training and the disability awareness project.	Bray Partnership	11,397.00 (LDSIP)
Equality awareness and promoting best practice (cross measure activity)	Managed directly by Bray Partnership	1,524 (LDSIP)
Building a new community centre	Ballywaltrim Community Centre	6,349 (LDSIP)
Researching the provision of direct payments schemes for people with disabilities	Disability Research Steering Committee	3,809 (LDSIP) 3,000 (ECAHB)
Conducting homelessness research	Bray Homelessness Forum	4,000 (ECAHB)
Community development training programme	Bray Partnership	1,800 (LDSIP) 500 (Comhairle)
Establishing an administrative support centre	Dargle Community Alliance	10,157.90 (LDSIP)
Feasibility study on Homestart	St. Fergal's Junior School	2,539.48 (LDSIP)

*Note: The amount shown above can include provision brought forward from previous years. The overall operating budget available to the action may also include funding directly secured by the promoting organisation and not shown here.*

\* Local Development Social Inclusion Programme (LDSIP)



# Employment Services Support Programme

The objectives of the Employment Services Support Programme include:

- Identifying the needs of the target groups on a continuous basis
- Promoting and widening the practice of outreach, pro-active targeting and information dissemination to target group individuals
- Providing progression choices for long-term unemployed people and others distanced from the labour market
- Identifying and supporting individuals who are participating in various labour market programmes

The Employment Services Support Programme is co-ordinated and delivered through the Bray Partnership Local Employment Service Network. To emphasise the locally based nature of the service four Contact Points, each staffed by a Mediator and Information Officer, are operated in the area.



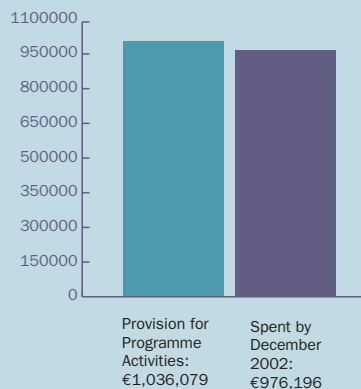
Some of the Highlights and Main Achievements for 2002:

- Almost **300 job seekers** were **registered** on LESN Mediators case loads.
- **172 people were progressed into employment** with a further **179 individuals moving into other career path progression routes** such as labour market schemes and training and education options.
- Funding was secured under the LESN / FAS Special Education and Training Fund for two projects - **Traveller Reading Initiative (TRI)** providing specialist literacy tuition for Traveller men and **RE-TURN** an intensive modular programme in administrative skills for those returning to the labour market.
- Two **Return to Work / Office Skills Courses** were delivered in conjunction with a local community school. An **Enterprise Development Course** was organised with Bray Community Enterprise (BCE) for job seekers interested in pursuing a career in the arts. Several modular and one day courses, such as Work Preparation and Receptionist Skills, were developed in partnership with both the Wicklow Trade Union Centre for the Unemployed and BCE.
- Almost **1,400 information queries** were processed in 2002.
- The **Job Initiative (JI) Programme** provided work opportunities and training for 41 long-term unemployed people with 16 people progressing into employment and full-time education.
- **Intensive engagement with employers** was sustained with over **1,200 employer contacts** made during the year.
- Employment services support staff continued to **play an active role** in the work of the Local Drugs Task Force, the County Wicklow Citizens Information Network, the Bray Adult Education Network, LEAP, WEB, the Kildare and Wicklow EQUAL Project and the ongoing work of the Partnership including the Homelessness Forum and research into the experience of ethnic minorities in Bray.



Employment Services Support Team

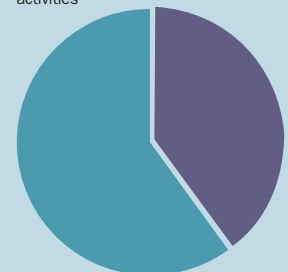
## Programme Spend



## Programme Budget

Total Partnership Budget 100%

44% provision for Employment Services Support Programme activities





## Case Study 1

### Tanya Martin Spinning the Discs

When Tanya left school she was unsure what direction or type of employment would best suit her. Her overriding interest was in music and art but she was not clear as to how she could pursue a career in that area. She did an art course in Bray Senior College and also worked part-time at hairdressing. She eventually worked in hairdressing for several years and, while she enjoyed the work, her interest in music grew to the extent that she investigated related courses in Waterford and Ballyfermot. However, at the time she did not proceed further with enrolling onto any of these courses. Tanya emigrated to England and worked there for some time. She later returned home but remained unemployed for a period of time.

Having been unemployed for several months Tanya was called for an interview with FAS through referral under the National Employment Action Plan. On meeting with a FAS Placement Officer it was agreed to refer Tanya to the Bray Partnership Local Employment Service Network (LESN). Tanya feels "that was the turning point" - working with both the LESN Mediator and Information Officer has given her increased confidence and focus. Noting her interest in music, the LESN staff sourced information on several courses including one on DJ Techniques in Bray Senior College. They also assisted in filling in application forms and applying for the Back to Education Allowance. Funding support was given with the course registration fee and with equipment needed since the course started.

Tanya describes the course as "*brilliant, the right thing that turned up at the right time*". In a class of 14 Tanya is the only woman. The course content is very comprehensive and covers subjects such as sound engineering, music technology, DJ skills, event management and desk top publishing. Tanya is full of praise for the course co-ordinator and tutors who are very encouraging of the students and have organised work experience as a DJ playing live in clubs in Dublin. The LESN Mediator has continued to be very supportive by keeping in touch over the duration of the course.

And the future ? - next year Tanya hopes to begin a two-year sound engineering course leading eventually to a career in the music industry.



## Case Study 2

### Pat Ó Súilleabháin: Finding A Challenge in Sea Life

Pat spent nine years at home working while his children were growing up. When his youngest child started school he decided it was time to return to the workplace. Not being sure what he wanted to do he completed one year of a Computerised Business Studies Course. Pat subsequently got a job in a local company for a short time but was forced to leave when he developed an allergy to the product. Having seen the "Obair" signs around Bray he was vaguely aware of the LESN and knew they engaged with long-term unemployed people but was unsure as to whether they would work with someone returning to the workforce. As "male and female returners" are a locally identified target group of Bray Partnership LESN, Pat was able to register. One of the first things Pat's Mediator did was to have a thorough conversation concerning the type of employment he wished to pursue including a detailed discussion about himself and his work history. With a background of working at management level in the restaurant field Pat knew he wanted to try something different but was unsure what that might be. Pat describes the LESN interventions as being "very proactive" - including organising several interview opportunities for him. During this process Pat realised that he wanted employment that would be worthwhile and challenging. Many disappointments were encountered during this period - at one stage he got a second interview for a job he felt he would get and then the company decided not to proceed with the position. Both the LESN Mediator and Information Officer were very supportive - *"there was a sense that they cared and that I wasn't just a number and that they were always on the lookout for a job for me"*. This was very important as Pat feels that anyone who has been out of the workforce for a long period working at home is undervalued in economic terms and also in terms of self-worth - *"The LESN staff were very positive regarding boosting self-confidence and a sense of worth as they showed that there were people who believed in me"*.

During this period the manager of Merlin Entertainments (a U.K. company who own Sea Life, an aquarium in Bray) called into the LESN Contact Point where Pat was registered inquiring about sourcing a Manager for Sea Life. The Mediator felt Pat would be perfect for the position involved and forwarded his CV. The recruitment process involved two interviews in Ireland and a third in England. Pat was pulling into his driveway having returned from the interview in England when he got a call on his mobile offering him the job. Returning to the workforce presented its own challenges - the overriding one being the process of feeling confident about decisions taken and the fear of making mistakes.

And now - Pat has overall responsibility for the running of the aquarium, including managing the staff, marketing and promotion, revenue generation and health and safety. As well as being a business, Pat describes the work as *"something you can feel passionate about because it also has an environmental and caring role"*. He feels the company is wonderful in terms of the ongoing provision of training and staff development and says *"As a result of getting this job I have discovered a job I love and the best job I've ever had in terms of job satisfaction"*.

# Enterprise Development Support Programme



**Bray Community Enterprise Ltd (BCE) manages and runs the Enterprise Development Support Programme on behalf of Bray Partnership. This programme seeks to address unemployment and exclusion by providing a range of supports to individuals wanting to pursue self-employment options. Bray Community Enterprise provided support to a number of target groups in 2002 including: long term unemployed people, lone parents, people with disabilities, disadvantaged women, disadvantaged men and Travellers.**

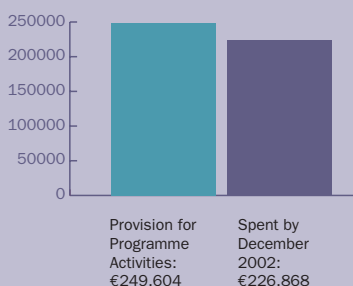
Some of the Highlights and Main Achievements for 2002:

- The introduction of the **Women into Business Programme** – a start your own business course specifically for women. In order to bridge the historical gap of low numbers of women engaging in self-employment, this course was developed and set up on a pilot basis in 2002, with 12 women participants.
- **Easi-cab Travel Club**, which provides transport for people with disabilities, received funding through the **FÁS Social Economy Programme**. It was set up as a limited company – Easi Access Transport Ltd - and recruited a manager, 3 drivers and an administrator. Membership of the club grew to 260 users in 2002.
- 23 participants completed the **Pre Enterprise Training Programme**, with 22 individuals progressing to the Back to Work Enterprise Allowance and setting up their own business.
- 37 people signed onto the **Back to Work Enterprise Allowance Scheme**.
- 7 participants received support of up to €750 through the **Enterprise Development Grant Scheme**, this grant part-funded (65%) items such as equipment, to enable these businesses to develop and to help ensure long-term sustainability.
- **Mentoring and Support Service** and activities continued to be very much in demand with individuals attending various seminars and training courses on relevant topics.
- **Information and Communications Technology training** was also provided in 2002, with participants completing courses such as basic computer training, ECDL, internet training and communication skills training.
- Bray Community Enterprise provided advice and support to both individuals and groups considering moving to the **FAS Social Economy Programme**.



Enterprise Support Team

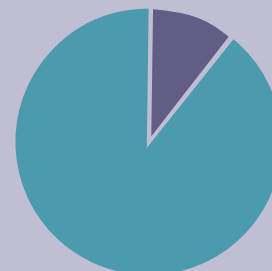
## Programme Spend



## Programme Budget

Total Partnership Budget 100%

11% provision for Enterprise Support Programme activities.





## Case Study 1

### Paul Hayes Sets Up in Business with Support from Bray Community Enterprise

Paul worked in service maintenance for 12 years when he decided on a change of career. In the late 1980's he spotted an opportunity to go into business as a print agent, but a combination of events caused the business to fail. It was now 1992, he was unemployed, owing money to the bank. Not being able to get employment Pat decided on further training - a Graphic Design course in St. Thomas's College. Following completion of the course, Pat found a job as a graphic designer and progressed to the position of Project Manager. Disaster struck again and the company went out of business in 2001. Paul was 45 years old and unemployed again. Once more, he had difficulty getting a new job, but used his time out of work to teach himself PHP technology - an advanced form of HTML (for Internet use).

Paul was keen to set up in business but realised that he would need some business training. Paul met with the Enterprise Development Worker at Bray Community Enterprise who recommended that he attend the Pre-Enterprise Training Programme run by BCE. In April 2002 he commenced this 22 week course which covered topics such as business planning, tax, book-keeping and marketing. On completion of this course he proceeded to set up his business.

*"The Pre Enterprise Training Course was invaluable" said Paul, "As well as gaining necessary business skills, it helped rebuild my confidence. After the traumas of the business failure, the bank debt, and the redundancy, I was very low. The course made me realise I had ability and that the products and service I could offer were worthwhile".*

Paul set up his own business in Web Hosting and Web Design in 2002, and availed of Back to Work Enterprise Allowance. *"Business is slow", he said "but I know it will take a couple of years to get the clients to make it successful. I have started well and kept my costs to a minimum. If it wasn't for BTWEA I would not have started this business. There have been lean weeks, and I know there will be more, but I have the comfort of an income from the Back To Work Enterprise Allowance".*

Paul continues to receive mentoring and support from Bray Community Enterprise by participating in training courses and seminars, and availing of one to one mentoring.



## Case Study 2

### Carol Bradbury - The Story Behind Art Naturally

“While I was employed at the National Environmental Education Centre (NEEC) as a desktop publishing designer, on a Community Employment (CE) scheme, I became a guide for school children, adolescents and special needs groups, who were visiting Knocksink Wood and the Centre. On several occasions the weather made it necessary to devise activities indoors. I simply came up with ideas for art and crafts activities that the visitors could do using the natural and recycled materials that we had on hand. I discovered a talent for teaching and the staff discovered they had artistic talents that they had never realised before.

When I had completed the three years on CE in February 2002, the FAS Supervisor, Emer Singleton, recommended the Bray Community Enterprise Pre-Enterprise Training Programme to me. My business idea was based upon the fact that I am an artist and enjoy teaching art; but I wasn't qualified to teach in national schools, being a Canadian and without any Irish language. I wanted to set up an arts and crafts business teaching children using environmentally friendly methods and materials.

The twenty weeks on the Pre-Enterprise Training Programme confirmed that my business idea was viable and that I would be successful if I understood the basic principles of business and my potential market. Remembering back to my classmates and I on the first day of class, we quite frankly thought of ourselves as misfits, unemployable and at best day dreamers! We had to re-invent ourselves, starting by ‘thinking outside the box’, and as someone said ‘discover a new religion – profit!’ We began to understand that how we felt about ourselves was reflected by other people’s feelings towards us. We learned that we were worthy and if we did a job well we were entitled to be paid well. Why is it so difficult to ask for payment? I addressed my own inner voice, telling me that if I asked for too much money for my work, that I wouldn't be liked, people would think that I was greedy, etc. We all have those inner voices, but I found I had to learn to say to myself that ‘sometimes you won't be liked but that you shouldn't be exploited either.’ The bottom line is that most of us became business people, not just people with a vague idea for a business that we talked about and did nothing about. We had classes on book keeping, marketing, promoting your business and making presentations. Our business plans informed us of the pitfalls and potential of our businesses, and whether it would work or not. I know that I left the course with a better understanding of my intended business and that I would succeed. The class became a team, we supported one another's ideas and appreciated the feedback that we were given by our peers. For market research purposes, I had two weeks of a pilot project (holiday camp for children) at the NEEC. I was paid well, it was a great success and the parents are interested in camps this year. When the course finished I signed onto the Back to Work Enterprise Allowance and I continue to receive support from Bray Community Enterprise through their Mentoring and Support Service. The potential of my business grew over the past six months. The only restriction I have is the hours available in the day. If I hadn't attended the course I wouldn't be making a profit and my business wouldn't have lasted the first year. I would recommend it to anyone who is serious about starting their own business.”

## Enterprise Programme Funding

Action	Group	Amount Allocated
Enterprise development grants	Bray Community Enterprise (BCE)	6,349
Information communication technology training	BCE	6,349
Easi-cab Travel Club	BCE	8,253
Mentoring and support initiatives for self-employed	BCE	2,539
Development of enterprise resource area	BCE	1,270
Pre-enterprise training programme	BCE	8,253
Women into Business Programme	BCE	10,158
Resourcing the local Community Enterprise Company	BCE	63,487
Development of Community Enterprise Centre	BCE	6,349

*Note: The amount shown above can include provision brought forward from previous years. The overall operating budget available to the action may also include funding directly secured by the promoting organisation and not shown here.*



# Education and Youth Support Programme

Much of the education work of Bray Partnership focuses on developing initiatives and opportunities to compensate for the obstacles that people from disadvantaged backgrounds face in developing their talents. The strategy clearly recognises the potential of early childhood education as a mechanism for challenging inequalities in education for young people. In addition, the strategy also identifies childcare (provision) as a key enabler for adults returning to education and training. The Education and Youth Support Programme is dependent upon cross collaboration and partnerships between different agencies such as schools, community and youth organisations, statutory sector, students and parents.

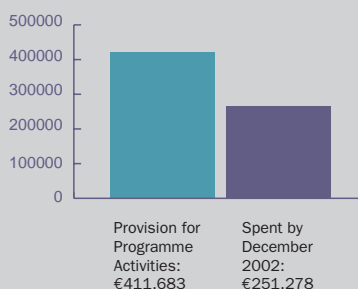
Some of the Highlights and Main Achievements for 2002:

- The continued operation of the **Breakfast and Homework Clubs** involving over 200 children in three designated disadvantaged primary schools, by the Marian Pre-School and Family Centre.
- Completed a pilot '**Stay in School Project**', an initiative of the Bray Education Network (BEN) and a combined effort between two schools in Bray.
- Funding the **Psychological Assessments** in four primary schools in Bray in the latter part of 2002. 20 children availed of this service.
- 65 people were engaged in the **Family Literacy Project** led by the Bray Adult Learning Centre.
- Continued support was given to the **Adult Education Access Programme** which accessed and supported 165 adults in the year. This programme is operated in St. Fergal's Resource Centre and Little Bray Family Resource Centre.
- Supporting 57 students through the **Bray Education Access Programme (BEAP)** to participate in basic and further education.
- Funded by the Department of Education and Science, the **Bray ASSET (Assisting Students Stay in Education at Third) Level Programme** supported 56 third level students.
- The **WEB (Women's Equality in Bray) Project** commenced: an initiative targeting women over 45 who are not actively engaged in social or economic life.
- The **Bray Adult Education Network** was established in February 2002 - a consortium of groups involved in the provision of education to adults.
- Facilitated a seminar in October looking at effective strategies in **Responding to Educational Disadvantage** in Bray. 60 individuals from local schools, community and youth organisations, statutory services and parents attended the seminar.
- Organised a number of seminars aimed at adopting a '**Whole School Approach to Countering Bullying Behaviour**' attended by teaching staff in local schools, community and youth workers, Gardaí, students and parents.



Education / Childcare Team

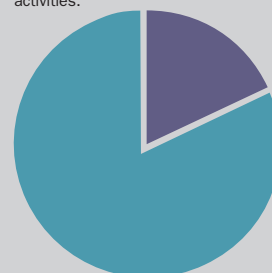
## Programme Spend



## Programme Budget

Total Partnership Budget 100%

18% provision for Education and Youth Support Programme activities.





## Case Study 1

### Mina's Story: Making Progress Through Education

Mina arrived in Ireland with three small children from Angola in 1999. She fled persecution in her own country where her husband was killed in the civil war. Mina was awarded refugee status in January 2002. On arrival in Ireland, Mina decided to try and gain qualifications in order to pursue a successful career that would allow her to support herself and her three children. She started a Leaving Certificate programme through VTOS in September 2000 and completed this programme in 2002 in the Bray Adult Education Centre.

During the course of her studies with the Bray Adult Education Centre, Mina decided to pursue a degree programme in the National College of Ireland in Accounting and Human Resource Management. Mina encountered a number of obstacles in relation to funding her participation in third level education particularly sourcing funds to pay childcare costs for her young children. Mina was successful in securing funding towards some of her expenses from the Bank of Ireland Millennium Scholars' Trust, which targets students with significant obstacles to reaching their full potential in education. While waiting to draw down the funds available under this scheme, Mina came to Bray Partnership seeking support. She was originally supported under the Bray Education Access Programme [BEAP] before progressing to the Bray ASSET (Assisting Students Stay in Third) Level Programme. The funding provided by the Bray Partnership was allocated to cater for expenses relating to childcare.

According to Mina, *"childcare has been the most significant barrier to me in participating in education, it is very difficult to find affordable childcare and after school services for my children."* She goes on to say that *"the support from Bray Partnership was invaluable in terms of allowing me to pay towards my childcare expenses ... Bray Partnership intervened at a time when I was having serious difficulty in accessing funding and I was unsure of whether or not I could continue on in education."* Mina also refers to the consistent support that she received under VTOS and from the staff in the Bray Adult Education Centre.

Progression is important to Mina and she hopes that with continued support from agencies such as Bray Partnership she will eventually be able to develop a good career to provide for herself and her children. As she says... *"I am building my life in Ireland; I cannot return to my own country. I am doing this course in NCI because I do not want to stay on social welfare or rely on financial support from other agencies, I want to get a job and support my family myself. Bray Partnership is helping me to do this."*



## Case Study 2

### Surviving Third Level Education

"I first entered UCD via New Era in 1997 to pursue a degree in Social Science. Having grown up in what is now termed as a disadvantaged area I have always been aware of social problems and my interest in Social Science was driven by this awareness and furthermore by the hope to one day play a role in alleviating such problems. The New Era scheme played a major role in making entry to third level possible as the expenses of long term education was my only concern at the time. 1997 was the pilot year of the New Era scheme, which offers support to students from areas under-represented in third level with the aim of increasing representation of such areas. It was during my years in Social Science that I developed a deeper understanding of the integral link between social and environmental issues. I gained a greater insight into world poverty and sustainable development issues, which heightened my awareness of the link between environmental and social issues. It also reinforced my aim to pursue a further study option that would give me the combined qualities to follow a career in this area. In researching the options I decided that the one true means of fully understanding the area of work that I wished to enter was to pursue a degree in the practical sciences. This would mean that I could combine a practical understanding of the environment with the humanitarian aspect of my Social Science degree.

I graduated in May 2000 with a Bachelor of Social Science degree and set about an undergraduate course in Science in September of that year. I was fully aware that the next three years would be a financial struggle but I was willing to take it on as I truly believed in the decision that I had made and I knew that the end would justify the means. Living independently of my family meant that I had rent in the private sector to pay as well as other daily living expenses. The fact that I had a primary degree meant that no options of financial support were open to me regardless of the fact that I had no family support whatsoever, as my family live on a disability pension. I received a bursary for fees but still had no financial support to help me with daily living demands. My only realistic means of getting through the course was to work nearly a thirty-hour week.

The Science course was a full time course with lectures and practicals each day of the week. I ended up working in the evenings and on the weekends and my studies as well as my health began to suffer. The prospect of abandoning my studies after the first year was my only option as there was no support available. It was at this stage that I approached Bray Partnership for support in some form and received support both financially and morally. It was reassuring to finally meet people in authority that cared about and supported my decision to continue in third level. Up to this point my decision to further my studies was met with minimal support and it was a very lonely struggle. Bray Partnership showed a genuine concern for my pursuit of education and an understanding of the barriers that I was experiencing. The grant that I received from Bray Partnership coupled with the moral support to do my finals has helped to get this far in my studies. I am looking forward to entering a field of work where social justice is to the fore, and have to admit that I wouldn't be at this stage if it were not for the support that I received from Bray Partnership."

## Education and Youth Programme Funding

Action	Group	Amount Allocated
Family literacy programme	Bray Adult Learning Centre	10,228.31 (LDSIP)
Training programme for disadvantaged women	Bray and North Wicklow Women's Network	10,315.07 (LDSIP)
Adult education access programme	Little Bray Family Resource Centre	5,396.50 (LDSIP)
Adult education access programme	St. Fergal's Resource Centre	5,396.50 (LDSIP)
Traveller men's education project	LEAP	6,349 (LDSIP) 38,000 (Dept. of Education and Science)
Education and Training Grants	Bray Partnership	14,600.78 (LDSIP)
Life skills programme for Traveller men and women	Bray Travellers Community Development Group	5,106.06 (LDSIP)
Return to Learning course	St. Kilian's Community School	5,519 (LDSIP)
Homework clubs	Marian Pre-school and Family Centre	6,349 (LDSIP)
Breakfast clubs	Marian Pre-school and Family Centre	16,507 (LDSIP)
Outdoor Pursuits programme	Bray Youth Service	3,809 (LDSIP)
Youth work studies course	Little Bray Family Resource Centre	4,054.91 (LDSIP)
Involving target group young people in sporting activities	Bray Emmets GAA Club	5,106.06 (LDSIP)
Stay-in-school project	Bray Education Network	6,007.13 (LDSIP)
Establishing and supporting a network of school and guidance counsellors	Bray Partnership	5,079 (LDSIP)
Involving target group young people in sporting activities	Fergal Ogs Games Club	3,067.31 (LDSIP)
Life skills programme for young people	Little Bray Family Resource Centre	4,126.65 (LDSIP)
Assisting student to stay in third (ASSET) level programme	Bray Partnership	32,697 (Dept. of Education and Science)
Equality awareness and promoting best practice	Managed Directly by Bray Partnership	1016 (LDSIP)
Programme targeting women aged 45+ to participate in social, economic and community activity	WEB Consortium	53,000 (Dept. of Justice, Equality and Law Reform)
Psychological assessment in primary schools	Headlamps Project	6,364 (LDSIP)
Research fund	Bray Partnership	6,349 (LDSIP)
LITE – Traveller women's primary healthcare programme	Bray Travellers Community Development Group	7618 (Partnership's local contribution to LESN)

*Note: The amount shown above can include provision brought forward from previous years. The overall operating budget available to the action may also include funding directly secured by the promoting organisation and not shown here.*

## Childcare

**Commitment to childcare was a crucial element of the work of Bray Partnership in 2002. Childcare interlinks across all the Partnership programmes and activities. A number of key activities were supported through the childcare programme in 2002 to enhance the capacities of local providers and individuals working in the area of childcare and family support. Key developments during the year focused on policy development, strengthening of local networks and activities relating to the Wicklow County Childcare Committee.**

Some of the Highlights and Achievements for 2002 include:

- Supporting the work of the **Wicklow County Childcare Committee** including carrying out research and assisting in the redrafting of the Strategic Plan.
- Ongoing support to local community based not-for-profit childcare providers via resource work of the **Bray Childcare Network**.
- **Collaborating on a report** with members of the Bray Childcare Network subsequently submitted to the Department of Health & Children's Review of Childcare (Pre-school Services).
- **Seeking funding** to develop Incredible Years training programme for community based childcare workers/volunteers in Bray in collaboration with the Bray Childcare Network.
- Assisting local groups and individuals to **access a range of funding grants** – KNOW RACISM; Cork Street Fund and the Department of Justice, Equality and Law Reform's Equal Opportunities Childcare Programme 2000-2006.
- Organising a workshop on **Managing Challenging Behaviour in the Early Years** for local parents, childcare providers and educators.
- Ongoing support to **Bray Homestart Steering Committee** – resource work and assistance provided to complete feasibility study.
- Establishing and extending **links** with local, county and national organisations.



## Case Study [St. Fergal's Community Playgroup Expands and Develops](#)

St. Fergal's Community Playgroup childcare service in Ballywaltrim is based in one of the most disadvantaged areas in Bray. Lack of consistent childcare services in the area had added to the difficulties encountered by individuals wishing to access employment, education or training. St. Fergal's Community Playgroup operates a sessional care service for children aged three years to primary school age. The aims of the playgroup are: supporting and assisting families and children in the local area; providing a quality affordable childcare facility; and through the availability of the service opening up progression options for the parents. The playgroup also supports parents and encourages parents in their parenting role. Funding has been an ongoing issue in order to sustain and develop the playgroup. Last year (2001) funding received through the Equal Opportunities Childcare Programme (EOCP) supported 4 childcare posts (secured for a 3 year period). In 2002, a €10,000 capital grant was secured to purchase materials and equipment. This funding has enabled the playgroup to enhance their service substantially. Other fundraising and parental fees support the running costs of the playgroup. Childcare training is actively encouraged and supported for members of staff. St. Fergal's Community Playgroup intends to continue building its capacity and remain as a central service in the local area, benefiting children, parents and the broader community for many years to come.



## Progressing the Equality Agenda

Throughout 2002, Bray Partnership continued promoting and progressing the concepts and practice of equality in all aspects comprising the local development programme. The equality statement, working in tandem with the key principles of inclusion, seeks to actively address equality of access, participation and outcomes for all by promoting social inclusion, countering disadvantage and tackling discrimination. This understanding generally informs the Partnership's work programme and permeates all related policies, procedures and processes. As in previous years, the process of 'equality proofing' played a key role in ensuring that the equality agenda was addressed in a comprehensive way.



Some of the Highlights and Main Achievements for 2002:

- Facilitating **thematic cluster groups** for networking purposes, including the themes of disability and older people.
- Supporting the development of the **LEAP** (Local Education for Adult Progression) for Traveller men's project.
- Leading the consortium on the **Women's Equality in Bray** (WEB) project engaging older women in social, economic and community life.
- Supporting the **LITE project** managed by a local Traveller group involving an education/training programme for Traveller women.
- Commencing the **Women into Business** programme through Bray Community Enterprise.
- Supporting a **women's education programme** managed by a local women's organisation.
- Delivering a **Return to Work** programme for disadvantaged women run by the Local Employment Service.
- Conducting major pieces of **research in the disability** and **ethnic minority areas**.
- Providing **training** to build local capacity, including a variety of anti-racism, interculturalism and equality proofing training.
- Achieving the optimum **gender balance** on all Partnership operational structures.
- On-going implementation of the **disability proofing checklist**.

### Case Study [Local Education for Adult Progression for Traveller Men \(LEAP\) Project](#)

Traveller men are considered to be one of the most marginalised and isolated groups in Irish society, experiencing significant inequalities in many areas of their lives. The LEAP project is funded under the Education Equality Initiative (Department of Education and Science). It is managed by a local consortium of community and voluntary organisations led by the Partnership and has developed a three year programme working with Traveller men in the Bray area. The project identifies training and education needs of Traveller men and responds using innovative development programmes to ensure progression with regard to personal, social and economic development. Following extensive outreach and needs analysis work, a range of creatively designed and culturally appropriate social/educational modules were put in place in 2002 including driving theory test training, specialist literacy provision utilising specialist equipment and a 6 week semi-structured activation programme. To date the project has engaged with 55 Traveller men from the general area.

## Partnership Building: Local Co-operation and Collaboration

**A key strategy for Partnership is the absolute requirement for linked, co-ordinated and integrated responses to effect long term, sustainable and real change relevant to our target groups. This position is well reflected in the operational structures as well as our capacity to move forward a range of inclusion focused initiatives in collaboration with the various key stakeholders during 2002. The process of partnership building brings added value, complementarity and avoids duplication. Co-operation and collaboration operate at a number of levels, ranging from information exchange, developing joint projects, funding, to policy development and research work.**

Listed below are a number of the agencies and groups that we worked with in 2002:

FÁS	Wicklow County Development Board
Bray Local Drugs Task Force	The RAPID Programme
National Consultative Committee on Racism and Interculturalism	East Coast Area Health Board
Department of Justice, Equality and Law Reform	Department of Social and Family Affairs
Wicklow County Childcare Committee	Local community and voluntary groups
Bray Chamber of Commerce	IBEC
Trade Unions	Co. Wicklow VEC and local schools

### Case Study [Tackling Homelessness Through Co-operation](#)

During 2002 a number of people involved in the work of the Partnership highlighted the seemingly growing problem of homelessness in Bray. A cross-sectoral group involving a wide range of statutory, community and voluntary groups was brought together to address the situation. There have been a number of positive outcomes from the process in 2002:

- An information card for homeless people and a directory has been produced by the Bray Partnership Local Employment Service.
- Bray Town Council and the ECAHB have co-ordinated a travel voucher and timetable procedure for homeless people being able to access accommodation in the Rathdrum hostel.
- Research funding has been secured to quantify the numbers of Bray people experiencing homelessness to document their views and service providers views on necessary services.
- Bray Town Council, ECAHB and voluntary organisations (Cracked Pots and the St. Vincent de Paul) have brought forward plans to develop and further extend day care facilities.
- Local voluntary groups have accessed ECAHB funding from contacts developed through the process.



## Resourcing the Partnership's Work

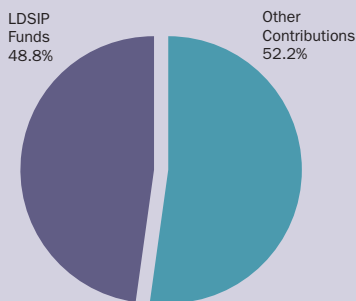
Core funding for Bray Partnership's local development and social inclusion focused work in the area comes from the Local Development Social Inclusion Programme (LDSIP) (a sub-measure of the regional programmes in the National Development Plan) in the form of a multi-annual grant channelled through Area Development Management Ltd. As in previous years, the Partnership's 2002 local work programme continued to attract additional resources to complement the funding allocated from the LDSIP. The ability to source, secure and combine a broadly based package of resources each year, including 2002, is vital to the sustainability of a comprehensive local development programme that is both relevant and effective in addressing the needs of the Partnership's key target groups. The full 2002 operational budget and its breakdown reads as follows: -

• LDSI Programme Allocation	€1,117,008
• Direct Contributions to the Partnership Budget (from other sources)	€1,223,451
	€2,340,459

The integrated nature of the Partnership's action plan provides opportunities for organisations involved in programme related actions to acquire additional funding for such activities. This programme connected indirect additional funding acquired by contracted local organisations is estimated at over €300,000 in 2002.

The ratio of LDSI Programme funds to other contributions is shown below: -

• LDSI Programme Funds	48.8%
• Other Contributions	52.2%



The sources of the main other contributions include:

- Department of Enterprise, Trade and Employment, via FÁS
- East Coast Area Health Board
- Department of Justice, Equality and Law Reform
- County Wicklow VEC
- Department of Education and Science
- Wicklow Local Authorities
- Comhairle
- FÁS



Administration Team

# Company Information



Board Members

Members of the Bray Partnership Board at end of 2002

MEMBER	SECTOR	ORGANISATION	GROUP
Jerry Murphy	Independent		
Kevin Moriarty	Social Partner	IBEC	Ardmore Studios
Sylvia Kelly	Community	Childcare and Family Support Cluster Group	Holy Redeemer Community Playgroup
Betty Murphy	Community	Disability Cluster Group	Easi-cab
John O'Brien	Social Partner	ICTU	SIPTU
Eugene Finnegan	Social Partner	IBEC	Bray Chamber of Commerce
Jacinta Crawley <sup>1</sup>	Community	Youth Cluster Group	Teen Seen Youth Club
Jim Ryan	Statutory	East Coast Area Health Board	
Gay Doolan	Statutory	Dept. of Social and Family Affairs	
Bernard Connolly	Social Partner	ICTU	
Patricia Shortt	Community	Marginalised/ Disadvantaged and Unemployed Cluster Group	Wicklow Trade Union Centre for the Unemployed
Pat Ralph	Community	Older People Cluster Group	Bray Active Retirement Association
Aiden Conroy	Statutory	Bray Town Council	
Carol Hanney	Statutory	Co. Wicklow V.E.C.	
Suzanne Vella <sup>2</sup>	Statutory	Probation and Welfare Services	
Michael Mulvaney	Statutory	FÁS	
Liz O'Grady	Community	Older People Cluster Group	Tuesday Tea Club
Davnat O'Reilly <sup>3</sup>	Community	Local and Community Development Cluster Group	Signal Arts Centre
John Byrne	Elected Public Representative	Bray Town Council	
David Grant	Elected Public Representative	Bray Town Council	
Michael Lawlor	Elected Public Representative	Wicklow County Council	
Oona McFarland	Community	Local and Community Development Cluster Group	Signal Arts Centre
Anne Reade	Statutory	Probation and Welfare Services	
Breeda Kennedy	ADM		

<sup>1</sup> Vacant at present <sup>2</sup> Replaced by Anna Reade <sup>3</sup> Replaced by Oona McFarland

# Bray Partnership Staff 2002

## Manager

Peter Brennan

## Enterprise Support Team

Eithne Gunning	Enterprise Co-ordinator
Bernard Dromey	Enterprise Development Officer

## Bray Community Enterprise – Company Directly Related to the Programme

Gerry Shortt	Enterprise Support Officer
Therese Delaney	Secretary/Receptionist
Alacoque Savage	Information and Communications Trainer

## Community Development Team

Davin Roche	Community Development Co-ordinator
Eileen Byrnes	Community Links Worker
Gráinne McGettrick	Information, Equality and Proofing Officer

## Education/Childcare Team

Jennifer D'Arcy	Education Co-ordinator
Lorna Lafferty	Childcare Policy and Development Worker

## Employment Services Support Programme Team

Mary O'Carolan	Employment Services Co-ordinator
Sandra Jennings	LESN Administrator
Chris Brady	LESN Employer Liaison Officer
Maura Foskin	LESN Mediator
David Walsh	LESN Mediator
Teresa Donoghue	LESN Mediator
Cathy Heffernan	LESN Mediator
Una Wogan	LESN Information Officer
Stephanie Tyrrell	LESN Information Officer
David Viani	LESN Information Officer
Fran Berry	LESN Information Officer
Pat Brennan	Job Initiative Liaison Officer

## Initiative Related to the Programme – LEAP

Pauline Long	Co-ordinator
--------------	--------------

## Administration Team

Donna White	Administrator
Jennifer Jones	Receptionist/Secretary
Heather Connors	Performance Monitoring Officer
Breda Tuite	Administrative Assistant
Michelle Rogers	Networking Support Officer

## Job Initiative Staff

<b>Name</b>	<b>Group</b>
Ann Booth	Dargle Community Alliance
*Heather Brown	Living Life Voluntary Counselling Centre
*Bridie Carey	
*Larry Crowe	Holy Redeemer Parish
Finton Fehily	
*David McInerney	Bray Community Enterprise
*Kevin Wynne	
Brendan Farrell	St Peters Parish
John Keating	
Eleanor Phillips	Signal Arts Centre
Davnat O'Reilly	
Marie Lally	Wicklow Trade Union Centre for the Unemployed
*Michael Whelan	
Audrey Kelly	Little Bray Community Centre
Catherine McCann	
Brendan Earls	Little Bray Family Resource Centre
Marie Green	
June Murphy	
Pauline Lott	St Kilians Community School
*Ann McErlain	Centre for Independent Living
*Gerry Jago	St Fergals Resource Centre
Mary McDonnell	
Helen Kinsella	Bray & North Wicklow Women's Network
*Mary Stratton	
*Mary Chapman	Open Door Day Care Centre
*Elizabeth Fennelly	
*Daire Fitzgerald	
*Anne Gray	
*David Hanley	
*Mary O'Toole	
Philomena Gummersbach	
*Sarah Dalton	Glencree Centre for Peace and Reconciliation
John Coster	Ballywaltrim Sports Facility
George Harding	
*John Scanlon	
Dermot de Barra	Beautiful Bray Association
Aileen Ryan	Bray Tourism
*David Kearney	Bray Youth Service
*Lorraine Martin	
*David Lister	Bray Institute of Further Education / St Thomas's
*Elizabeth Dodd	Marian Pre-School & Family Centre

\* *Left during 2002*

## INCOME AND EXPENDITURE ACCOUNT

For the year ended 31st December 2002

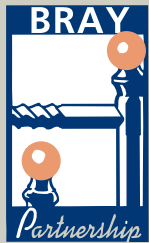
	<b>2002</b>
	<b>€</b>
Income	1,974,803
Staff Costs	1,278,176
Depreciation	25,004
Other Items of Expenditure	<u>745,052</u>
	2,048,232
Surplus/(deficit) on Ordinary Activities before Taxation	(73,429)
Tax on Surplus/(Deficit) on Ordinary Activities	-
Surplus/(Deficit) for the Financial Period	(73,429)
Dividends: Paid	-
Proposed	<u>-</u>
Surplus/(Deficit) retained for Period	(73,429)
Surplus/(Deficit) brought forward	<u>321,296</u>
Surplus/(Deficit) carried forward	<u>247,867</u>

## BALANCE SHEET

As at 31st December 2002

	<b>2002</b>
	<b>€</b>
ASSETS EMPLOYED	
FIXED ASSETS	
Tangible Assets	55,102
CURRENT ASSETS	
Prepayments	0
Cash at Bank	<u>242,354</u>
	242,354
CREDITORS	
(Amount falling due within one year )	<u>(49,589)</u>
NET CURRENT ASSETS	<u>192,765</u>
<b>Total Assets Less Current Liabilities</b>	<b><u>247,867</u></b>
FINANCED BY	
Excess on Income & Expenditure Account	<u>247,867</u>





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This report is available in Braille, large font, on cassette or disk on request.

