

# Salford CVS, a brief history in time...



## 1973-2016

*If you've lasted 40-odd years you must have a relationship with place. Particularly in times of austerity people have to think... I cannot imagine Salford without Salford CVS....I think understanding place and history is really, really important.*

*Alison Page*

# **Salford CVS: 1973-2016**

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## **Salford CVS beginnings**

### **A tale of two cities**

Salford CVS is an infrastructure organisation supporting, advising and representing the voluntary, community and social enterprise sector in Salford. Salford CVS was founded in 1973, but has its origins in a long history of voluntary action across the Manchester and Salford area.

It's a tale of two cities, they're inextricably linked...there are massive connections between Salford and Manchester. (Alison Page, Chief Executive, CVS, 2016)

### **National Council of Social Service (NCSS)**

After the end of the First World War in 1918 the country faced economic difficulties, a shortage of housing, jobs and food, and a general mood of disillusionment. Many soldiers returned from the war disabled. These circumstances led to an increase in charitable efforts and in particular there was a call to improve cooperation between voluntary and statutory bodies.

In 1919 Thomas Hancock Nunn, along with other supporters, established the National Council of Social Service (NCSS) to promote the coordination of services, provide information and promote the formation of local Councils of Social Service.

Many well known organisations, including Age UK and Citizens Advice started out as projects within NCSS, which continues today as the National Council for Voluntary Organisations (NCVO).

### **Manchester and Salford Council of Social Service (MSCSS)**

In 1918 there already existed many charitable organisations in Manchester, often founded or run by prominent business families who had made money in textile manufacturing or banking such as the Gaddums, Alsops (Wood Street Mission, still operating today), Schills (Lads Clubs), Heywoods (education), Philips (YMCA) and Behrens (schools and other charitable enterprises).

Harry Gaddum came from a family of textile factory owners but preferred to do charitable work, and was involved with the District Provident Society and the City League of Help. He too was concerned about the waste of effort caused by a lack of coordination between voluntary and statutory organisations.

In 1919 he and others formed the Manchester and Salford Council of Social Service (MSCSS), which was to last until 1974 and was succeeded by Salford CVS and other CVSs. Harry Gaddum was appointed chairman of MSCSS and by 1922 it had 72 affiliated organisations. The aims of MSCSS were to promote cooperation between voluntary organisations, to assist in the training of social workers, to foster developments likely to improve the welfare of the community, and to administer funds for the general well-being (White, 1969, p.5).

## **Gaddum House**

In 1936 the District Provident Society, of which Harry Gaddum was also chairman, bought two old cotton warehouses in Queen Street, Manchester and there established Gaddum House. The District Provident Society, the City League of Help and MSCSS all moved into Gaddum House, and worked closely together. The District Provident Society and MSCSS shared a Secretary until 1945, and initially the clerical work of MSCSS was done at the office of the City League of Help. Several other voluntary organisations took offices in the building. Harry Gaddum's daughter Joan Gaddum who spent most of her adult life working voluntarily for the District Provident Society in Gaddum House, said that her father's vision was for "the interchange of ideas and experience between the many organisations engaged in social work of all kinds". (White 1997)

Gaddum House lasted until 1974. Emily White says: "As time went on and conditions changed, the original vision faded somewhat. It was not always easy to discern the common thread between different agencies; the number of voluntary organisations had grown and many of these were outside Gaddum House; especially after the Second World War links with statutory agencies became of paramount importance (White, 1997).

The District Provident Society and the City League of Help eventually amalgamated and became the Family Welfare Association and later the Gaddum Centre, moving to new premises in Great Jackson Street. They continue to provide support services across Greater Manchester including carers' support, advocacy, counselling and grants.

## **The work of MSCSS**

From the beginning, MSCSS carried out many of the activities that will be familiar to anyone at Salford CVS. They carried out surveys and published reports, produced a handbook of local charitable organisations, recruited volunteers, and delivered practical services. During the depression of 1927-1938 they studied the problems of unemployment and housing. During the 2<sup>nd</sup> World War MSCSS ran lectures and was a meeting place for numerous voluntary organisations.

During the war MSCSS and the University of Manchester jointly appointed Barbara Stancliffe (later Rodgers) as Special Tutor in Practical Work to arrange practical

experience and training for students studying Social Administration. Barbara also chaired the Social Studies and Research Committee, set up in 1940. This committee organised meetings for social workers, a quarterly newsletter, research and student placements (White, 2007, p.150). This led to the setting up of the Student Unit in the 1960s (White, 2007, p.158), which continued until the end of MSCSS and on into its successor organisation Manchester CVS. Salford CVS in due course took students on placements arranged through the Student Unit.

In 1940 Margaret Hill was appointed as Research Assistant at MSCSS, responsible for the MSCSS library, the quarterly journal *Social Welfare*, and research projects (Scott, 2014, p.62). These included a study of the income of charities in Manchester and Salford, and in 1942 a commission from the Ship Canal Company to study the causes of absenteeism in the Salford Docks. (White, 2007, p.174). Margaret Hill describes her and Barbara Stancliffe's unorthodox research methods:

We planned that I should work 'incognito' for a week behind the counter of the docks canteen and for both of us to take lodgings in what proved to be the grimmest and grimeiest of lodging house in dockside Salford. From here we would sally forth at night to make the round of dockside pubs in search of inside information. Dressed in our oldest macs and with the perm combed out of our hair we fraternised with merchant seamen over our Guinness and small ports and eavesdropped on the conversation of dockers, checkers and foremen, about the situation in the docks where they worked.

In 1944 MSCSS appointed its own full-time Secretary, Douglas Weeks, having shared with the District Provident Society since 1919. In this decade a lot of effort went in to working out how MSCSS should work with the new welfare state.

From the 1950s to early 1970s MSCSS covered a wide range of work (White, 2007, pp.154 -167). They were involved in setting up a local branch of the Council for the Single Woman and her Dependents, and administered a Children's Holiday Fund. They ran an Old People's Welfare Committee and developed support services for elderly people, many in collaboration with the churches. They sponsored a consultation about play areas for high rise flats, trained Citizens Advice Bureau workers, provided a meeting place for homeless hostel wardens, convened a group to discuss welfare rights and put forward a programme for a campaign which was taken up by the Labour Party. They provided support for families with what were then called 'educationally subnormal' children. MSCSS were consulted on new problems and initiatives such as au pair girls, a drugs information centre and a council on alcoholism. They produced an information pack about support services, ranging from A for Adoption to W for Welfare Rights.

MSCSS had always found openings for volunteers but as requests increased, particularly from younger people, there was a need for more structure. Emily White set up a Volunteer Bureau at MSCSS in 1965, staffed by a part-time professional social worker, to recruit and place volunteers. This was only the second Bureau to

be set up by a CSS in the country (White, 2007, p. 152). A Volunteer Bureau was to be a feature of Salford CVS from the beginning.

The Volunteer Bureau conducted an enquiry into the training of volunteers. It also ran a Literacy Project, to teach those with poor reading and writing skills, and a Language Project to teach English to immigrant families in their own homes (White, 2007, p.159). After the end of MSCSS, the Literacy Project continued for a time in both Manchester and Salford under the two CVSs.

## **MSCSS in Salford**

Although MSCSS covered both Manchester and Salford, Manchester was always the main centre of work. Emily White said:

The MSCSS had never been really accepted in Salford, as was true of other voluntary bodies serving both cities. There was a strong feeling from the Depression years against 'charity'...when public assistance and charity had kept people alive but had not challenged a society which accepted mass unemployment as an unavoidable evil. (White, 1969, p.3)

People in Salford had reservations about voluntary organisations like ours serving both cities where they would be the junior partner" (White, 2007, P. 158).

To try to address the needs of Salford, in 1946/7 MSCSS set up a Salford Social Service Committee with the help of the Community Service Committee of the Rotary Club. It reviewed existing services, the current needs of Salford, and compiled a list of active organisations. The committee agreed to concentrate on services for elderly people in Salford, and in 1948 Barbara Stancliffe and Mary Murray surveyed the social conditions in the Regent and Ordsall Park wards. In 1965 MSCSS financed a community service volunteer for two years to work with a Salford residents' association, which sponsored a playground, an over-60s club and a Clean-Up campaign.

In the 1950s and 1960s the main service which MSCSS provided in Salford was the Citizen's Advice Bureau (White, 2007, p.136). Citizens Advice Bureaux had been set up during the 2<sup>nd</sup> World War with government funding, on the recommendation of the NCSS. They were staffed by volunteer social workers and trained counsellors. CABs were set up in Salford, Eccles, Swinton and Worsley at the start of the war, and in due course MSCSS became responsible for Salford CAB.

A new Labour government came to power in 1964 and Emily White says: "The Labour Party was losing its suspicion and distrust of voluntary organisations which had been engendered by the pre-war Depression and the rejection by many of anything to do with 'charity'." (White, 2007, p.147)

Work in Salford was given a boost by the appointment of Jack Goldberg, a Salford Labour councillor, as chairman of Salford CAB, and then as chairman of MSCSS (White, 2007, p.158). Aspects of planning were being devolved to the regions and again Jack Goldberg was appointed to the North West Economic Planning Council.

In the 1960s there was a new interest in community development and community work. Douglas Weeks, Secretary of MSCSS, wrote in the 1960/61 annual report about:

Clearer recognition of the fact that many social changes that seem desirable depend on whether they will be accepted by those are intended to benefit from them. To succeed they must inspire the initiative, the self-help and mutual aid of the people themselves". (White, 2007, p.148).

MSCSS appointed its first community worker in 1968 "to review local community services and to see how the resources of the CVS [sic] could help these organisations" (White, 2007, p.157). This report commented on the relative lack of voluntary initiative in Salford.

There were discussions about setting up a CSS in Salford, led by Alderman Hamburger who was Mayor of Salford in 1968/9, which MSCSS supported. However, this did not materialise, though Emily White says (White, 2007, p.159): "the experience may have been useful in establishing Salford Council for Voluntary Service later on."

## **Changing times**

Financially, MSCSS was supported by trust funds, the University Students' Rag Fund, local authorities, business and individual subscribers, and the Pennington Bequest, but by 1968/9 it was struggling. MSCSS found it easier to obtain resources to develop practical services than to support information services and coordination activities. As Emily White said in the 1966/7 annual report: "Calling meetings and providing information continue to be the core of our work: it is hard to make a report about such activities sound exciting." (White, 1969, p.54)

In addition to financial difficulties, two reports during the time of the 1964 Labour government set in motion major changes.

The 1968 Seebohm Report recommended changes to improve local authority social work. And the 1969 Redcliffe-Maud report of the Royal Commission on local government reorganisation led to the creation in 1974 of Greater Manchester Metropolitan County Council, and 10 Borough Councils, in Bury, Bolton, Trafford, Wigan, Rochdale, Oldham, Tameside, Stockport, and the cities of Salford and Manchester. The boundaries of Salford were extended to include Eccles, Irlam, Swinton and Worsley.

The government introduced an Urban Aid Programme, financial help for social and educational projects in urban areas with particular social needs and problems, for which Salford and Manchester qualified. Under the scheme, approved projects were funded 25% by the local authority and 75% by central government.

A report by John Lansley entitled 'Voluntary organisations facing change' said that the plans for local government reorganisation opened up possibilities for voluntary organisations (Lansley, 1976, p.16).

New local authorities would require new voluntary organisations to serve them...with perhaps a shift in some cases from personal service to community work and a wider view... including recreational and environmental matters over a very wide field...and the negotiation of realistic grant aid.

### **North West Community Council Development Group**

These developments led in the north west to the formation of a North West Community Councils Development Group, to initiate restructuring. Members of the group were the Community Councils of Cheshire and Lancashire, and the Councils for Social Service in Liverpool and Manchester, that is the MSCSS. It was quickly decided that CVSs should be established in all the new metropolitan districts. It was believed that it would be easier for voluntary organisations to influence local authority policy, and to work in partnership with them, if CVSs were organised co-terminously with the new local authorities (Lansley, 1976, p.72).

Sally Marshall was appointed Development Officer in Greater Manchester and worked with MSCSS (White, 2007, p.170). Sally Marshall and Emily White from MSCSS both strongly believed in the need for a Salford organisation, and MSCSS had in fact already applied for urban aid funding to establish volunteer bureaux and allied neighbourhood work in Salford (Lansley, 1976, p.38):

Since rapid movement was necessary in order to receive the grant during the current financial year, an interim committee was established from known interested voluntary organisations and this proceeded directly to summoning an inaugural meeting.

### **Salford District Community Council, April 1973**

The inaugural meeting of Salford District Community Council was held on 18 April 1973 in the Elizabethan Suite, Lancasterian Hall, Swinton, opposite the Town Hall. A detailed report of the meeting was written (Salford CVS, 1973). Local voluntary and community organisations in Salford were invited to attend and the meeting was attended by local councillors. The Deputy Mayor of Swinton and Pendlebury, Councillor J Birmingham JP, took the chair, and there were about 180 people present.



Councillor J Hathaway spoke of the need for a Community Council in the new Metropolitan District of Salford which would represent a broad spectrum of voluntary organisations, represent their interests, and enter into discussions with the new local authorities on “the many important services for which the Metropolitan District would be responsible.”

Jack Goldberg, Chairman of MSCSS, spoke on the kind of activities that the District Community Council might engage in.

The draft constitution was presented, this having already been sent to the Charity Commissioners for comment. The constitution proposed that the purpose of the organisation should be:

To promote any charitable purposes for the benefit of the community in the area of the Metropolitan District of Salford...and in particular the advancement of education, the furtherance of health and the relief of poverty, stress and sickness...To bring together in Council representatives of the statutory authorities and voluntary organisations engaged in the furtherance of the above purposes.

The Reverend Geoffrey Cates, who was later to become Chairman of Salford CVS, proposed the establishment of a Community Council and this resolution was carried with only one against. The interim committee was disbanded, and so Salford District Community Council came into being.

Salford District Community Council (SDCC) was to have an Executive Committee, what would now be the Board of Trustees. The number of elected members on the committee was proposed as 20, with representatives from the different areas in the following numbers: Irlam 2, Eccles 3, Salford 8, Swinton and Pendlebury 3, Worsley 4.

The annual meeting was to elect a chairman and other honorary officers, and they would be ex-officio members of the Executive Committee and any other committee. Other members could be co-opted.

A General Secretary was to be employed. The council would have the power to raise money by affiliation fees, subscriptions, donations, legacies, grants-in-aid from statutory authorities, loans and other sources.

## **Salford CVS**

Salford District Community Council Executive Committee began to meet from May 1973, initially with Councillor A Hall in the chair, and following his untimely death later in the year, led by Jack Goldberg.

In September of that year the National Council for Social Service had written to all infrastructure organisations asking their opinion of two alternative names, Council for Voluntary Service and Council for Voluntary Action. Salford District Community

Council had preferred Council for Voluntary Service. By November 1973, the letterhead was showing their new name: Salford Council for Voluntary Service.

Until January 1974, Salford CVS was run by the voluntary Executive Committee, at which point the first paid member of staff, Noel Bruen, was appointed General Secretary. Three Community Workers were appointed in 1974.

The Community Workers saw their role very much as carrying out a project. This reflects John Lansley's view of what the CVSs would do (Lansley, 1976, p.85):

The 'progressive' view would be of a body which consists of a group of free ranging community workers, employed and backed by a group of people interested in social planning – that is, who are concerned both with critically examining existing statutory and voluntary social provision, broadly defined, and in stimulating alternative projects which may meet local needs more effectively.

### **Jack Goldberg – Chairman, Salford CVS**

Jack Goldberg was born in Salford, educated at Manchester Grammar School and Oxford, and served in the Army in the 2<sup>nd</sup> World War. Afterwards he became a Salford City Councillor, and Senior Partner of Goldberg Blackburn and Howards, solicitors (now Pannone Solicitors). He served on many regional organisations including Salford City Labour Party, NW Regional Labour Party Executive, Salford Citizens Advice Bureau, NW Regional Economic Council, North West Arts Association, and was a Deputy Lieutenant of Greater Manchester. He was a member of the Fabian Society, a democratic socialist think tank with an internationalist outlook. (Greater Manchester Lieutenancy, 2016).

Councillor Derek Antrobus said (Flynn, 2016): "He believed strongly in European democracy based on friendship between people. As soon as he became a councillor in 1956 he looked for a European town to twin with Salford." This was achieved when Salford was twinned with Clermond-Ferrand in France in May 1966.

Godfrey Claff, the first Secretary of Salford CVS who worked closely with Jack Goldberg said (Claff, 2016b): "He was a consummate politician...he knew how to move his way around...he was very well connected."

Jack Goldberg died on 2 January 2016 aged 91.

### **Godfrey Claff – Secretary, Salford CVS**

Godfrey served as secretary to the Salford CVS Executive Committee, forerunner of the Board of Trustees, from 1973 until 1980. He went on to be involved in the founding of MACC, Manchester Alliance for Community Care, a group of voluntary and community organisations which campaigned for community care in the 1980s

(Claff, 2016b). MACC is now the infrastructure organisation for Manchester, a successor to Manchester CVS. Godfrey serves as a councillor in Glossop.

## **Manchester and Salford Council of Social Services is transformed**

In 1974 Manchester and Salford Council of Social Services (MSCSS) was legally dissolved after 55 years, and only two full-time Secretaries in its long history, Douglas Weeks and Emily White (White, 2007, p.171). In practice it continued as the newly formed Manchester Council for Voluntary Service, to support community and voluntary organisations in the City of Manchester, having moved from Gaddum House to the new Gaddum Centre in January 1974.

Greater Manchester Council for Voluntary Service (GMCVS) was also formed in 1974 to support the voluntary sector across the area and to help develop CVSs where they did not exist. Jack Goldberg was appointed GMCVS's first Chairman, in addition to his role with Salford CVS. GMCVS continues today as Greater Manchester Centre for Voluntary Organisation (GMCVO).

And so by 1974, the first year of the new local government boundaries, there were CVSs in Salford, Manchester and Greater Manchester, and CVSs were eventually established in all the remaining metropolitan boroughs of Greater Manchester.

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*Rosie Hurley*

*August 2016*

## Timeline

1973 - 1974	<ul style="list-style-type: none"> <li>• Salford District Community Council is founded</li> <li>• Funding &amp; the Pennington Bequest</li> <li>• The Log Cabin, Swinton</li> <li>• Creating the team</li> <li>• Change of name to Salford CVS</li> <li>• Salford Social Services Committee and GMCVS</li> <li>• Volunteer Bureau</li> <li>• Community Health Council</li> </ul>
1975	<ul style="list-style-type: none"> <li>• 27% inflation</li> <li>• Community work</li> <li>• New premises – King Street, Eccles</li> </ul>
1976	<ul style="list-style-type: none"> <li>• Job Creation Programme</li> <li>• Joint Planning</li> <li>• Union branch</li> </ul>
1978	<ul style="list-style-type: none"> <li>• Salford Gazette</li> </ul>
1979	<ul style="list-style-type: none"> <li>• Inner City Funding and community work</li> </ul>
1980	<ul style="list-style-type: none"> <li>• Urban renewal</li> <li>• Student placements and community artists</li> </ul>
1981	<ul style="list-style-type: none"> <li>• Salford International Community Exchange</li> </ul>
1982	<ul style="list-style-type: none"> <li>• Disablement Sub-Committee &amp; International Year of Disabled People</li> </ul>

	<ul style="list-style-type: none"> <li>• <b>Cutbacks</b></li> <li>• <b>Volunteer Bureau</b></li> <li>• <b>Office services</b></li> </ul>
1984	<ul style="list-style-type: none"> <li>• <b>Time to Spare</b></li> <li>• <b>Public meeting to oppose government plans</b></li> </ul>
1985	<ul style="list-style-type: none"> <li>• <b>Neighbourhood work – Cheetham Estate, Little Hulton</b></li> <li>• <b>The Manchester/Salford Partnership Programme</b></li> </ul>
1986	<ul style="list-style-type: none"> <li>• <b>New Policy and Development Committee</b></li> <li>• <b>Community Development Workers, Higher Broughton, Pendleton, Little Hulton</b></li> </ul>
1987	<ul style="list-style-type: none"> <li>• <b>Health work</b></li> <li>• <b>New premises – Salford Central URC, Trafford Road.</b></li> </ul>
1988	<ul style="list-style-type: none"> <li>• <b>Severe funding crisis</b></li> <li>• <b>Salford Community Relations Link Project</b></li> <li>• <b>Staff strike over working conditions</b></li> <li>• <b>Bubbles launderette &amp; Off the Rails recycle shop</b></li> </ul>
1989	<ul style="list-style-type: none"> <li>• <b>New premises – Liverpool Road, Eccles</b></li> </ul>
1990	<ul style="list-style-type: none"> <li>• <b>Futures Group and flat staffing structure</b></li> <li>• <b>Meeting room guide</b></li> <li>• <b>Salford Voluntary Sector into the 90s</b></li> <li>• <b>Training needs questionnaire</b></li> </ul>
1991	<ul style="list-style-type: none"> <li>• <b>Campaign to save Blackleach and Boatshed Reservoirs</b></li> <li>• <b>HIV and AIDs</b></li> <li>• <b>Community Trust</b></li> </ul>
1992	<ul style="list-style-type: none"> <li>• <b>New premises, Irwell Place</b></li> <li>• <b>Introduction to Community Work Skills course</b></li> <li>• <b>International Friendship Day</b></li> </ul>

1993	<ul style="list-style-type: none"> <li>• <b>Loss of Urban Programme funding</b></li> <li>• <b>Tall Story of Funding</b></li> </ul>
1994	<ul style="list-style-type: none"> <li>• <b>20<sup>th</sup> birthday celebrations</b></li> <li>• <b>Lottery funding</b></li> <li>• <b>Directory of Local Information</b></li> <li>• <b>Photographic competition – Green Salford</b></li> </ul>
1995	<ul style="list-style-type: none"> <li>• <b>Salford Gazette</b></li> </ul>
1996	<ul style="list-style-type: none"> <li>• <b>Funder Finder database</b></li> <li>• <b>Library service</b></li> <li>• <b>Expansion and full time Volunteer Bureau</b></li> </ul>
1997	<ul style="list-style-type: none"> <li>• <b>Publications and design process</b></li> <li>• <b>Training courses</b></li> <li>• <b>Free internet access, staff email addresses and volunteer database</b></li> <li>• <b>New Deal – new Labour government</b></li> </ul>
1999	<ul style="list-style-type: none"> <li>• <b>National Lottery funding &amp; European Social Fund</b></li> <li>• <b>Direct Payments</b></li> <li>• <b>Volunteering database</b></li> </ul>
2000	<ul style="list-style-type: none"> <li>• <b>New constitution and restructure</b></li> </ul>
2001	<ul style="list-style-type: none"> <li>• <b>New premises – Old Town Hall, Eccles</b></li> <li>• <b>Health Action Zone</b></li> <li>• <b>Health work at CVS</b></li> </ul>
2002	<ul style="list-style-type: none"> <li>• <b>Salford Community Network</b></li> <li>• <b>Salford Community Chest</b></li> <li>• <b>Heart of Salford Awards</b></li> </ul>



2004	<ul style="list-style-type: none"> <li>• <b>Changing Lives photographic exhibition</b></li> <li>• <b>Volunteer Centre Salford</b></li> </ul>
2005	<ul style="list-style-type: none"> <li>• <b>Big Lottery funding for minority ethnic community groups</b></li> </ul>
2006	<ul style="list-style-type: none"> <li>• <b>SHIPP project</b></li> <li>• <b>Salford Compact</b></li> </ul>
2007	<ul style="list-style-type: none"> <li>• <b>VOCAL</b></li> </ul>
2008	<ul style="list-style-type: none"> <li>• <b>Big Lottery funding for quality and standards</b></li> <li>• <b>Partnership working</b></li> </ul>
2009	<ul style="list-style-type: none"> <li>• <b>Change of name</b></li> <li>• <b>Refugee Community Organisations Network</b></li> <li>• <b>Communities of Identity</b></li> </ul>
2011	<ul style="list-style-type: none"> <li>• <b>Salford State of the Voluntary Sector</b></li> </ul>
2012	<ul style="list-style-type: none"> <li>• <b>Salford Third Sector Consortium</b></li> </ul>
2013	<ul style="list-style-type: none"> <li>• <b>New logo and refreshed website</b></li> <li>• <b>Dementia Action Alliance</b></li> <li>• <b>Transforming Local Infrastructure and Salford 4 Good</b></li> <li>• <b>Social value</b></li> <li>• <b>PQASSO</b></li> <li>• <b>Alison Page appointed Chief Executive</b></li> </ul>
2014	<ul style="list-style-type: none"> <li>• <b>Volunteers Expenses Fund</b></li> <li>• <b>Salford Pride in Practice</b></li> <li>• <b>Third Sector Fund</b></li> <li>• <b>NAVCA Quality Award</b></li> </ul>

2015	<ul style="list-style-type: none"><li>• <b>Salford Locality Plan</b></li><li>• <b>Salford – a Social Enterprise Place</b></li><li>• <b>Grant Finder</b></li><li>• <b>CiviCRM</b></li><li>• <b>Volunteering and Older People Project</b></li></ul>
2016	<ul style="list-style-type: none"><li>• <b>The Pennington Bequest</b></li><li>• <b>The Salford Way Dementia App</b></li><li>• <b>NCVO Volunteer Centre Quality Award (VCQA)</b></li><li>• <b>Little Hulton Big Local project</b></li><li>• <b>Final Thoughts</b></li></ul>

## 1973-1974

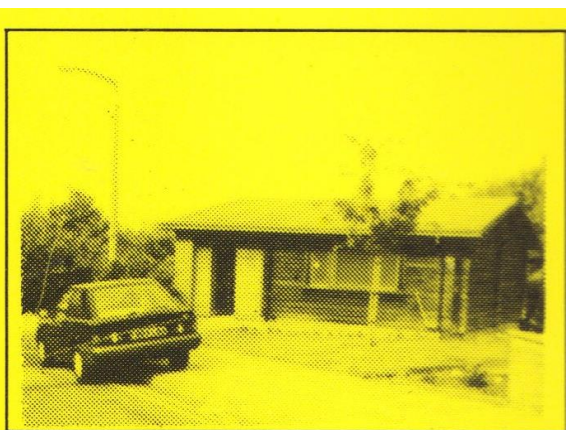
### **Salford District Community Council is founded**

In the 1970s plans were in place for a new Greater Manchester Metropolitan County and 10 Metropolitan Boroughs, including an enlarged District of Salford. At the same time there was a review of voluntary provision, and the former Manchester and Salford Council of Social Service (MSCSS) evolved into the Salford District Community Council, Greater Manchester Council for Voluntary Service, and Manchester Council for Voluntary Service. Councils for Voluntary Service (CVSs) were later set up in all the Metropolitan Districts.

### **Funding & the Pennington Bequest**

Financial support for Salford District Community Council came from Salford Council, Urban Programme Funding and the Pennington Bequest, which had originally been given to Manchester and Salford Council of Social Service. The Pennington Bequest was the residue from the estate of a businessman who emigrated to Australia. Approximately £12,000 of the bequest was allocated to Salford District Community Council to provide an ongoing income.

### **The Log Cabin, Swinton**



**Log Cabin, Swinton 1974-75**

Salford District Community Council was initially based in a wooden hut, The Log Cabin, in Union Street, off Chorley Road, near St Peter's Church, Swinton. It was surrounded by empty land, formerly the site of Albert Mill.

Anne Woods, the first administrator, said in her memoir:

*The wind whistled through and round it. It was barely heated by two storage heaters from the cemetery chapel, and to say the equipment was Spartan is to put it mildly.*

The Log Cabin had previously housed the Citizens Advice Bureau and people often called in and started to pour out their troubles to CVS staff.

## Creating the team

The Executive Committee of Salford District Community Council began to meet on a monthly basis from May 1973. Councillor A Hall was appointed as the first chairman, but died soon afterwards and from September 1973 Jack Goldberg from MSCSS took over as chairman. Godfrey Claff was appointed the first secretary.

Emily White, formerly Secretary of MSCSS, the predecessor organisation to Salford CVS, was co-opted onto the Executive Committee in the early months, and drafted a job description for a General Secretary. A Finance and General Purposes Committee was set up with the first task of appointing a General Secretary and Noel Bruen, a community worker from Birmingham, took up his post in January 1974.

In March 1974 an Administrator, Anne Woods, was appointed, and in July and August three Community Workers, Carol Veasey (team leader), Diana (Dizy) Martin and Christine Johnson joined the team.

The Executive Committee minutes record:

*Though at first it had only been thought necessary to appoint one community worker, the standard of the candidates was so high that it was felt advisable, by the interviewing panel, to appoint three of them rather than risk the possibility of losing good talent when it is available.*

Dizy Martin remembers:

*We were employed on a project which was a community development project. So the whole thing was focussed on the fact that it wasn't about setting up a CVS, it was about setting up a piece of work which would work from where people were and take them and build their capacity to do things for themselves. Rather than setting up a charitable organisation which would do things for the 'local poor'...it was very much about building things up from the bottom.*

Godfrey Claff, Secretary to the Executive Committee:

*They were a very popular trio with the Executive Committee because they were so good at what they did.*

Carol Green (formerly Veasey), Community Worker:

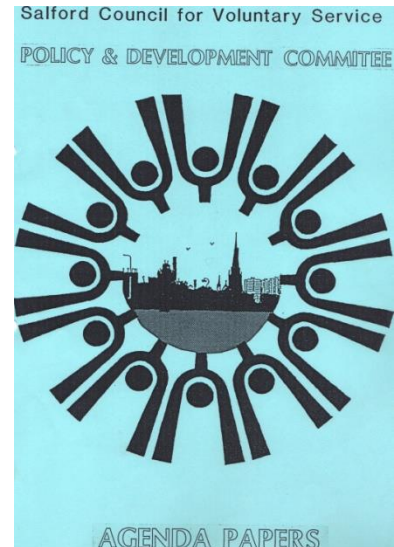
*We were probably a very strong, go-ahead set of women. Very keen and very good at our jobs. We had a sense of being in at the start of something.*

Salford CVS was now employing a General Secretary, an Administrator, three Community Workers and had agreed to appoint a Volunteer Bureau Organiser.

## Change of name to Salford CVS

From November 1973 Salford District Community Council was renamed Salford Council for Voluntary Service.

The umbrella organisation the National Council for Social Services recommended that all CVSs use the style of heading and logo used by the former Manchester and Salford Council of Social Services. This was a council round table but looking outwards, and Emily White, Secretary of MSCSS said: *Donald Dunkley and a graphics student designed it one Saturday morning on the steps of Gaddum House when the building was unexpectedly closed.*



Godfrey Claff, first Secretary to Salford District Community Council recorded in the Executive Committee minutes that:

*The General Secretary had received promises from Manchester CVS that we could borrow their printing blocks with a logo on.*

## Salford Social Services Committee and GMCVS

In January 1974 Noel Bruen became the Salford CVS representative on Salford Social Services Committee. The minutes record that *“The Executive Committee (of CVS) ought to discuss Council committee minutes and challenge the Council on matters of policy...put pressure on policy-makers to ensure that policies are for the benefit of the public”*. In February 1974 it was agreed that CVS should take up membership of the newly constituted Greater Manchester CVS.

## Volunteer Bureau

Mrs Ferguson and Mr McGloan from the old MSCSS attended the October 1973 Executive Committee meeting to talk about the MSCSS Volunteer Bureau and neighbourhood working. Mr McGloan defined community development as: *helping a small community to identify its needs and help them to do something about them*. It was agreed to set up a volunteer bureau at CVS, which it appears was operated on a voluntary basis by members of the Executive Committee to begin with. Later part-time staff were employed as Volunteer Bureau Organisers, including Pat Pannone and Hilary Krebs.

## Community Health Council

From April 1974 CVS coordinated the nominations and elections of voluntary sector representatives to the Community Health Council.

## 1975

### 27% inflation

There were already warnings of the financial difficulties to come for CVS. The annual report refers to a financial clampdown on local authorities by central government. In August 1975 inflation reached a post-war record of 27%.

### Community work

During 1970s the Community Workers were instrumental in the setting up of many ground-breaking projects including Salford Law Centre, a literacy project, health training programmes and Salford Aid to Battered Women (now Salford Women's Aid).

Dizy Martin said:

*I got involved with a group of women who were radical feminists...who wanted a women's rights stand [on Salford Precinct market]. I used to get up every Saturday morning and put my Lancashire clogs on, trudge off to this market and stand there in the freezing cold giving out leaflets and talking to women. And one of the things that became very obvious very quickly was the level of domestic violence. And from that we set up Women's Aid.*

The Family Housing Association offered them houses as refuges.



In 1975 the community workers supported nine play schemes, and put pressure on the local authority to make grants for play schemes, as there were none funded at that time. They campaigned for a pedestrian crossing on a dangerous area of Eccles New Road.

*Elton Street Adventure Playground*

Dizy Martin:

*It was the main road then because the motorway [M602] hadn't been built. I remember really clearly...the mothers and the children going early, before school, and blocking the road...all walking round in a circle, stopping the traffic and making a big fuss...we got there eventually.*

*[Photograph courtesy of Dizzy Martin]*

CVS advertised practical support for voluntary groups including typing, duplicating, copying and addressograph, at a little more than cost price.



## **New premises – King Street, Eccles**

CVS moved to new premises in King Street, Eccles, to another wooden building, but with more space. It was on ground now occupied by the car park behind Salford CVS offices, land which was previously cleared of old terraced housing.

Although the building was small, Karen Minnitt and Glynis O’Grady remember it fondly:

*It was just like a grand shed really ... but it had a great atmosphere. It was always full of energy.*

*[Photograph courtesy of Salford Local History Library]*



## **1976-1977**

### **Job Creation Programme**

CVS acted as a sponsor to Salford Community Aid Project so that they could apply for workers under the new Manpower Services Commission Job Creation Programme. Under this programme the government paid the wage costs of projects providing short term jobs of social value for people who would otherwise be unemployed. Jointly CVS and Salford Community Aid Project applied for funding, and eight posts were granted, three in CVS (decorating and gardening organiser, care scheme support worker, and clerical support worker) and five in local community groups.

Dizy Martin remembers:

*Roy [Trick] managed that and was brilliant. So Salford was a facilitator for all these little organisations, to take things on that they couldn't have managed on their own. That facilitation role of Salford CVS was really important...we were ambitious for the groups, could see what could be done and wanted to enable people to get paid for what they were doing, and to keep the organisations going. To build the organisations was really important.*

## Joint Planning

The Joint Consultative Committee for Collaboration (JCCC), the Joint Care Planning Team (JCPT) and Care Planning Teams were established by statute in 1976.

They were to develop joint strategic plans and guidelines for services identified by both the Local Authority and Health Authority. CVS was represented on the JCPT and the Elderly Care Planning Team and continued to work closely with Health organisations.

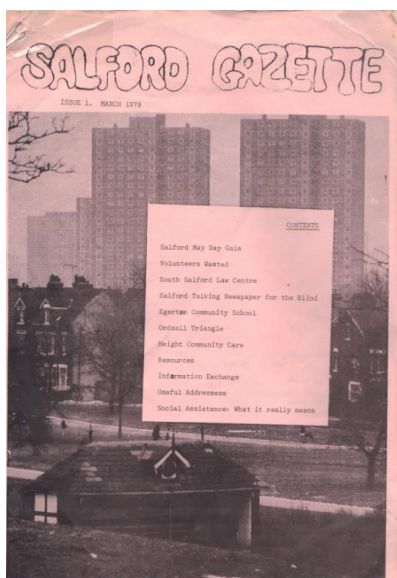
## Union branch

The staff of CVS were concerned about their pay and conditions compared with local authority staff.

Dizy Martin:

*There was an attitude in CVSs and other voluntary organisations which was 'well you're doing this for love'. Well yes, but we've got to be treated well...something about trying to make it fair and reasonable... We unionised ourselves... We came across the fact that FHA [Family Housing Association] people who were working in the voluntary sector were members of a national generic branch of the Transport and General Workers Union for voluntary sector workers...it transpired we could do a local branch.*

## 1978-1979



## Salford Gazette

Salford Gazette started to be published from March 1979, initially in collaboration with Salford University Community Services, "to provide voluntary organisations and community groups with a regular source of information and to be a forum for debate on issues of common concern". It was circulated to



voluntary organisations, councillors, libraries, churches and local authority departments and it soon became a monthly publication.

The Salford CVS staff team in 1979

*(Clockwise from left) Howard Dazeley, Keith Smithies, (Neighbourhood Workers), Dave Eatock (Senior Neighbourhood Worker), Carolyn Rothwell (Volunteer Bureau Organiser), Anne Woods (Administrator)*



## **Inner City Funding & community work**

Inner City funding allowed CVS to continue and expand its work. CVS helped to initiate a telephone link scheme for elderly people, and Talking Newspapers for the Blind. They were also involved in work with Lower Broughton Community Group, the Adelphi Community Project, and the Central Development Area Community Association.

## **1980-1981**

### **Urban renewal**

These years saw the final stages of Salford Council's massive house clearance project which had seen 30,000 properties demolished under the Urban Renewal Programme. This process impacted on the needs of Salford people, many of whom were moved to areas of Salford away from their family base such as Little Hulton and Walkden. Soon afterwards a new kind of development was started in Salford Quays, replacing the docks area with new housing, retail, the Lowry Theatre, Imperial War Museum North and MediaCityUK.

Dizy Martin said that:

*[House clearances] had knocked the community out of the community.*



Old Salford



New Salford

## **Student placements & community artists**

CVS started to offer placements to students entering social work or community work. CVS also sponsored a project employing eight community artists and a coordinator – seven working with local groups in Adelphi, Higher Broughton, Brunswick and Ladywell, and one based in the CVS offices to help groups with poster design, tickets etc.

## **Salford International Community Exchange**

Dave Eatock worked with the Salford International Community Exchange group to organise an exchange visit for local people to East Germany.

## **1982-1983**

### **Disablement Sub-Committee & International Year of Disabled People**

The CVS Disablement Sub-Committee was formed and one of its first projects was to set up a Salford Crossroads Scheme to provide help to carers of disabled people.

CVS ran events for the International Year of Disabled People 1982, including Christmas cards designed by local people, information days, access guides and a disabled sports day.

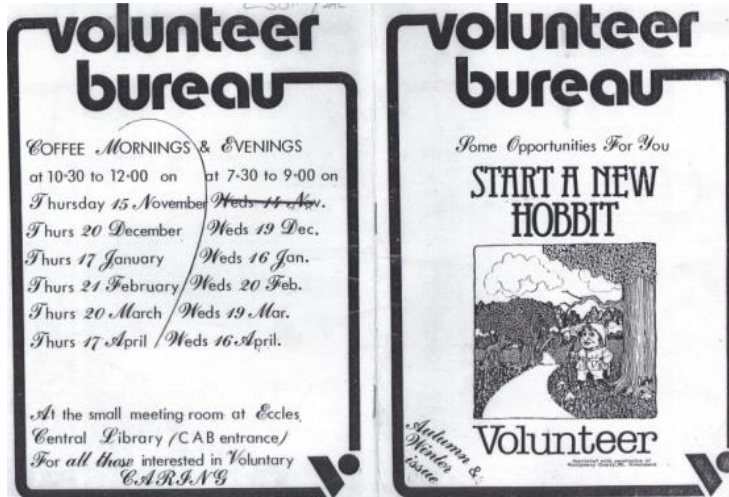
### **Cutbacks**

This was a time of recession and cutbacks in public service funding, and unemployment rose steeply. There were new government initiatives on unemployment, including the New Training Initiative and the Community Programme. Much emphasis was on channelling unemployed people into worthwhile voluntary effort, and the CVS annual report noted that:

*On the one hand we are being cut back, and, on the other, are constantly being asked to find more placements.*

## Volunteer Bureau

CVS obtained funding for a second Volunteer Bureau Organiser. The Bureau, which acted as a broker between voluntary organisations and potential volunteers, had been a feature of CVS from the beginning.



In 1982 the last of the Salford docks closed, putting many people out of work. There was a dramatic increase in the number of volunteers coming forward this year, many of them unskilled men between the ages of 16 and 34.

## Office services

CVS now had *two duplicators, an electric stencil cutter, a guillotine, a long arm stapler, a variety of Lettraset, and the services of an art worker working in a voluntary capacity.* Many groups took advantage of these services including the Red Cross, WRVS, Women's Aid and Community Care.

## 1984-1985

### Time to Spare

The Volunteer Bureau, which was part-time, devolved into local areas and there was a new emphasis on do-it-yourself volunteer recruitment. This came in the guise of the Time to Spare scheme whereby volunteering opportunities would be advertised in local libraries.



## Public meeting to oppose government plans

Salford CVS in collaboration with Eccles Community Campaign Against Unemployment organised a public meeting to oppose the government's proposal to abolish the Greater Manchester Council.

## Neighbourhood work – Cheetham Estate, Little Hulton

Examples of neighbourhood work this year were helping to set up a tenants' group on the Cheetham Estate, a Benefits Advice Group at Brierley House Community Centre in Little Hulton, and the start-up of a 10 week Women's Health course in Little Hulton organised by a student on placement.

## The Manchester/Salford Partnership Programme

In 1979 the Manchester / Salford Partnership Programme had been formed, which included representatives from local government and health authorities to look at how funding could be channelled towards the greatest needs in inner city areas. The government laid particular emphasis on involving residents, voluntary organisations and community groups.

In 1985 a report was published by CVS on voluntary sector involvement in the Salford Partnership Programme, to evaluate progress.

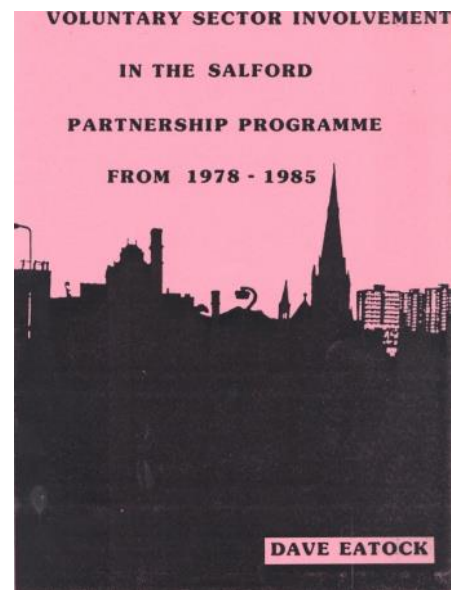
## 1986

## New Policy and Development Committee

In recognition of the changing needs both within and outside the organisation CVS carried out a reappraisal of services and development work. This meant changes in staff roles, the management structure and the services offered. A working party was set up and produced a policy document which formed the basis of new job descriptions for staff. To implement the recommendations a new sub-committee, the Policy and Development Committee was set up.

Glynis O'Grady, Information Officer:

*I was based in the hut as we lovingly called it. I'd never worked in anywhere quite like it...we used to have lots of volunteers who came in from an organisation called CRACA that was based on Churchill Way in Salford. They used to help print the newsletter...it was all different people coming in all the time, can I have this, can I have that and I loved it...It had a great atmosphere, always full of energy, a feeling of energy that's what I remember very much about it...People were saying can you tell*



*me the phone number of so and so, do you know what this is, eventually I found myself doing more of an information role than actually administration and all of us were becoming self-servicing - you wanted typing doing, then you'd do it yourself. My administration role developed into the role of information officer and I carried on doing that for the next 20 years.*

## **Community Development Workers, Higher Broughton, Pendleton, Little Hulton**

It was decided to recognise the importance of community development work in relation to community neighbourhoods, and three areas were considered to be of special need: Higher Broughton (neighbourhood development worker Alan Rendle), Pendleton (Dave Eatock) and Little Hulton (Karen Minnitt). The volunteer bureau was devolved into the community development workers areas, with each running a part-time bureau for their own areas. A publication Voluntary Work in the Salford Area was published, and community development workers staffed one-day-a-week advice sessions for potential volunteers.

Karen Minnitt, Development Worker, said:

*I was encouraged to apply for the job out in Little Hulton based with the social work team which they were very keen on as I'd trained as a social worker and it was a whole new way of working for Salford CVS...In that epoch social work was not so much casework, it was this idea that you work a patch system... where you looked at the area they lived in as well. Working up in Little Hulton I needed to try and do things to prevent people becoming ensnared with the statutory services and at that time we were in the Thatcher government and poverty was a tremendous problem...Little Hulton was the biggest overspill estate in Salford with a population of 10,000.*

## **1987-1988**

### **Health work**

From the late 1980s CVS was proactive in supporting voluntary sector involvement in health and community care issues in Salford. CVS acted as a channel for information, held meetings on Joint Finance and Community Care Development Grant Funding, organised one-off events, and ran the voluntary sector Health and Community Care Network. Key people were Nicki Lomax at Salford CVS and Dr Ian Greatorex, Director of Public Health, Salford.

### **New premises – Salford Central URC, Trafford Road.**

CVS moved into new premises in Trafford Road.

Glynis O'Grady recalls working conditions:

*It was a massive old rambling church building that had shop units all around the front of it and the United Reformed Church got a big grant to redevelop it with the idea of a kind of community hub. We were on the front with CAB round the side, which was convenient at times...On the surface the shop fronts looked very glossy but behind the scenes there were some serious problems. There was a basement training room and it used to get flooded... Alan Mather and I were asked to do a training session in the cellar and it was black from the skirting boards almost to the ceiling with thick*

*black green mould and I can remember Vera Shelton struggling to get her breath while we were doing a training session.*



[Photograph courtesy of the United Reformed Church]

## Severe funding crisis

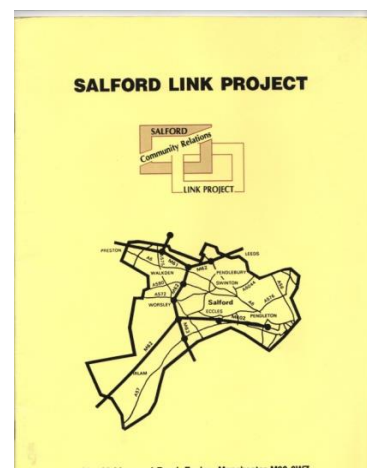
A severe funding crisis hit as Urban Programme funding started to wind down, resulting in the redundancy of a Community Development Worker.

Joan Williams, Management Committee, describes CVS funding problems:

*There was always a cliff you could fall off... Salford Council was the major funder with urban renewal and inner city funding which was great until it came to the end - some CVS funding was given for just 12 months. Looking externally for project work and trust funding or health authority funding sometimes gave three years, and some could be renewed. Which is the same as now, but there wasn't the experience as now because it was all new monies coming in.*

## Salford Community Relations Link Project

From discussions between CVS and members of the ethnic minority communities, Salford Community Relations Link Project was set up. It was funded for three years by the Consortium of Opportunities for Volunteering, and based at Salford CVS. The project aimed to promote awareness amongst professionals and statutory and voluntary organisations of the needs of the ethnic minority community, to provide support and advocacy services, translation, to recruit volunteers from the community to, to initiate group work, with women



especially, and to work with other organisations to provide services designed to improve the quality of life for members of minority ethnic communities.

Babu Bhattacharjee sent us his memories of Link:

*There was good work with the Yemeni and Bangladeshi communities through the Link Project.*

Kalima Patel joined CVS in 2003 to work with minority ethnic communities, and the Link project was still running:

*[I] was also working with established organisations that had been in Salford a long time, the Salford Link Project which was an organisation working with Bangladeshi, Pakistani and Arabic communities, the Orthodox Jewish communities, and the Yemeni community associations. The Yemeni community had been there since the 30s/40s in terms of where the docks were...the concentration of communities in Eccles predominantly because of the one and only mosque in Salford.*

## **Staff strike over working conditions**

On 2 December 1988 staff staged a one day strike to highlight problems with the Trafford Road premises. Mould and severe damp were causing health issues for staff. Remedial work was carried out, but the search was on for more suitable premises.

## **Bubbles launderette & Off the Rails recycle shop**

A cooperative launderette was set up in Little Hulton and a clothes re-cycling shop.

Karen Minnitt told us the story:

*[As a Development Worker in Little Hulton] I was trying to help people get their rights in terms of things like clothing grants, decorating grants and furniture grants, which were all got rid of after the Thatcher government came in. So things I worked on in Little Hulton: we opened up a clothes re-cycling shop called Off the Rails, a not for profit shop, and the idea was that people could go in and pick their own clothes at a low cost instead of turning up at the WRVS with a letter from social services 'Give this person 1 coat, 1 jumper, some clothes for children'. They didn't get to pick, they were just given them. [I had] the idea that there's got to be a better way of doing these things. Another example, we set up Bubbles, the community laundrette, because the laundrettes were all shutting down in Little Hulton and people were struggling.*

## 1989

### New premises – Liverpool Road, Eccles

CVS moved to offices in the TUC Centre, Liverpool Road, Eccles, where conditions were much healthier than in Trafford Road, but far from ideal.

Glynis O'Grady recalls:

*We went to the TUC building; we were on the 1<sup>st</sup> floor with no lift, in two rooms cramped beyond belief.*

Babu Bhattacharjee remembers the building for another reason:

*I remember watching with horror as the bombs fell in Iraq during the first Gulf War on the TV in the TUC Centre.*



## 1990-1991

### Futures Group and flat staffing structure

A Futures Group was set up with representation from the Management Committee and staff group to look at what Salford CVS did, and how. A questionnaire was circulated via the Gazette asking for local people's responses.

The Futures Group held a consultation meeting on 'The Future of Salford CVS' with member groups at Eccles Library on 1 March 1990. This produced ideas on how Salford CVS should go forward, which resulted in a reorganisation of CVS. The Management Committee realised the strength within the staff team and agreed to a flat structure, the Chief Officer post becoming redundant, and the appointment of a core staff of five Community Liaison Workers.

Joan Williams, Management Committee:

*As part of the Futures Group looking at what was the way forward, the management committee realised the staff team were a strong team with leaders within - Karen being a very strong leader in the group. We thought ok, let's try this system and for a period it worked well...The major changes about the staff structure were instrumental in some of the ways it moved on.*

Karen Minnitt recalls the 1990 re-organisation:



*That period there were massive cuts going on, not just at CVS, it was all over the place so there had to be a whole reorganisation... There were a lot of discussions with the Management Committee, with the staff and with the union. The union was very helpful at the time because there only seemed enough money for around four or five posts. We supported working in a more flat-line structure with no senior person in charge because it seemed to be a cheaper way of doing things... In the early years it worked extremely well but later in the 90's it started expanding and more money became available and it reached a point where it needed to be reviewed because CVS was getting too big to work in that way.*



CVS staff 1991

*Clockwise from top left:  
Vera Shelton, Babu Bhattacharjee, Glynis O'Grady, Karen Minnitt, Rachel Scott*

CVS Management Committee early 1990s

*(Back row left to right)  
Brian Barker, Mick Walbank, Tom McIntyre,  
(Front row left to right)  
Val Burgoyne, Julia Chapman-Barker, Joan Williams, Ada Lowe, Joy Dale*



## Meeting room guide

Meeting room guides started to be produced, to enable local groups to find places for meetings in Salford.

Glynis O'Grady produced this guide:

*It was a really big project and involved me going round looking at various community centres, church halls and finding out about disabled access, serving refreshments, the size of it, how many rooms, because that was the kind of thing I used to get asked by groups, even to the point of putting dimensions on. I updated that a couple of times in the 90's.*

## Salford Voluntary Sector into the 90s

CVS coordinated the meetings of Salford Voluntary Sector in the 90s, a network of groups who received funding from the City Council's Voluntary Sector Budget, and produced an information booklet with details about each group.

Karen Minnitt recalls:

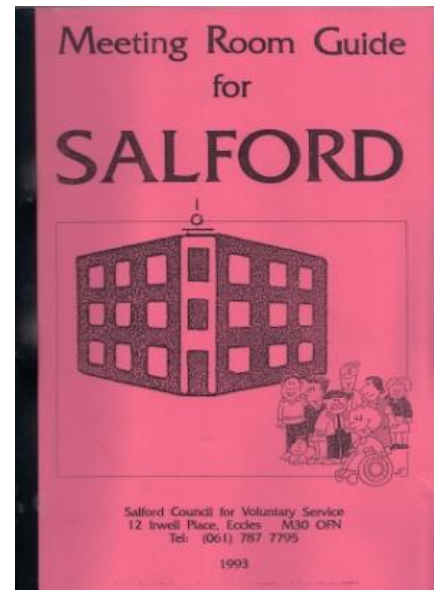
*When cuts were coming in it seemed a good idea to get all the council funded organisations to work together rather than competing for funding...It was about being seen to be working together, advertising all the organisations jointly. We used to meet together to talk about what was going on and also as a mechanism for talking to the Council, because you were only so far away from a cut and we didn't want people vying together for the funding.*

Glynis O'Grady remembers funding problems:

*There was an occasion on Christmas Eve where we were all issued with redundancy notices and they had to because they didn't know if we would get funding in April. So we were issued with the three months' notice...As part of the Voluntary Sector into the 90s we had display stands within the council chamber and not just us, others like CAB, CRACA, Salford Community Enterprise Project, to make local councillors aware, and when they were coming in it was a way to grab them, to say 'do you know about us?'*

## Training needs questionnaire

Up to now CVS had advertised or coordinated training courses, but not delivered its own. Vera Shelton produced a questionnaire on training needs which was circulated to community groups. The outcome was to determine a training package to be offered to the voluntary sector in the coming year.



## Campaign to save Blackleach and Boatshed Reservoirs

CVS supported a three year campaign to save the Blackleach and Boatshed Reservoirs in Walkden. They helped to organise meetings, mailings, publicity, produce reports, photographs and video. CVS assisted the Action Group in the filming and editing of a video during summer 1990 for submission to the proposed Public Enquiry in November. This highlighted the educational, recreational, historical and environmental value of the reservoir and surrounding land and featured the activities of various groups including children of St Paul's (Heathside) School, North West Swan Study Group, Bolton Young Ornithologist's Club and Emllyn Hall Fishing Club.

Happily one third of the Boatshed Reservoir and the whole of the Blackleach Reservoir and some surrounding land was bought by the City Council from British Coal, and was developed as a country park which remains an amenity for local people today.

Karen Minnitt recalls the campaign:

*The Save Blackleach Reservoir was a massive campaign because the Coal Board wanted to drain the reservoir and then build houses. And that particular reservoir is surrounded by a big council housing estate and it was one of the few green lungs that was left for Walkden... It was such a special area; it was very derelict and had an old bleach works on there but for everybody who lived around there, within a couple of minutes of your house you could be walking out next to the water and there were ruddy ducks, orchids, great crested newts and swans having young.*

*So we started this campaign to save it, supported by the council, against the might of the Coal Board and it took three years to save it and in the end we did, which a lot of people were surprised at. It's now the Blackleach Country Park.*

**SALFORD GAZETTE**  
NOVEMBER/DECEMBER, 1990  
The Monthly News-Sheet of  
Salford Council For Voluntary Service  
c/o T.U.C. Centre, 84-86 Liverpool Road, Salford, M50 0WZ  
Telephone (061) 787 2795 24hrs.

**BRILLIANT NEWS ABOUT BLACKLEACH RESERVOIR**

Those of you who attended the Salford C.V.S. Annual General Meeting in early October had an opportunity to hear Doug Davidson speak about the campaign to save the Blackleach and Boatshed reservoirs in Walkden. This campaign began in 1987 when British Coal wanted to fill in the historic and beautiful Blackleach reservoir and build houses on the adjoining site. At the same time, the Boatshed reservoir was under threat from developers at Walkden precinct. Local people banded together to form an Action Group and in Autumn 1987 submitted a report and plan to the Council's Planning Committee recommending that the Blackleach area be turned into a Country Park. British Coal's planning application was refused and the Council adopted the idea of creating a Country Park. Meanwhile, the Action Group gave a presentation to the Planning Committee about the Boatshed Reservoir and it was made a condition of planning consent that at least a third of the Boatshed reservoir would be retained.

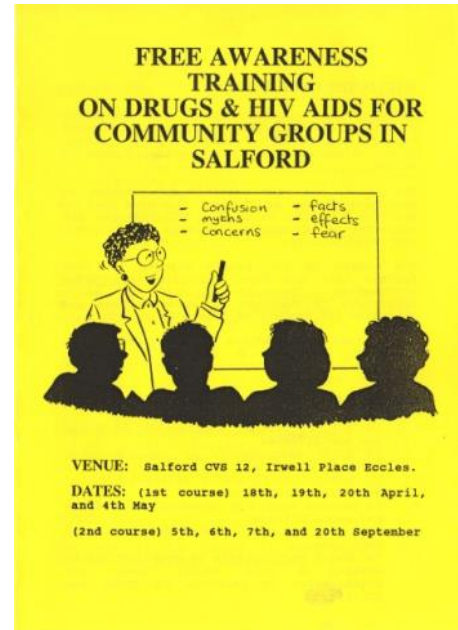
Three years and many battles later, a Public Enquiry about the future of Blackleach was due to begin on 20th November, 1990. The Action Group had collected around 500 letters of support for the Country Park and had prepared a video showing the educational, recreational, historical and environmental value of the reservoir and its surrounding land. Just days before the Enquiry began, the Council and British Coal agreed a sale price for the land of £303,000 (British Coal had previously asked for around £750,000) and this sum, plus funds towards landscaping, was passed by Management Services Committee, Finance Committee and ultimately agreed by full Council on 21st November. Hopefully, all will go smoothly from now on. The Action Group are delighted that 3 years of hard work by local residents, voluntary groups, local councillors and council officers has had such a wonderful result which will benefit residents of Salford for generations to come. C.V.S. are delighted to have been involved in supporting the campaign from its beginnings to this superb conclusion. Our congratulations go to the Action Group committee members who have met fortnightly, without fail, for 3 years in pursuit of their aims. It's great to be able to report a success story in this era of doom and gloom!

## HIV and AIDs

From the 1980s CVS had been involved in promoting awareness and information about HIV and AIDs. In 1991 CVS produced an information leaflet on HIV/AIDS, targeted at women within the City of Salford, for Salford Women's Health Forum, and ran awareness training sessions on drugs and HIV AIDS for community groups.

Glynis O'Grady remembers that time:

*I can remember the day we packed up the Gazette and it was when there was the AIDS and HIV big campaign and millions being thrown at it, and we were packing condoms up - you used to get three condoms and the Gazette.*



## Community Trust

The Community Trust was a new source of small grants for community groups in Greater Manchester. CVS were asked to set up a Salford Panel to assist with the grant making process. A panel was set up including representatives from Salford City Council, Salford Area Health Authority, Salford Community Relations Link Project, Salford Women's Network, Salford Trades Council and the Rotary Club. The first distribution of grants took place in October 1991 with 15 groups receiving support.

## 1992

### New premises, Irwell Place, Eccles

CVS moved to new premises at 12 Irwell Place, Eccles, originally built for the Housing Department.

Glynis O'Grady & Karen Minnitt:

*We shared it with the 'wagman', the welfare and truancy officer. Prefabricated, boiling in the summer and freezing in the winter, spring and autumn it was quite nice. (Karen Minnitt)*

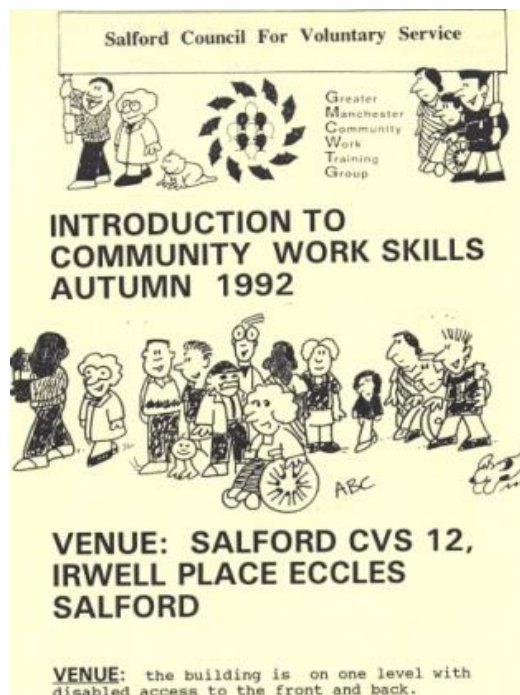


*When you say hot, you've no idea how hot. One particular hot summer we were working in 103 degrees...all sat doing a training session in the back room, about six of us. We'd become very computerised and learning how to work this database and*

*we were going puce in colour and used to perspire so much. You couldn't open the windows because it was a very busy road, and we used to get stones through the window on a fairly regular basis. Having said that I loved it. It was a fantastic place to work. (Glynis O'Grady)*

## **Introduction to Community Work Skills course**

CVS planned and delivered the first training course on Community Work Skills, in partnership with Greater Manchester Community Work Training Group. It was developed by Vera Shelton and accredited with the Open College Network.



Janice Lowndes, Trustee, took this course:

*When I left work to bring up children I was involved in a local park fundraising as part of a group called Parents for Safe Playgrounds. Because I was a volunteer I was able to access some of the CVS courses and decided to go on the 12 week programme about Community Work Skills. It was a real eye opener for me.*

*We learnt things like group work skills, how to set up a group, looking at different strengths people had, how to establish a constitution and some very practical things around fundraising, managing budgets and managing conflicts...It was really good and it was so important for me, it changed my track and I*

*never went back into nursing, I went into community development work and then public health.*

## **International Friendship Day**



CVS hosted International Friendship Day celebrations on 5 July 1992:

## 1993-1994

### Loss of Urban Programme funding

Again the funding situation was critical, with the loss of Urban Programme funding.

### Tall Story of Funding

A Tall Story of Funding was published for the first time. Its aim was to draw together information about all the significant funding bodies based within or near Salford which would make grants to local community groups.

Karen Minnitt:

*In the early 90's we looked at all kinds of methods to save people having to talk to us because there were very few of us...People were coming to see me every week asking about funding and it was repetitive. So I was doing a trade union course on how to use IT in your work and we had to do a project, so I did the Tall Story. And it was just so good and we used to update it every two years. It was way before the internet.*



### 20th birthday celebrations

CVS celebrated its 20<sup>th</sup> birthday with a celebration on 29 April 1994, which included talks, cakes, balloons and a disco at Swinton Labour Club with several hundred people.



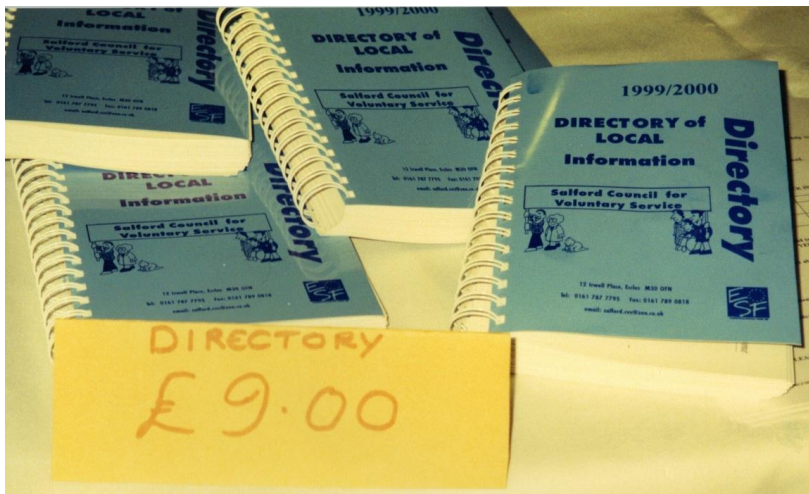
*The cake decoration was modelled on CVS's headed notepaper, created by Steve Jones.*

## Lottery funding

A new source of funding, The National Lottery, was set up in 1994. CVS ran events for voluntary organisations and community groups to help them work through the lottery application forms.

## Directory of Local Information

The Directory of Local Information was launched in December 1994. It provided details of voluntary organisations, community groups and statutory agencies throughout the city.



Glynis O'Grady recalls the story of directory:

*We got some money from the European Social Fund and I produced the Directory of Local Information, over 300 pages long, sold to every doctor's surgery in Salford. The health service bought them and*

*we distributed them to all the libraries as well. I produced it three times which was a major piece of work because when I arrived at Salford CVS the computer hadn't even been thought about. I actually worked on a tiny electric portable typewriter until the General Secretary decided we would have some IT, which was alien to everywhere, nobody had it.*

*From a humorous angle he bought a small computer, the screen was green writing and it was typed in LocoScript. It was an Amstrad 8256. Then he bought 'the vault' - it was a steel cabinet, it was unbelievable. You used to pull the handle and the whole thing used to roll up and you'd pull the bar out and the computer would be sat on it. We were so frightened in case the computer got stolen. And I had to sit at this, almost in this little vault and at the end of the day it would get all locked away and we had a big Allen key to double lock it.*

## Photographic competition – Green Salford

A photographic competition on the theme of Green Salford was held. It was open to voluntary organisations, community groups and schools within the city, to encourage them to take photographs of areas of Salford which were pockets of natural beauty. The winning photographs were made into postcards to enable voluntary groups to raise funds.

Karen Minnitt led on this project:

*It was really to do with the fact that nobody regarded Salford as being a beautiful place and if you wanted a postcard to send there weren't any. I liked the countryside as well and I'd been working about three years before on a campaign to save Blackleach reservoir... and I thought it would be nice to have some green images of Salford. The six winning ones got selected by a panel and got turned in to postcards.*

## 1995-1996

### Salford Gazette

By this time Salford Gazette was distributed to 750 voluntary and statutory organisations throughout the city, and 150 schools.

Glynis O'Grady produced many editions of the Salford Gazette:

*For more years than I care to remember...with contributions from every member of staff because they all had their own pages and I used to do the inputting and took on the role of desktop publishing...We ended up with a new logo which was trying to reflect different communities, ethnic minorities and children.*

Karen Minnitt:

*The cartoon got drawn specially by Steve Jones when we moved to the 1990's model of CVS, and we were so proud of this because it was diversity in action in a cartoon, and you could put any words in the top. So it was really the bees knees at the time.*

### Funder Finder database

CVS subscribed to the Funder Finder database, originally on floppy disc, which allowed organisations to search for charitable trusts which they could apply to for funding. They could then borrow the Guide to Major Trusts or the Directory of Social Change for further information.

Karen Minnitt helped groups use Funder Finder:

*This was new technology. I used to see usually two groups a week by appointment to do Funder Finder searches. There were quite a few charitable trusts that would fund Salford groups...it was very popular with community groups finding sources of money.*

Bernadette Conlon, CEO of Start in Salford:





*We got a core group together of people who were willing to support me...I started doing small funding bids and that's when I first encountered CVS because I'd go to them and use Funder Finder.*

## **Library service**

CVS continued to offer a library service for community groups, lending titles such as Voluntary but not Amateur, Just about Managing, and Community Start-Up, as well as the funding guides.

## **Expansion and full time Volunteer Bureau**

CVS was able to expand its activities and number of staff at this time.

Kirsten Blackwood, appointed in 1996:

*I thought everyone was really friendly and very community orientated. They'd been around for a long time so I felt a newbie. People who worked here lived in Salford, they were Salford through and through. I did feel I was entering some kind of family organisation and I was hoping that I would fit in.*

Richard Caulfield recalls working with Kirsten:

*[We had] probably 35 different funding streams, so I was hugely dependent on Kirsten Blackwood who carried the organisational knowledge and skills. She played a key role in keeping the organisation going. She was an unbelievable rock.*

A full time Volunteer Bureau was launched in April 1996, after a three-month pilot, funded by the Single Regeneration Budget and a charitable trust. It was staffed by Linda Roberts [formerly Traishe], Amber Wright and Isabel Burt. It aimed to help people who wished to become volunteers, promote good practice in the use of volunteers, develop and promote opportunities for volunteering for people with extra support needs, and raise the profile of volunteering in Salford. It supplemented the Time to Spare volunteer self recruitment scheme which continued to function via outlets across the city.

Linda Roberts, Volunteer Bureau Coordinator:

*Everything was agreed at team meetings and it worked because we all communicated well...particularly as a smaller threesome [Amber, Isabel & Linda] . We were all different characters, had different strengths, brought different things to that team...we all listened to each other and it was good. It was quite exciting as well, as it was new...a lot around developing systems and that's always been one of my babies...But also talking around standards. Volunteers had rights to be paid*



expenses, training and good support...and we focused a lot on inclusive volunteering, that there wouldn't be barriers to volunteering.

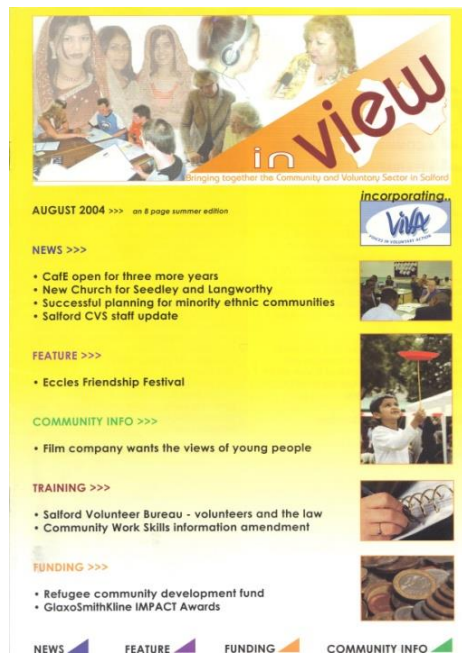
Joan Williams, Management Committee:

*Establishing the Volunteer Bureau, up to opening in 1996, was one of the key achievements of the time... The Volunteer Bureau did a huge amount of work in terms of putting good practice in place across the city, not just within a few organisations. It worked with organisations to ensure they had a good volunteering policy and practice and a safe environment, fair recruitment, which for small community groups was quite a big step and difficult to do if you were unsupported.*

## 1997

### Publications & design service

A leaflet and poster design service was available to community groups.

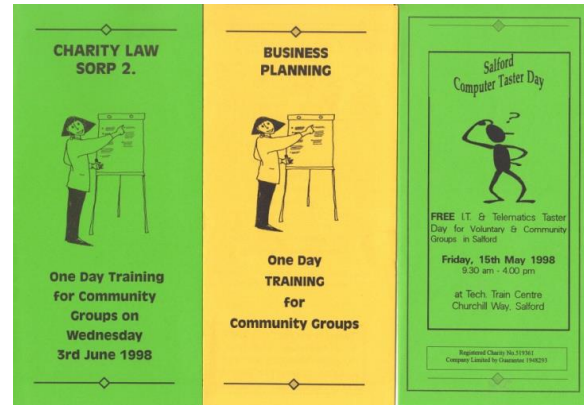


Viva! (Voices in Voluntary Action), the Volunteer Bureau's bi-monthly newsletter, was launched. The Salford Gazette was relaunched after 18 years as In View.

Viva!, In View, The Directory of Voluntary Opportunities, and the Tall Story of Funding were put on tape by Salford Talking Newspapers and made available in this format on request.

## Training courses

CVS continued to run courses in Community Skills Work, Managing Accounts, Basic Accounting, Assertiveness, Health and Safety, Presentation Skills, Confidence Building, Fundraising and many others.



## Free internet access, staff email addresses & volunteer database

Salford Gazette reported that Salford CVS could now provide free internet access for community groups and voluntary organisations in Salford. Staff had email addresses for the first time. A searchable database for the Volunteer Bureau was set up.

## New Deal - new Labour government

The New Deal was a Labour government initiative to reduce unemployment by providing training, subsidised employment and voluntary work to the unemployed. CVS organised a major briefing event on the New Deal, working with the Training and Enterprise Council and Salford City Council. It was attended by over 70 people and a follow up session was held later for those organisations which were considering providing employment under the scheme.

## 1998-1999

### National Lottery funding & European Social Fund

A successful bid was submitted to the National Lottery for £409,000 under the Community Involvement Programme. Funding of £168,000 from the European Social Fund was also awarded, providing a period of stability for CVS.

Karen Minnitt worked on the European Social fund bid:

*The flat line structure was getting too big to work and Joy Dale was the Chair at the time and I said it needed to be restructured ... She being a sensible chair said 'Right Karen, get some money so it can be restructured', so I applied for European money and we got £168,000... It was one of those early interactive things [the application form] and I couldn't get it to balance so I stayed up all night and it had to be in the middle of Piccadilly in Manchester. And before I went there I went into Salford Council and Donna Hall, at the time working in the Chief Executive's office (she's now the Chief Executive of Wigan), she was really good and helped me and said 'Karen, have a cup of tea and then we'll look at it' and made it work and was able to submit it and it turned into £168,000 so it was very good.*

Linda Roberts remembers the ESF funds for another reason:

*I loved working at CVS but there was always the constant worry where the next funding would come from, which is standard in the voluntary sector. Almost a bit of a joke when we got the ESF funding - my now husband and I decided we could afford to get married. If the funding hadn't come through and I'd lost my job that would have delayed us getting married. So it was almost we could put ESF logos on our wedding invitations.*

David Mottram, Chief Officer:

*The Lottery bid included £27,000 for new computers, so we bought a server and set up an IT network and bought wholly new computers. This was quite revolutionary really since we were dealing I think downstairs with almost cast-off computers. We got a whole new IT system as well as a whole new office as well as new staff coming as we developed new work. The Lottery also included funding for the advice worker and for part of a training worker and an organisational development worker. So we really were very well endowed suddenly.*

## **Direct Payments**

CVS agreed to manage the Direct Payments Support Project on behalf of Salford Social Services Department for five years. Direct payments enable people with disabilities to purchase their own care and so to preserve their independence. CVS helped the service to develop by providing staff and a payroll system, so that the project could operate independently in due course.

## **Volunteering database**

The Volunteer Bureau set up a searchable database of volunteering opportunities. A few years later the Bureau started to use the national online database, Do-It.

## **2000-2001**

### **New constitution and restructure**

The flat staff structure which had lasted for 10 years ended with the appointment of the first Coordinator, Margaret Lea. From this date on the staff team has been led by a Chief Officer or Chief Executive. The number of members of the Board of Trustees was reduced to improve the effectiveness of representation.

David Mottram was appointed as Chief Officer, and in collaboration with Tom Togher, Chair of the Management Committee, and Lisa Cooper, Development Team Leader, started to put in place significant changes to Salford CVS in terms of professionalising its role. Thanks to Lottery funding it was possible to invest in additional staff and IT equipment. Salford Gazette was modernised. CVS concentrated on delivery of its core services via a team of Community Liaison Workers, and on projects, which at that time were the Volunteer Bureau, the Salford

Community Network, and the Direct Payment Programme until this became independent.

## **New premises – Old Town Hall, Eccles**

CVS had to move to make way for redevelopment of the centre of Eccles. They moved to the ground floor of the Old Town Hall, Eccles, just across the road, and soon afterwards, to refurbished offices on the first floor.

*Before and after:*



## **Health Action Zone**

In 1998 the new Labour government started a new initiative, Health Action Zones, to bring together statutory and voluntary agencies to improve the health of the most disadvantaged communities.

Lisa Cooper, Development Worker (Health and Social Care) remembers:

*At the time I came in the big agenda was on health inequalities and tackling that. You had the Health Action Zone coming in and that was an interesting initiative to try and sell here locally because a lot of people thought it was direct money and it wasn't always. It was about sharing ideas, learning from best practice, or just learning not to do the same thing again. And maybe funding an initiative for a certain amount of time, but it was quite a complex fund or initiative to sell to people... The Health Action Zone in this region was Manchester and Salford...so there was often competition or vying for attention between the two cities and whose needs were greatest.*

## **Health work at CVS**

Promoting good health in its widest sense has always been integral to all what CVS does. There have been several Development Workers whose specialism was Health and Social Care including Babu Bhattacharjee, Nicki Lomax, Lisa Cooper and Neil Walbran.

Babu Bhattacharjee sent us his memories of this period:

*There were some great partnerships with the Health Authority and the Community Health Council (Chris Dabbs and Mick Wallbank).*



Lisa Cooper remembers some of the health initiatives in the early 2000s:

*I certainly found the local authority had a high regard for CVS and support for the community and voluntary sector.*

*We started off with the Healthy Salford fair. It was an annual event at Buile Hill Country Park. There might have been two or three events run [by CVS]. That was again to bring together all the providers, voluntary and statutory, a fun day out really. But there you'd learn about things like smoking cessation, maybe go on a walk around the park, things like that, and do it in a friendlier environment than having to turn up at the GP surgery... There were loads of things going on at that time. Public health was quite active. At the time the public health department was just over the road so we were walking in and out of each other's offices. There were good, close connections.*

*We got some money...£10K...and Chris Dabbs thought it would be a good idea if we could get consultants in to do work with CVS and the Community Health Council and a number of other key players in health and social care...It was an idea that the local authority and health and primary care trusts could come up with a newer, more dynamic, commissioning strategy to build on the social capital within the borough. The report, 'Investing in the social economy in Salford', was presented to the joint finance committee and local Strategic Partnership.*

## **2002-2003**

### **Salford Community Network**

Salford Community Network was established with funding from the Neighbourhood Renewal Fund and worked through the Salford Strategic Partnership Authority. A number of Community Organisers were appointed by CVS, delivering services through CVS's partner organisation for this project, Salford Community Pride. Salford CVS was the accountable body for the funding and managed the project.

Salford Community Network investigated the barriers to engagement in community governance and decision-making, particularly amongst black and ethnic minority communities, lesbians and gay men, people with disabilities, and faith communities, and helped to set up networks of groups. As part of this programme CVS collaborated with a Lesbian and Gay Foundation report on the health needs of the Salford lesbian and gay community. This community were largely invisible in Salford up to this point, as there were no supporting voluntary organisations in Salford.

The project also engaged with the small Chinese community, again dispersed and reliant on services in Manchester, and with refugees and asylum seekers who were beginning to arrive in Salford.

Chris Fox, Trustee, explains:

*A New Labour idea [Community Network], it became hugely political and unwieldy as it brought quite a lot of people round the table who were not necessarily aligned and were in it for big pots of money. Community Network unravelled and it wasn't a pleasant experience. It could have toppled us as an organisation.*

But despite the difficulties in managing the project, Salford Community Network had a lasting legacy of partnership working.

Tom Togher, Trustee:

*The local Strategic Partnership process meant that local authorities had to engage with the voluntary sector in a formal way, which then required the voluntary sector to be organised in a formal way to be able to participate in that process. Salford, to its credit, has continued that legacy of work as an authority, that partnership work. I think it had actually started before but that gave it a real statutory basis and gave it resource...and suddenly CVS became relevant to the rest of the voluntary sector.*

## **Salford Community Chest**

The Community Chest was another strand of Neighbourhood Renewal Funding. Small grants were available to voluntary and community groups. Salford CVS managed and administered the project.

## **Heart of Salford Awards**

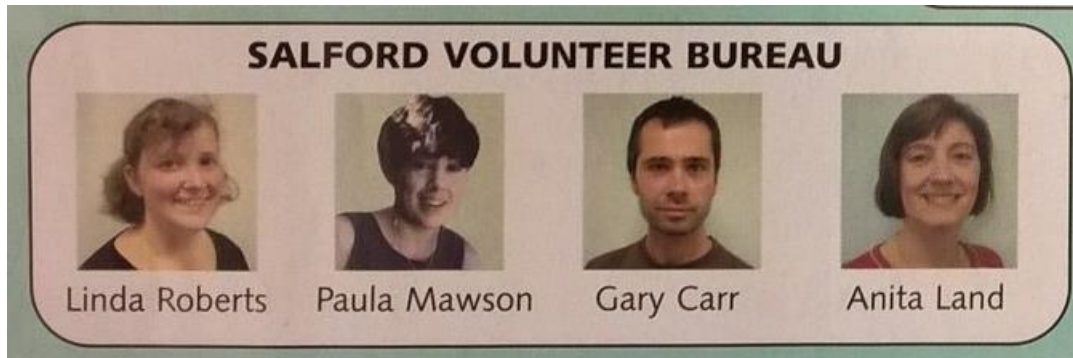
The annual Heart of Salford awards ceremony began, an idea of Gary Carr from the Volunteer Bureau. Volunteers are nominated in recognition of excellent contributions to volunteering, and awards are now made for Volunteer of the Year, Community Volunteer, Young Volunteer, Over 55 Volunteer, Personal Achievement Volunteer, Volunteer Team, Small Community Group, and Charity of the Year.

Linda Roberts, Volunteer Bureau Coordinator:

*The Heart of Salford awards became a real high point of the year and it's a nice event to run and drew a lot of attention to volunteering in the city.*

Janice Lowndes, Trustee:

*It's a full day with lots of different categories, but when you go on the day and hear the stories, the volunteers really are stars, absolutely fantastic.*



## **2004-2006**

### **Changing Lives photographic exhibition**

For Volunteers Week a photographic competition was held, Changing Lives, to celebrate volunteer work. Photographs were exhibited at Salford Art Gallery and in the CVS reception area.

### **Volunteer Centre Salford**

In 2005 the Volunteer Bureau was renamed the Volunteer Centre Salford. Later the Volunteer Centre played a vital role in strengthening the strategic focus on volunteering through development of the citywide, multi-agency Volunteering Steering Group.

Kalima Patel, Development Worker:

*The Volunteer Centre was a separate project and stand alone at the time, even with separate branding, separate name, separate team, whereas over the years there's been much more working together. It is a lot more embedded now.*

Bernadette Conlon, CEO of Start in Salford:

*We've had volunteers ever since we had a building, so in the early days we got advice about volunteering policies, role descriptions etc., from CVS. We would always go to CVS and say, what is it we need to do? We pay the expenses and give them lunch, what training do we need to do? We would go to CVS to find out how to do it properly.*



## Big Lottery funding for minority ethnic community groups

In 2003 funding of £206,000 was awarded from the Big Lottery Fund for developing support for minority ethnic community groups.

Kalima Patel was appointed to a new project looking at engaging and working with minority ethnic communities in Salford and supporting their infrastructures and development:



*When I first got the job I think friends and family were like...“It’s white, and you’ve got this role specifically working with BME and where are these communities?” But it was at a time when a lot of refugees and people seeking asylum were coming into Salford, so it was very evolving and changing. When I first started I was working at one point with up to 15 different refugee organisations.*

*Newly arrived refugees and people seeking asylum were being dispersed all across Salford, so I did some really interesting work in places like Little Hulton which had never seen diversity of that kind, suddenly getting an influx of people, where there needed to be a lot of development on the ground in communities. So we went in on a multi-agency level and created something called the Cocktail Group which was allowing people new to the area to get to know each other and understand how things operated in this country.*

*Richard [Caulfield] took it on [the work that David Mottram had started] and those few years he was very much involved. Richard was great, he was absolutely committed to the work, really believed in it on a strategic level of making sure that those voices and that work didn’t go unnoticed.*

## SHIPP project

The SHIPP project (Salford’s Health Investment Procurement Project) was established, funded by Salford Primary Care Trust, to provide support to voluntary and community groups towards achieving a recognised quality mark such as the Practical Quality Assurance System for Small Organisations (PQASSO)

Janice Lowndes worked with CVS on SHIPP:

*When I was employed by the Primary Care Trust I was involved with setting up a procurement register with CVS, getting organisations procurement ready, and working to the same standards...I think that was an important project. That in itself was a bit of a change because CVS had very much worked with supporting community groups and volunteers the traditional way. That shift toward supporting third sector organisations and social enterprise organisations, was having much more of a strategic role within the city and CVS were leading a lot of the work.*

## **Salford Compact**

Salford Compact was agreed between Salford City Council, Salford PCT and Salford CVS. Voluntary and community groups are encouraged to sign up to the compact and its codes of practice, which set out the vision, principles and mutual understandings concerning partnership working between the public and voluntary sector in Salford.

Richard Caulfield, Chief Officer:

*We had very good relationships with the health authority. Health were a big spender and a big supporter. Salford has always been at the forefront in health. I tried to put in place some formality about the health work. We funded a health role at CVS.*

## **2007-2008**

### **VOCAL**

VOCAL (Voluntary and Community Sector Forum to Salford Children and Young People's Partnership) was established. VOCAL provided broad ranging representation of the interests and views of voluntary and community organisations working with children, young people and families in Salford – to Salford Children and Young People's Partnership Board, the Salford Safeguarding Board, Salford Strategic Partnership and other strategic or commissioning bodies.

Kalima Patel, Development Worker:

*VOCAL has really strengthened and is used as a model of good practice and how the Health and Social Care network are trying to use that model of representation and strategic involvement and voice and influence, trying to use the protocols. Yes, it's been a positive piece of work*

### **Big Lottery funding for quality and standards**

Five years' funding of £360,000 came from the Big Lottery for improving the ways the third sector can evidence the quality and standards of their service provision.

### **Partnership working**

Requirements from central government on local authorities to move to a commissioning approach for the procurement of public services involved Salford CVS in increased partnership working within the Salford Strategic Partnership (SSP). Salford CVS sits on SSP (initially named Partners IN Salford, now Salford City Partnership) and supports others organisations in the sector.

Janice Lowndes, Trustee:

*CVS working with statutory bodies is a change. CVS focus in the early years was on supporting communities and volunteers and it was the right approach to take to build their relationships with communities, which is really strong. What we've seen over the last few years is building relationships now with bigger organisations and statutory organisations and CVS have taken a position where they're trusted advisors and they are sitting at the table making decisions. Some of the work awarding grants and funding on behalf of Clinical Commissioning Group and on behalf of the Council is a significant change and an important change because it shows how the organisation has gone from being small in terms of their level of influence to a real key player in the city.*

## **2009-2012**

### **Change of name**

CVS changed its name from Salford Council for Voluntary Services to Salford Community and Voluntary Services.

### **Refugee Community Organisations Network**

At the request of the City Council, Salford CVS agreed to deliver a 12-month programme to explore the potential for development of a Refugee Community Organisations Network.

Kalima Patel, Development Worker:

*I did a refugee audit at one point to do some mapping of organisations and their needs. The local authority saw all these groups...what were they doing, what did they need and where were they all at? It was a lot of interviewing, a project for the local authority.*

### **Communities of Identity**

The Communities of Identity project continued to work with a variety of groups, including Salford Faith Network, Salford LGBT Network, Refugee Community Organisations Network, Salford Black and Minority Ethnic Forum, Salford Disability Forum, to ensure diverse service provision. Lesmond Taylor was appointed to this project.

## Salford State of the Voluntary Sector

CVS commissioned a Salford State of the Voluntary Sector report from the Centre for Regional Economic and Social Research, Sheffield Hallam University, published 2013 and to be repeated after three years.



## Salford Third Sector Consortium

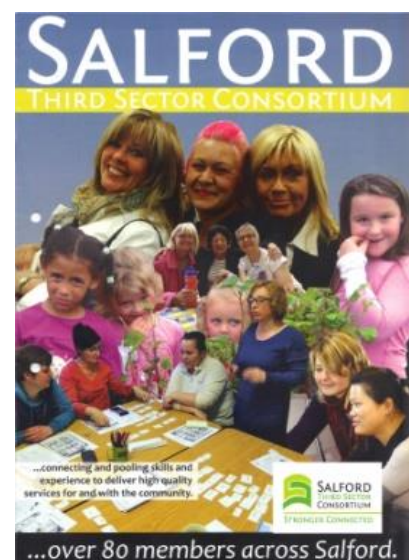


The principal objectives of Salford CVS referred for the first time to building the capacity of third sector organisations, and to promoting, organising and facilitating cooperation and partnership working between the third sector, statutory and other relevant bodies. CVS began to provide support for those wishing to set up social enterprises.

Salford Third Sector Consortium (S3SC) was established, for which Salford CVS provides hub services. The consortium applies for grants and contracts for delivering services for the statutory sector and helps member organisations to develop procedures and policies to improve sustainability.

Kalima Patel, Development Worker:

*At that moment in time [2009] there was a whole shift moving from grants into commissioning and procurement and my role was to get organisations sector wide to be ready to take on commissioning and tendering, what organisations needed in their infrastructure to take them on to that next level.*



## 2013

### New logo and refreshed website

An overhaul of branding and marketing resulted in a new logo and refreshed website.



### Dementia Action Alliance

Salford CVS became the first CVS in the country to sign up to the Dementia Action Alliance.



### Transforming Local Infrastructure and Salford 4 Good

Transforming Local Infrastructure Funds became available from the Office for Civil Society and The Big Lottery to modernise infrastructure organisations.

Kalima Patel, Development Worker:

*Infrastructure organisations needed to work together collectively on how to transform the infrastructure world as it were in each area. Which allowed us to dabble into how charities can work with businesses and businesses with charities – ethical values and the learning and brokering and bringing them together to develop relationships, resources and gain skills. And that was a really unique piece of work – Salford 4 Good was born out of that piece of work.*



Salford 4 Good was a partnership project between Salford CVS, Binoh, The Broughton Trust, The Interlink Foundation, The Seedley and Langworthy Trust and Salford Disability Forum. The purpose was to support and strengthen the work of voluntary and community groups in Salford by making it easier for individuals and businesses to help local good causes through the giving of time and skills, money and resources. This helps to provide funding for the on-going running costs of community organisations, which are hard to get grants for. Setup costs were funded from Transforming Local Infrastructure government funding and the initiative was part of the Salford Social Value Project.

### Social value

Social value is about the social, environmental and economic wellbeing of Salford and its citizens. Since January 2013 the City Council and other public bodies have had to consider social value as part of their commissioning activities. Salford CVS has been integral to this



process and currently chairs and manages the Salford Social Value Alliance which brings together the local authority, clinical commissioning groups, community and voluntary groups and social enterprises.

Janice Lowndes, Trustee:

*I think the work we've done recently around social value is a real highlight. The Social Value Act could have come in and we could have paid lip service to it really, and tried to do our best, but actually the way it's become part of our everyday language, and the way that we've been thinking...what is the social value that everybody brings? Not just contracts that we issue but how do we live and breathe this? How do we really think about how we get the most out of what we do?*

## **PQASSO**

In March 2013 Salford CVS secured the PQASSO level 1 quality mark, in recognition of the quality of Salford CVS's internal organisational practices and commitment to continuous improvement.



## **Alison Page appointed Chief Executive**

Janice Lowndes reflects on Alison's role:

*Alison will be terribly embarrassed to hear this... I think she's been an absolute breath of fresh air really with CVS...I think what Alison has done is she's cemented those partnership relationships and when she was appointed, as a Board we said what we need to do is to think about our relationships and we need to position ourselves in a strong place for the community, voluntary and social enterprise sectors. And she's absolutely gone with it and she's got a really good reputation, she is a trusted advisor. She's done a sterling job, she's brilliant and we're all really proud of her.*

Bernadette Conlon, CEO of Start in Salford:

*The personality and the enthusiasm of the Chief Officer is very important and that's what I've noticed with Alison because she's down on the ground, she knows what's going on, she's willing to speak up and fight, she's got a lot of experience and that's...why now it's as big as it is [CVS] and as visible as it is and that's a good thing. It's great having someone who really knows the sector, who is enthusiastic, who can go to high level meetings and put across the concerns and the benefits of working in the third sector.*

## **2014-2015**

### **Volunteers Expenses Fund**

CVS launched the Volunteers Expenses Fund. This helps to support organisations to fund volunteering, particularly at a time when Council funding for these organisations has been severely cut back because of the economic situation. Small voluntary and community groups (annual income below £100k) can apply for up to £600 in order to meet the cost of paying volunteer expenses.

### **Salford Pride in Practice**

Salford Pride in Practice was a partnership project delivered by the LGBT Foundation and Salford CVS and funded by Salford Clinical Commissioning Group. Pride in Practice is a quality assurance service that strengthens and develops a GP practice's relationship with their lesbian, gay and bisexual patients within the local community. All Salford GP practices were invited to engage. The Salford project also involved volunteers to gain user perspectives and test the implementation of the award.

### **Third Sector Fund**

Funded by NHS Salford Clinical Commissioning Group, Salford Third Sector Fund grants programme was launched. The aim of the programme was to support voluntary, community and social enterprise organisations and primary schools in Salford to improve the health and wellbeing of people living in Salford.

### **NAVCA Quality Award**

CVS again secured the NAVCA Quality Award scoring 4.5 out of 5.0 across all the assessed competencies.



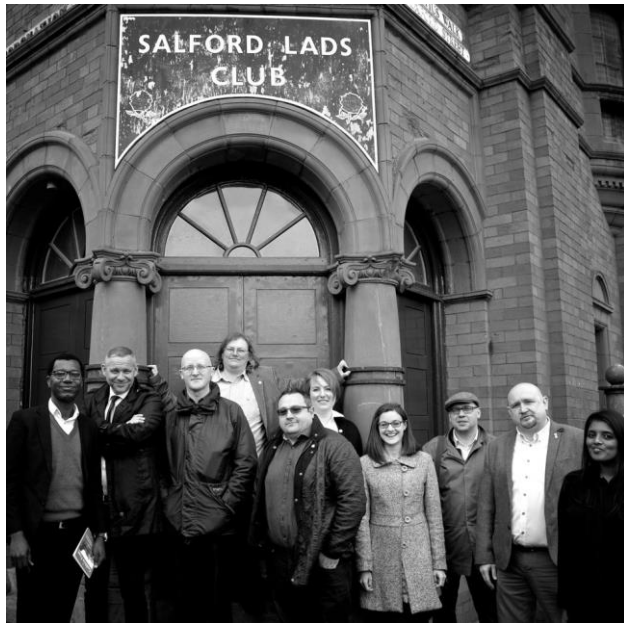
### **Salford Locality Plan**

In preparation for the devolution of health and social care funding to Greater Manchester, the Salford Health and Wellbeing Board started to put together a Salford Locality Plan which is the blueprint for health and social care in Salford. The Locality Plan involves both the Clinical Commissioning Groups and community organisations, and CVS contributes to this and the locality plan informs some of its work.

## Salford – a Social Enterprise Place

Salford CVS were a key partner involved in making the case for Salford to be designated a Social Enterprise Place in 2015. Salford CVS hosting the Social Enterprise UK Team, May 2016

[*Photograph courtesy of Social Adventures*]



### Grant finder

Kalima Patel, Development Worker:

*There are 8000 funders out there and we have databases that allow people to filter and search for funding. This has evolved from when I first started, with people sitting with books and searching, to sitting on the computer and using Funder Finder, to now people being able to use the internet remotely and accessing the funding portal which is Grant Finder. It's been great to see that evolvment of people being empowered to do it themselves. And we are working on a GM [Greater Manchester] level, so all CVSs work together and buy into that software, and CVSs see that as a really important core service to users.*

### CiviCRM

CVS are now using CiviCRM, a customer relationship management system, to record and measure their work, its outcomes and impact.

Kalima Patel:

*[CVS] is very different to when I started, but I think it's just the evolving nature of progression and how things in life and in society are in terms of accountability, transparency, moving more towards an outcomes focus where it's all about measuring difference, not just bums on seats... There was no CRM system. I remember making scrupulous notes about who I talked to, when, what was said and there was no system to record them. Now we've got CiviCRM where we track every single intervention and generate reports and do a lot of outcomes monitoring and intelligence gathering... At the end of the day our funders and commissioners want to see that the money they invest in us, we are making a difference.*



## Volunteering and Older People Project

The Volunteering and Older People Project was set up, part of the Salford Together alliance between Salford City Council, Salford Royal NHS Foundation Trust, Salford Clinical Commissioning Group and Greater Manchester West Mental Health NHS Foundation Trust. The project aims to engage and involve older people, to reduce isolation and improve quality of life through volunteering.

Janice Lowndes spoke of the CVS role in this project:

*The fact that Salford Clinical Commissioning group have said we've got this innovations funding and we'd like CVS as an organisation to manage this for us, to set up the process and systems - that demonstrates the level of trust in the organisation, and significant amounts of money have been allocated across Salford and it's a tribute to CVS.*

## 2016

### The Pennington Bequest

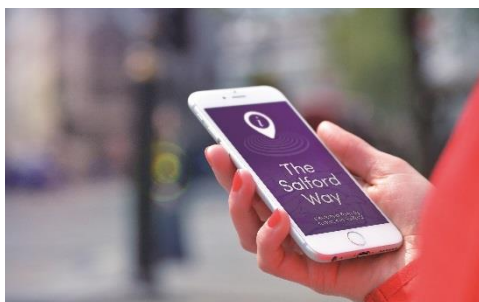
The Pennington Bequest, which has provided income to CVS since its inception, was re-invested into the Salford Credit Union, and the interest is now paid into the Volunteer Expenses Fund for the benefit of local community organisations.

Chris Fox, Trustee, notes:

*The Pennington Bequest has only just finished so we've benefited from the funds from that investment from right at the very beginning over all these years. And we've made a decision to re-invest that money into things that benefit Salford's community and those that are in poverty...so there is a bit of an ongoing legacy and we decided to invest it in places that carry on that ambition.*

### The Salford Way Dementia App

The Salford Way is possibly first app of its type in the country, tailored to support people with dementia, their carers friends and family. Its accessible format across both IOS (Apple) and android platforms provides a guide to various local shops, services and businesses in the Salford area that welcome people with dementia.



The user friendly design and straight forward controls make it easy to navigate. Each service or businesses has its own information page, listing opening times, contact details and location map. The built-in map section helps to pinpoint the nearest business based on the user's current location.

## NCVO Volunteer Centre Quality Award (VCQA)

The Volunteer Centre was awarded NCVO accreditation in January 2016. Volunteer Centre Quality Accreditation (VCQA) is the quality mark for Volunteer Centres (and other organisations providing Volunteer Centre functions). Accreditation provides assurance to commissioners and funders, as well as members of the public and volunteer involving organisations, that the Volunteer Centre is providing a high quality and effective service. The Volunteer Centre holds the accreditation for the City of Salford.



Alison Page, Chief Executive:

*Volunteering should be everyone's business...there's a challenge to formal volunteering because formal volunteering costs... We have signed up to and been instrumental in pushing through things like having a volunteering vision for Greater Manchester that people can sign up to, which is about time freely given. And to signing up to the national campaign Keep Volunteering Voluntary, by saying we won't take people on mandatory work placements. The idea of people giving their time for free has always been there... it's all good, but I think we need to fight to preserve the notion of formal volunteering.*

## Little Hulton Big Local project

CVS were chosen as the locally trusted organisation to provide financial management, coordination and project management support to the Little Hulton Big Local Lottery funded community project, £1m was awarded to benefit to the community in Little Hulton over 5 years.

Alison Page:

*Some people might say it would be easier for us to focus on what we've always done and not take on some of the more riskier pieces of work. But it's not about making money on those pieces of work, it's about trying to make a difference. If that's a challenging project, why wouldn't we be the people to do it?*



## Final thoughts

Richard Caulfield:

*I'll always be incredibly fond of the place...Salford gets under your skin. [CVS] were a good gang.*

Kalima Patel:

*With everything going on politically and economically, I think it's going to be very interesting times.*

Linda Roberts:

*I missed it when I left. I missed the people and have some very good friends out of it. It's good to see it still going strong 40 years on - it's a good organisation.*

Alison Page:

*My commitment is to try and maintain both [strategic work and community development], and that is a challenge in this current economic climate, but I think we've not done a bad job in trying to make sure we're doing both.*

*The role of a CVS to me is a relational one, it's not a transactional one. Everything's about building relationships...so that a small group can phone one of the development workers up and talk about safeguarding, or talk about a training issue, or talk about funding bids, because they've got a relationship.*

Janice Lowndes:

*CVS hasn't lost that working directly with volunteers, supporting volunteers, valuing their volunteers and seeing it as very important. And as important as the strategic work of taking a lead around social value stuff, thinking about the place where the voluntary sector fits in - that's what I like about it.*

Kirsten Blackwood:

*The strength of CVS and the way it's structured is it can respond really quickly to change and actually be in the forefront of that change a lot quicker than statutory agencies can do.*

Chris Fox:

*The amount of money we've brought into Salford through grants, we are a facilitator of financial opportunity... I'm quite proud of the fact that we hold good reserves to carry on through some difficult times.*

Chris Fox:

*And we've made some savvy financial decisions, we reduced our footprint in this rented space when we realised we had too heavy an overhead...so we've been able to contract and grow again when we need to...to have been here so long I see those peaks and troughs quite clearly, and it's really interesting to have gone on that rollercoaster ride.*

Alison Page:

*As an organisation we're constantly weighing up where do we sit on food poverty, where do we sit on fuel poverty, where do we sit on welfare reform, where do we sit on equality and inequality, where do we sit in relation to refugees and asylum seekers...I do think we should be a campaigning organisation...*

Alison Page:

*I think our job is to facilitate. It's not a pyramid with us on the top...you're near the front, but you shouldn't be at the front because your job is to enable other people, other organisations to get to the front, to get what they need.*

*[CVS should be] important to the fabric of Salford society...it's about the organisation being valued. Your oral history has shown that this is about the organisation and it's about the place and its people. It isn't about the staff. They're custodians of an organisation with a long life and history.*

*Everything I do is not about doing what's best for Salford CVS, it's about doing what's best for Salford, and if I do what's best for Salford I'll be doing what's best for Salford CVS most of the time.*

## Lead roles 1973-2016

Chair, Executive Committee	1973	A Hall
Chair, Executive Committee	1973-1977	Jack Goldberg
Chair, Executive Committee	1977-1978	<i>Not known</i>
Chair, Executive Committee	1978-1979	<i>Not known</i>
Chair, Executive Committee	1979-1981	Geoffrey Cates
Chair, Executive Committee	1981-1982	Geoffrey Cates
Chair, Executive Committee	1982-1983	Doris Collier
Chair, Management Committee	1984-1989	Roy Trick
Chair, Management Committee	1989-1991	Denis Gardiner
Chair, Management Committee	1991-1995	Julia Chapman-Barker
Chair, Management Committee	1995-1998	Joy Dale
Chair, Management Committee	1999	Joan Williams
Chair, Board of Trustees	1999-2003	Tom Togher
Chair, Board of Trustees	2003-2011	Stuart Lewis
Chair, Board of Trustees	2011-2012	John Matthews
Chair, Board of Trustees	2012-	Chris Fox
General Secretary	1974-1975	Noel Bruen
General Secretary	1975-1978	Ralph Berry
General Secretary	1978-1984	Carol Veasey
General Secretary	1984-1990	Fitch O'Connell
<i>Not applicable</i>	1990-1999	<i>None</i>
Coordinator	1999-2000	Margaret Lea

Chief Officer	2000-2004	David Mottram
Chief Officer	2004-2006	Richard Caulfield
Chief Officer	2006-2010	Stephanie Mitchell
Chief Officer	2010-2013	Lynne Elliot
Chief Executive	2013-date	Alison Page

## **Staff, volunteers and trustees 2016**

### **STAFF**

Alison Page – Chief Executive

Kirsten Blackwood – Deputy Chief Executive (Finance & Resources)

Louise Murray – Deputy Chief Executive (Projects & Partnerships)

Gill Bruder – Office Manager / PA to the Chief Executive

Rebecca Roberts – Information & Communications Worker

Ella Walker – Administrator / Salford 4 Good Development Worker

Cathrine Lee – Grants Administrator

Marie Wilson – Consortia and Partnerships Manager

Marie O’Neil – Consortium Quality Manager

Kalima Patel – Development Worker

Alison Jones – Development Worker

Lesmond Taylor – Development Worker

Claire Roberts – Volunteering Development Worker

Siobhan Foley – Volunteering Co-ordinator (Older People)

Ann Court – Volunteering Co-ordinator (Care Homes / Health to Wellbeing)

Lucy Sutcliffe – Research & Development Worker 0-25yrs



## VOLUNTEERS

Greg McHugh  
Peter Shepherd  
Bernadette Ryan

## TRUSTEES

Chris Fox - Chair  
Sharon Brearley - Vice Chair  
John Phillips - Treasurer  
Janice Lowndes  
Maggie Pearson  
Irfan Syed  
Dave Frazer  
Cllr Ray Mashiter - Local Authority Ambassador








## Interviews 2016

Note: details are last appointment, and all dates.

<p>Glynis O'Grady</p> <p>Karen Minnitt</p>	<p>Information Officer</p> <p>1986-2002</p> <p>Development Worker</p> <p>1986-1999</p> <p><i>Interviewed 4 March 2016</i></p>	
<p>Joan Williams</p>	<p>Chair, Management Committee</p> <p>1988-2003</p> <p><i>Interviewed 8 April 2016</i></p>	

<p>Linda Roberts (formerly Traiche)</p>	<p>Volunteer Bureau Coordinator</p> <p>1996-2008</p> <p><i>Interviewed 22 April 2016</i></p>	
<p>Kirsten Blackwood</p> <p>Chris Fox</p>	<p>Deputy Chief Executive (Finance and Resources),</p> <p>1996-</p> <p>Chair, Board of Trustees</p> <p>2002-</p> <p><i>Interviewed 6 May 2016</i></p>	
<p>Tom Togher</p> <p>David Mottram</p>	<p>Chair, Board of Trustees</p> <p>1999-2003</p> <p>Chief Officer</p> <p>2000-2004</p> <p><i>Interviewed 2 June 2016</i></p>	

<p>Janice Lowndes</p>	<p>Trustee 2007-</p> <p><i>Interviewed 3 June 2016</i></p>	
<p>Bernadette Conlon</p>	<p>CEO, Start in Salford</p> <p><i>Interviewed 20 June 2016</i></p>	
<p>Kalima Patel (formerly Kapasi)</p>	<p>Development Worker 2003-</p> <p><i>Interviewed 18 July 2016</i></p>	

<p>Lisa Cooper</p>	<p>Development Team Leader</p> <p>1999-2003</p> <p><i>Interviewed 18 July 2016</i></p>	
<p>Alison Page</p>	<p>Chief Executive</p> <p>2013-</p> <p><i>Interviewed 18 July 2016</i></p>	

<p>Godfrey Claff</p>	<p>Secretary, Executive Committee 1973-1980</p> <p><i>Telephone conversation 24 June 2016</i></p>
<p>Richard Caulfield</p>	<p>Chief Officer 2004-2005</p> <p><i>Telephone conversation 8 July 2016</i></p>
<p>Stuart Lewis</p>	<p>Chair, Management Committee 2003-2011</p> <p><i>Telephone conversation 11 July 2016</i></p>
<p>Carol Green</p>	<p>Community Worker, Team Lead 1974-1984</p> <p><i>Telephone conversation 4 August 2016</i></p>
<p>Diana (Dizy) Martin</p>	<p>Community Worker 1974-1979</p> <p><i>Conversation 12 August 2016</i></p>

## **Recordings 2016**

Recorded on Philips DVT4000 Voice Tracer digital recorder in WAV format.



**Glynis O'Grady**

### **CVS history**

1986 Joined Salford CVS as Administrator, later Information Officer

2002 Left Salford CVS

### **Interview themes**

**The Hut**, King Street, Eccles

**Administrator**, CRACA volunteers

**Information Officer** role, Laryngectomy Group

**Salford Gazette**

**Directory of Local Information**

**Salford Central URC**, Trafford Road

**Alan Mather, Vera Shelton**

**TUC Centre**

**Flat line structure**

Tricia Martin, Joan Williams, Hazel Blears

**Irwell Place**, wagman

**Salford CVS new logo**

**20 year party**, Swinton Labour Club

**Meeting Room Guide**

**Starting your own Community Group book**- ESF funding

**Womens Health Forum**- HIV/Aids campaign

**Lottery events** at Pembroke Hall and Lancastrian Hall

**Community Lunch** at Higher Broughton

**Salford Links project**

Christmas Eve redundancy notices

**Salford Voluntary Sector into the 90's**

**Salford Council Chamber** - volunteer organisation display stands and presentations

*Total duration: Track 1: 1 hr 02 mins 45 secs    Track 2: 21mins 57 secs*



**Karen Minnitt**

**CVS history**

1985    Joined Salford CVS as Community Development Worker

1990    Community Liaison Worker (Funding & Development)

1999    Left Salford CVS

**Interview themes**

**Little Hulton social work team**

**Community workers; Dave Eatock and Alan Rendle**

**Off the Rails** clothes recycling shop

**Bubbles** community laundrette

**Little Hulton Community Enterprise project.**

Fitch O'Connell

**Staff strike** and TGWU shop steward

End of Inner Cities Urban Aid

**CVS 1990 Flat line re-structure**

**European Social Fund** bid for £168,000

**Babu Bhattacharjee & Nicki Lomax.** Community Liaison Worker (Health & Volunteers)

**Volunteer Bureau** Amber Wright, Isabel Burt, Linda Traishe

**Lottery Grant** and collecting cheque from Michael Howard

Ellen Marie Mikhulin, Salford University

**Green Salford** photography competition - seven postcards

## **Save Blackleach Reservoir campaign**

### **Tall Story of Funding**

**Vera Shelton** - Community Liaison Worker (Training), Community work skills course

### **Funder Finder database**

**Salford Women's Health Forum** and Education Forum & Salford Women's Centre

### **Aids and HIV campaign**

**Joint working** with Health Authority, Salford Council, Skills Council

**Salford Friendship day** - Yemeni communities & **Link project**

### **Salford Voluntary Sector into the 90's**

**Julia Chapman Barker**- a significant person in the history of CVS. From young mother volunteering in Little Hulton on the clothing project & Bubbles, onto CVS Management Committee, Member and Chair, leaving to take on Chair of the Greater Manchester Mental Health trust.

*Total duration: Track 1: 1 hr 02 mins 45 secs    Track 2: 21mins 57 secs*



**Joan Williams**

### **CVS history**

1988    Joined Salford CVS as Member of Management Committee, later Secretary, Vice - Chair and Chair of Management Committee / Board of Trustees

2003    Left Board of Trustees

### **Interview themes**

Salford Citizens Advice Board

CVS Management Committee role

**Futures group** after Fitch O'Connell, General Secretary (1984-89) left

Late 1980's Management Committee profile

1990 changes for the Management Committee and difficult decisions to make

Relationships with CVS staff and the flat structure

Funding problems: **There was always a cliff you could fall off**

Urban renewal and Inner City funding

Health Authority funding

Notices of redundancy and no reserves

Local Authority acknowledgement that CVS was a good organisation

CVS: a good tool as an interface between the LA and the voluntary sector

### **Voluntary Sector into the 90's**

CVS development workers in areas of greatest need

**Off The Rails:** grass roots initiative in Little Hulton set up by Karen Minnitt

Glynis O'Grady: role expanded in the 90's back at base

Flat line: mutual accountability and mutual support

**The Directory:** huge undertaking

Health Work: Dr Ian Greator. Nicki Lomax: Health & Social Care development worker

CVS 20 year anniversary party

**Major changes in the staff structure were instrumental in how CVS moved on**

**Volunteer Bureau:** opened 1996, put good practice in place across the city

Communities of Identity: social exclusion

**Funder Finder database:** huge resource

Salford Women's Centre

HIV/AIDS awareness in Salford

**Salford community changes:** Salford Quays, extension of M602, demolition of multi-story flats and terraces, council property waiting lists, new ethnicities

How CVS responded to changing demographics, and Salford pride

2000 changes: migration in and out, local authority improved knowledge and skills

*Total duration: Track 1: 46 mins 21 secs Track 2: 15 mins 24 secs*



**Linda Roberts**

### **CVS history**

1996 Joined Salford CVS as Volunteer Development Worker

2003 Volunteer Bureau Co-ordinator.

2008 Left Salford CVS



## **Interview themes**

New role after CAB redundancy, to develop Volunteer Bureau

Two new colleagues - Amber Wright and Isabel Burt.

## **Time to spare project**

Flat line structure: agreement at team meetings

## **Volunteer Bureau development**

New systems of work and standards of volunteering and inclusive volunteering

## **The Volunteers' Charter**

Volunteer Bureau - brokerage service

Volunteer rights and advice service

## **Good practice guide**

Make a Difference funding, European Social Funding (ESF)

Lottery funding, Lloyds TSB funding, Single Regeneration Budget (SRB)

**DO-IT website**- numbers escalated, a positive change

Changed name to **Volunteer Centre** - rebranding

CVS membership - bonus of promotion, support and training

Volunteer Co-ordinator forum

Volunteer Bureau Advisory Group

2003 - promotion to Volunteer Bureau Co-ordinator

Chief Officer replaced flat line structure

Worked with Greater Manchester volunteer bureaux

Staff changes at CVS 1996-2008: started with 7, peaked at 30, high staff turnover

## **Community Network contract**

### **Direct payments team**

New volunteering opportunities with The Lowry and Imperial War Museum North

### **Heart of Salford Awards**

**Towards Excellence** : promoting diversity and inclusion

### **National Volunteers Week**

**Changing Lives** photography exhibition

**Directory of Volunteering**- annual booklet

First **Quality Mark** awarded to Salford CVS for good practice

*Total duration: 59 mins 23 secs*



**Kirsten Blackwood**

**CVS history**

1996 Joined Salford CVS as Community Liaison Worker (Administration), later Administration and Finance Coordinator, and Finance and Administration Manager

2014- Deputy Chief Executive (Finance & Resources)

**Interview themes**

CVS then - a friendly, family organisation

CVS now - bigger organisation and more project work

Admin role: organising, memberships, the Board of Trustees, elections

Core work: delivering training, providing information, advocacy role, projects

**Salford 4 Good:** to raise money for the benefit of Salford people

**Lottery funds:** initiatives around quality

**Social Value Grants** programme

Quick response: beauty of CVS

**Yemeni Community Centre**

**Direct Payments Project**

**Salford Locality Plan:** start well, live well, age well

**Margaret Lea:** 2000, Co-ordinator

2000: **end of co-operative structure**

**David Mottram:** 2001, First Chief Officer, professionalism and structure

New constitution: EGM and everyone stepping down

Development team: support start-up organisations

**Volunteer Centre**

Membership: constitutions and safeguarding

**Community Network Programme:** CVS accountable to the government

**Richard Caulfield:** 2004, Chief Officer, someone for whom doors opened

**Stuart Lewis:** 2004 Chair of Board of Trustees, a kind hearted man

**Healthy reserves:** saved and generated during halcyon years

**Bob Abel:** Treasurer, I owe him a lot, the paper ledger, a council accountant

**Lisa Cooper:** Health and Social care Development worker, instrumental in change

**Glynis O'Grady:** such a wealth of knowledge about Salford

Health and Social Care development worker role: a stepping stone, Nicki Lomax, Jan Symington, Kerry Love, Jonny Lovell, Neil Waldran, etc.

*Total duration: 58 mins 59 secs*



**Chris Fox**

### **CVS history**

2001 Commissioned to write a report on Lesbian & Gay communities in Salford (employed by Lesbian and Gay Foundation)

2002- Joined Salford CVS as Member of Board of Trustees, later Treasurer and Chair

### **Interview themes**

Salford and Trafford Gay Men's Health Worker at Lesbian and Gay Foundation

**David Mottram:** 2001 Chief Officer, great champion of change

**CVS as rescuer:** Salford Women's Centre

**CVS as host and incubator:** for start-ups

**CVS as facilitator of financial opportunity & bringing in funds**

**CVS as broker** of funds on behalf of CCG, Salford City Council, the Lottery

CVS improved professionalism in the voluntary sector

**Tom Togher:** 2001, a real stickler for detail and strategy

Community voluntary projects contribute to good and better health

**Developing relationships with statutory partners:** City Council, CCG, University

**Locality Plan:** success of CVS in delivering plan to the community

CVS new constitution: fast paced and upset

Role of CVS Board today

**Janice Lowndes:** long serving member of the board and early user of CVS

Five year strategy

**Salford 4 Good;** umbrella fundraising opportunity, to allow bids from the micro-level

**Volunteer Expenses Fund**

**Community Network Programme:** CVS hosts communities of identity: It could have toppled us.

**Stuart Lewis:** 2004 Chair of board, took us through some challenging times

Tough times: notice of redundancies

**Reserves:** healthy reserves to get through difficult times

Ups and downs, contract and expand, roller-coaster ride

Managed desk spaces and courtroom conference room

**Pennington Bequest:** the end and a new beginning to carry on the ambition of making a difference in Salford

*Total duration: 58 mins 59 secs*



**Tom Togher**

### **CVS history**

1999 Joined Salford CVS as Chair, Board of Trustees

2003 Left Board of Trustees



**David Mottram**

### **CVS history**

2000 Joined Salford CVS as Chief Officer

2004 Left Salford CVS

### **Interview themes**

Close relationship between CVS and CAB

Needed professional leadership of the Board

Both arrived at **pivotal point in CVS**

Changes started before David's arrival eg change from flat structure

**Margaret Lea** appointed Coordinator

Then **Chief Officer** appointed

**Professionalisation of management, refocusing of organisation**

Very good people were in post

**£400K Lottery funding** for core services, IT equipment and additional staff

CVS suddenly well endowed

Projects were **Volunteer Centre, Direct Payments**, then **Salford Community Network**

Neighbourhood Renewal programme funded **Salford Community Networks** and **Community Chest Programmes**

**Salford Community Network** - complicated and politically difficult

Nine **community organisers** appointed

**Communities of Interest** identified

Salford CVS thought should not be represented on **Partnership** organisation and Council **Budget Committee**

Legacy of partnership working

Visit by **Charity Commission** 2002

**Salford Gazette** modernised

Tradition of separate identify of **Volunteer Bureau**

**Lisa Cooper, Development Team Leader**

**Linda Roberts, Volunteer Bureau Organiser**

**Kirsten Blackwood**

**Kalima Patel, Development Worker**, Minority Ethnic Communities

**Lesbian and gay community work** as part of Community Network – reliant on Manchester

Salford had only 3% **ethnic minority residents**, many Jewish, now 7-8% ethnic minorities

Services to the Chinese community – scattered, reliant on Manchester

**Refugees and asylum seekers** started to arrive, particularly Afghani and Iraqi

**Salford Community Leadership Programme**

**Ian Stewart**, first elected Mayor of Salford, advocate for voluntary sector

*Total duration: 1 hr 2 mins 55 secs*



## **Janice Lowndes**

### **CVS history**

- 1990 Took part in CVS Community Work Skills training course
- 2006 Worked with CVS on the SHIPP project (employed by Primary Care Trust)
- 2007- Joined Salford CVS as Member of Board of Trustees
- 2013 Worked with CVS on the Health Improvement Service & Pathways to Independence (employed by Salford Council)

### **Interview themes**

Volunteered for **Parents for Safe Playgrounds**, Princes Park Irlam

From nursing to community work

CVS **Community Work Skills course** run by Vera Shelton

**Helping Hands** social enterprise, Janette Ball

Part time work for **health promotion team**

Full time work for **Primary Care Trust**

Glynis O'Grady

Irlam, M44

New job at **Salford City Council**, 2011

**SHIPP** procurement project, 2006/7

**Pathways to Independence** project

CVS partnerships

Lesmond Taylor, Louise Murray

Changes in CVS

**Social Value** work

CVS a key player in the city

Joined **CVS Board of Trustees**, 2007

Local resident representative

City Mayor support

**Sanctions report**

**Bridging the gap** conference

**Salford 4 Good** initiative

**Alison Page**, Chief Officer

**CVS AGMs**, £1000 pitches

**Heart of Salford** awards

*Total duration: 54 mins 15 secs*



**Bernadette Conlon**

### **CVS history**

1993 Working as an artist - set up an arts project in Salford based on the Start in Manchester model.

1998- Start in Salford became a charity with Bernadette as CEO

2012- Invited onto board of the Third Sector Consortium

### **Interview themes**

Trained as an artist

1993 **Start in Manchester** business model - Langley Brown, Start Studios Manchester

Used Salford CVS **Funder Finder** to apply for funding

£20,000 funds to begin Start in Salford project, working part time, second year full time

Mental Health team desk

NHS mental health referrals in people's houses

GP surgeries - bigger groups using art for mental health wellbeing

Steering group, core group support, City Council, NHS mental health

Karen Minnitt

1998 Start in Salford became a charity

1999 expansion - 5 year plan and move to **Brunswick House**, Broad St, Salford

Salford Community Venture

2000 funding bids - Healthy Living Centre bid, New Deal for Communities, Infrastructure Organisation - £2.5m funding into project

Start in Salford becomes a **social enterprise**

Arts on prescription service referred by GPs, university, health professionals, employment sector, self-referrals

Mental health contracts from CCG - primary and secondary care services

Over 50's service - Lottery bid. Sheltered care home service.

**Heart of Salford** awards from the beginning

**Volunteers** at Start in Salford, using CVS policies

Start in Salford business model

Use of **CVS policies** eg environmental policy

**Alison Page**, Chief Officer

**Third Sector Consortium**, Board of Trustees

*Total duration: 58 mins 22 secs*



**Kalima Patel**

### **CVS history**

2003 Joined Salford CVS as Development Worker (Minority Ethnic Communities)

2008- Development Worker (Funding)

### **Interview themes**

2003 New development roles for Salford CVS: **Development Worker (Minority Ethnic Communities)** – four year Lottery funded post

Children and Young People's Development Worker

2003 team- **Sylvia McDowell, Neil Walbran, Lisa Cooper, David Mottram**

Different economic climate to now

New **BME communities in Salford - African refugees and people seeking asylum**

15 different African refugee communities - political, historical differences

Established communities:

**Yemeni Community Associations (3)**

**Salford Link project-** Asian, Bangladeshi, Pakistani and Arabic communities

**Orthodox Jewish communities**

### **Eccles mosque**

**Little Hulton-** Cocktail multi-agency group working with refugees

Transience of refugee and asylum communities

**Richard Caulfield - BME Forum**



BME communities now

Grants role - 2009 **Thriving Third Sector investment funds**

Process to move from grants to commissioning and procurement

**Refugee audit**

Quality standards- lottery funded five year project

**Grant finder**- Greater Manchester CVSs working together

**Transforming Local Infrastructure funding**

Equality package

Stakeholders

**VOCAL** project

**Communities of Identity project**

Health projects

**Civi CRM** systems

Changes in CVS's business development role

Challenging times for **Infrastructure organisations**

*Total duration: 52 mins 41 secs*



**Lisa Cooper**

### **CVS history**

1999 Joined Salford CVS as Development Worker (Health and Social Care)

2002 Development Team Leader

2003 Left Salford CVS

### **Interview themes**

Post was **jointly funded** with the health authority and social services

Acted as link between community groups and health authorities/social services

Attended high level meetings.

Local authority had a high regard for CVS

PCTs were coming in and wanted meaningful engagement

Signposted community groups using **Funder Finder**

**Advocacy** for community groups

## **Health Action Zone – Manchester and Salford**

Developments in Seedley and Langworthy

Priorities for Development Workers were minority ethnic communities, health and social care, and young people.

Change from the **flat structure**

Memories of David Mottram, Linda Roberts, Gary Carr

## **Community Chest**

Move to **Town Hall**

**Crossroads** and **Direct Payments** moved in at same time

**Training** courses

Community Skills course

Project: investing in the social economy in Salford

## **Salford Strategic Partnership**

**Community Networks**

**Healthy Salford Fair**

*Total duration: 59 mins 13 secs*



**Alison Page**

## **CVS history**

2013- Joined Salford CVS as Chief Executive

## **Interview themes**

Wanted to work in Salford in a strategic job – family from here

Understanding place and history is very important

Manchester and Salford inextricably linked

Challenge was to **reconnect with local authority and health**

Must do **what's best for Salford**

We are still at the forefront of **grass roots work**

CVS gives out about 150 **small grants** a year

Enables us to connect or reconnect with small organisations

CVS has a good strategic relationship with bigger organisations

We are a **trusted organisation**

The role of a CVS is relational, not transactional, about building relationships

The challenge is to **make a difference**

Have a spine of work that all development workers do, plus areas of specialism

Monitor outcomes and impact using **Civi CRM** system

**Strategic work** has become more valued in Salford than development work

Recent closures or mergers of CVSs or similar infrastructure organisations

Hardly get any money for volunteering

**Volunteering** should be everyone's business

Challenge to formal volunteering, because it costs

Support 'Keep volunteering voluntary'

Formal and informal volunteering are both important

Need to fight to preserve the notion of formal volunteering

**Campaigning** is important, but it is really tricky

Need to understand politics, and the place, and what's gone before

Ian Stewart, Hazel Blears, David Lancaster were all involved in CVS

Our job is to **facilitate**, it's not a pyramid with us on the top

I hope my legacy will be that CVS is seen as an organisation that's important to the fabric of Salford. It's about the organisation, the place and its people: it's not about the staff – we're the custodians.

Important to be anchored in a **historic building**

*Total duration: 48 mins 12 secs*

## **Diana (Dizy) Martin**

### **CVS history**

1974 Joined Salford CVS as Community Worker

1979 Left Salford CVS

### **Interview themes**

Got out in **community**, talked to people, followed leads, networked

Found people who'd got ideas and wanted to do things

Few **meeting places** in Salford

Concept of **neighbourhood** wasn't really there

**Slum clearance** had 'knocked the community out of the community'

**Richard Bundy**, Welfare Rights worker in Salford

Set up **Women's Aid**

**Manpower Services Commission** funded workers for small organisations

Set up **Law Centre**

Worked many evenings

Formed a branch of the **TGW Union**

**Roy Trick** was fantastic

Campaigned for **pedestrian crossing** in Weaste

Very local identities in different parts of Salford

Some cross-border work in Cheetham and Broughton

**Pat Pannone**, part-time Volunteer Bureau organiser

**Volunteer Bureau** recruited many very good local people

**Elton Street Adventure Playground**

Worked with **Ellen Marie Mikhulin** at Salford University Community Action

**Log Cabin** was a sauna in summer

**Salford Festival 1990** commemorating 700<sup>th</sup> anniversary of city

*Total duration: 46 mins 44 secs*

## **Thank you**

Salford CVS would like to say a big thanks to:

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Chris for finding Rosie and Kim and enthusing them about CVS;

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**Salford CVS and Volunteer Centre**

**The Old Town Hall**

**5 Irwell Place**

**SALFORD**

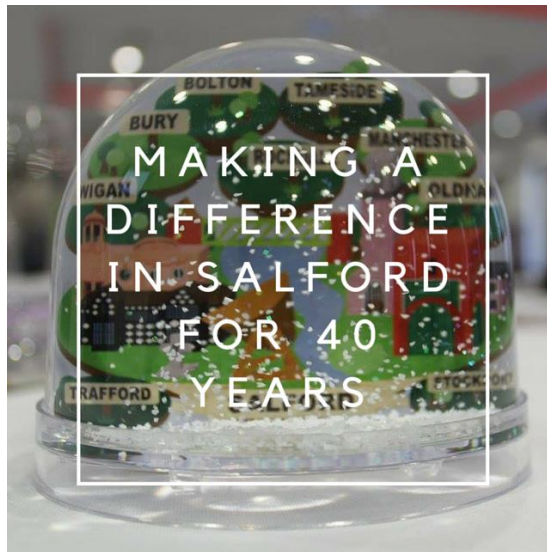
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Salford CVS is the city-wide infrastructure organisation for the voluntary, community and social enterprise sector; providing specialist information, advice, development support and opportunities for influence and collaboration.

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