

ACTIVITIES REPORT

2011-12: JULY TO OCTOBER 2011

NATIONAL REPORT

WORKSHOP PROGRAMME

New locations. Birmingham; Lewes prison one-off workshop; also follow-up workshops in Trondheim and Oslo.

Newcastle partnership programme now at an end but looking at expanding with renewed funding.

There has been an increase in tasters for potential referring agencies; there have also been community tasters in Birmingham and Thurso and also one planned in Leeds for the first time.

Prison work is still low - currently only Kilmarnock and Shepton. New governor at Shepton is making encouraging noises; Kilmarnock prison is pulling out due to funding cuts.

AVP Britain and AVP London are putting together a joint funding application to the Joseph Rowntree Charitable Trust for a programme of workshops on housing estates affected by the riots -- decision in March.

Outcomes. High satisfaction rate in our workshops so far this year: still 98%. The effectiveness of our workshops, based on five key measures, has also increased. Separate data collection for participants with DV backgrounds shows that the results for this key target group are very similar to the average. Follow-up interviews, at two months or more after workshop, show that self-reported outcomes for participants are only slightly less strong than those straight after the workshop. This goes some way to showing that the outcomes of our workshops generally endure.

Volume of work. Rate of workshops has increased this year - a rough projection is that we will have done between 50 and 60 Level One or Level Two workshops for this financial year, up from 46 the previous year. Per-workshop participant numbers are still usually quite low, however, with most workshops under-subscribed.

Target groups. Around two-thirds of participants are reporting violence or abuse in their home life; just over half report that violence has affected mental health. However, work with our other main target group: people in and around the criminal justice system, is at a (probably) all-time low. AVP London is running an ex-offenders project but take-up is slow so far. AVP Scotland is also focused on work with this group although it will take time for the new worker, Des Fik, to build the partnerships they need. There is a trickle of prisoners from Askham Grange Open Prison attending the York workshops.

Accreditation. AVP London and AVP South-west (at Shepton Mallet prison) are running occasional OCN-accredited AVP workshops as part of AVP London's arrangement with their largest funder (Lloyds TSB Foundation) whose grant is coming to an end in April. AVP regions have no other accredited workshops

planned, which leaves the future of this strand of our work in question. David is still the Internal Verifier for the OCN work but will hand this on to the new Programmes Manager when they come into post.

Evaluation. Also as part of the same funding arrangement, AVP London has commissioned an external evaluation of the OCN work, with favourable interim results so far.

Safeguarding. A participant threatening physical violence on a Doncaster workshop left the workshop and no-one was harmed. The facilitators wrote a report of the incident, which was referred to Workshops Committee. The matter will be looked at further by the new Programmes Committee, which will be reviewing all our safeguarding arrangements and advice given to facilitators.

Facilitators. Holding steady at around 100. There is a shortage of men, young people, and lead facilitators. Next Training for Facilitators will be in London in early December but it might have to be cancelled due to low numbers. Additional trainings have been held at the national gathering in September, as well as a day workshop on communicating nonviolently in York in October.

DISTANCE LEARNING, 'FACING UP TO CONFLICT' COURSE

15 of 20 prisoners in different establishments completed the trial over the summer and the feedback was predominantly very positive. The outcomes for participants, based on our five key measures, were only slightly less strong than those for workshops.

Our target for the year from September is 50 course completions, of which 30 should be prisoners. It is difficult to project but we have 12 learners enrolled on the six-week course so far and it is likely that demand for the course will be stronger than predicted. Each part of the course is posted to the learner each week, because the trial found that some prisoners were completing the whole course in a couple of days and sending it back.

Currently the course is available free of charge to 1) prisoners and 2) workshop participants, post-Level One, who want to reinforce/develop their learning and could not afford to pay for the course. To anyone else the course is available for £15, although I'm not advertising it publicly just yet in case demand outstrips supply.

A very good printers deal means that the cost of the pack can be kept low. Donations of stamps from the Quakers is keeping postal costs down, too.

AVP IN NORWAY

We continue to offer low-level support an activists group in Trondheim and the Quakers in Oslo to develop a community AVP programme there. Roswitha Jarman travelled to Norway again this October for follow-up facilitation work.

FINANCE

New regional budget and cash book spreadsheet are now in use in the regions, enabling regions to report easily on financial progress through the year, although not all regions have sent their cash books to the office this quarter.

Alternatives to Violence Project								
Quarterly financial report to the Board of Trustees								
2011-12: to October 2011								
	National office	NEEM	London	Scotland	NW	MW	SW	Total
Income to date	68,023	6,239	19,478	3,326			830	97,896
Expenditure to date	48,028	3,941	16,677	1,603			1,925	72,174
Surplus (+) / deficit (-)	19,995	2,298	2,801	1,723	0	0	-1,095	25,722
Bank Balance	33,701	7,054	9,864	26,354			6,657	83,631

Note: bank balances are adjusted to account for uncleared debits and credits
 Any blanks indicate regions that have not sent their cash books this quarter.

FUNDRAISING

See the budget print-out for grants secured so far this year. The main highlight is that we were successful in our application to the Esmee Fairbairn Foundation for a grant of £28,450 to cover some of our national costs for 12 months from 1 January 2012. However, our budget for national costs in 2012-13 is likely to be touching £85,000 so there's a long way to go yet! As part of this I shall be trying to persuade Dulverton Trust and Volant Trust to renew their grants for us, too, but we also really need to increase our share of income from non-trust sources - i.e. workshop receipts and grassroots fundraising.

For the current year we still need to raise about £8,000 before March 2012, although we are underspent in some areas.

Income from donations and standing orders is creeping very slowly upwards. My encouragement to AVPers to organise grassroots fundraising has not worked very well so far, however. Kristen's fundraising walk in August raised £550 fairly easily based on donations mostly from her and my friends, so it can be done!

I hope the trustees will spend time thinking about how they can support the overall fundraising effort.

I can only really do some justice to our fundraising challenges once the Programmes Manager comes into post and I will no longer have to think about the work programme (as much).

COMMUNICATIONS

The COP committee spent their £1,500 budget on hiring a freelance web designer to produce a new look for us, including a simpler, smarter layout, twitter feeds and workshop dates right on the home page. It looks very good. Anand is now working on attaching this new look to the CMS (i.e. the website's machinery).

The COP committee have also been working with me on a 'credentials' document for explaining our work to potential partners; they have set us up on twitter and arranged to have some of the previously proliferating AVP facebook pages closed down so we can consolidate efforts on one main one.

Annual report has been printed and is available.

STAFFING

AVP Scotland. The big news here is that Des Fik has begun work as the AVP Scotland Development Worker at 2.5 days per week. Mark Bitel, Elizabeth Allen and I recruited Des as part of a long recruitment process due to the large number of applicants. We are all very happy that Des got the job. Des has visited the national office and been inducted.

AVP London. The other big news is that Becky is leaving AVP London. I have been supporting Becky and Hubert to recruit her replacement and Becky is helping us a lot by being very flexible to make the handover as smooth as possible.

AVP Britain. We are recruiting the Programmes Manager from a field of less than 20 applicants and the Admin and Fundraising Assistant from a field of about 70. Interviews will be held on 16 and 18 November respectively, straddling the Trustees meeting on 17th. I have hired a short-term freelance temp at £10 per hour, one day per week to help with office admin.

AVP Britain Director. I am on three days per week at the National Coordinator salary of £28,280 pro rata until the Programmes Manager arrives. From their first day my role will be Director and I'll be working to the new job description accordingly. The salary will be £30,500 pro rata at three days, as previously agreed.

Terms and Conditions of Service. We are now using standard terms and conditions of service across the organisation based on the template trustees agreed between meetings.

VOLUNTEER SUPPORT

Monthly email update is being sent out as usual, and by post to volunteers without internet access. A new 'Developing our practice' occasional email is also going out.

NATIONAL GATHERING

Very successful this year with over 50 participants and very good feedback. NEEM organised the programme and Midlands and Wales made the practical arrangements. There was a plenary discussion about the organisational and staffing changes. See financial spreadsheet for income and expenditure.

There was quite a lot of controversy this year about entitlement to free places at the gathering. This will need to be addressed before next year's gathering on 5 to 7 October in Birmingham.

COMMUNICATIONS, OUTREACH AND PARTNERSHIPS

Website text and images have been renewed. The COP committee have hired a freelance designer at a low rate to work with Anand on updating the overall website style. A work in progress is to create a short document designed to explain to potential partners, including prisons, what AVP can offer.

ORGANISATIONAL STRUCTURE CHANGES

Of course, this has all been going on as well! See separate document sent to all volunteers.

REGIONAL REPORTS

AVP NORTHWEST

We have a strong and committed management team and continue to expand our activities and hold lively committee meetings at approximately six weekly intervals.

We are managing well financially being only about £400 down on the start of the financial year. This excludes a grant of £1980 from the Cooperative to subsidise those unable to pay the full workshop fee at Tameside Mind workshops.

Our new treasurer is slowly taking over from our existing one.

We have 16 workshops planned for 2012 and expect to do more than that. We had 8 people from the North West at the National Gathering. We paid the petrol costs for one member so that 4 people could travel in one car.

We expect to have 3 people on the next T4F.

We have finished the process of changing our name to AVP NW.

We have a new committee member, who has marketing expertise, and are now marketing our workshops on local websites. (Without results so far)

We are still getting numerous enquiries and bookings from Social Workers and Solicitors.

We will be running our last workshop at Tameside Mind in May 2012. We have secured a new partnership agreement with Floating Support Tameside, who have a venue near by and will be running three workshops there in the second half of 2012.

We will be using Bolton Quaker Meeting House for a Second Level in July 2012.

We struggle to find participants for our Liverpool workshops. We may be doing a workshop specifically for a charity "The Social Partnership" on the Wirral early next year.

We are continuing to make small scale applications for funding.

The sub-committee working on next year's National Gathering, Sahera and Tony, has begun its work.

AVP MIDLANDS AND WALES

Considerable effort has been put in to trying to develop courses in Birmingham but with mixed results. Earlier in the year two taster courses were followed by a successful L1. This autumn the same pattern produced just three people wanting to know about AVP, with the result that the L1 had to be cancelled.

At the recent Regional committee meeting it was acknowledged that without personal contacts future tasters were unlikely to produce viable numbers of participants. The committee is now exploring ways of funding and appointing a part time worker.

AVP NEEM

Since 1 August, I have taken over NEEM's general administration, working an average of 11 hours per month. We held a regional committee meeting on 20th August, where we formalised the membership of NEEM management committee, and our next meeting will be on 10th December.

I have worked on 3 main developments:

1. Continuing to liaise with the Ryedale and Scarborough Domestic Abuse forums, and holding a taster for members of the Ryedale DAF on 15 August. We are currently discussing the possibility of holding a workshop for some of the perpetrators they work with.
2. Arranging to hold a taster in Leeds as part of the Leeds Summit, a large event coordinated by Together 4 Peace, which represents a useful opportunity to begin networking in Leeds.
3. A meeting with Jackie Lewis at Doncaster Mind got us talking about further ways that we could keep developing our partnership, by holding a workshop for Mind staff, and developing a programme of drop-in anger management sessions based on AVP philosophy.

Cecile Brich

In Newcastle, the first series of 8 workshops was completed in July, and we are now working on other possible workshops.

AVP completed the first series of eight workshops in Newcastle this July. They were sponsored by the Newcastle Conflict Resolution network, which is now coming to the end of its 3-year funding. NCRN is currently working out its strategy for Quaker grant applications for a further 3 years. They hope to continue and develop the AVP work further afield in Walker, and possibly, if the model of focussed geographical activity in close partnership with local residents continues to work, in other areas of the city later. A party is being held on Nov 19 by the Walker women at the Monkchester Community centre in Walker to spread info about the workshops to people who may not know much about them, and to see if there is further interest. I will take publicity boards, leaflets, evaluation info etc.

We are now exploring running a non-residential Level One workshop for people working with young people. Action for Children, and Worhouse, have indicated possible interest. We were recommended to them by the Walker women.

Rosemary Hartill

AVP LONDON AND SOUTHEAST

AVP London has run the following workshops recently:

- August – HMP Lewes
- September – Westminster Quaker Taster

- September – Community Level One
- October Community Level One

And has the following planned:

- November - Community Level Two
- November – accredited partner Level One with ex-offenders
- December – TforF
- December – Community Level One

NEWS:

- Our main news is that Becky is leaving and we are currently recruiting a replacement who will work 2 days per week. Becky's last day will be Monday 12th December but she has offered to work one day per week if we need to fill in any gaps in staffing.
- We still have major issues with funding (hence the new person being 2 days per week), and have recently had negative responses from 3 trusts.
- Workshop numbers are good, despite the occasional dip
- Our Lloyds 3-year accredited workshop programme will finish in March next year, it is currently being independently evaluated (part of the pledge to the grant).
- We have started our 3-year ex-offenders on community workshops programme, but need to do some more effective marketing to get numbers up.

AVP SOUTHWEST

No report received.

AVP SCOTLAND

No report received.

DG 11/11

Alternatives to Violence Project (Britain)

Statistical Report to Trustees (Workshops)

Period of report: **Beginning** 1 Apr 11
Ending 31 Mar 12

Note: This report displays information for only those workshops that have taken place within the period stated above for which a facilitators' evaluation form has been processed.

Average number of completing participants per L1 or L2 workshop: 9

Workshops by region						Workshops by level							Workshops by setting				Completions (exc tasters)						Starting/completing (from 2010) L1/L2 only	
London-SE	South-West	Midlands-Wales	Scotland	North-East – East Midlands	North-West	Level One	Level Two	Total L1 or L2	Training for Facilitators 1	Training for Facilitators 2	Total T for F 1 or 2	Taster	Community	Partnership	Prisons	Training	AV/P Level One	AV/P Level Two	Total completions L1 + L2	T for F One	T for F Two	Total completions T for F	Participants starting	Participants completing
9	2	1	2	11	5	18	8	26	1	3	4	4	15	13	2	5	153	80	233	9	16	25	256	244
30%	7%	3%	7%	37%	17%	69%	31%	100%					43%	37%	6%	14%	66%	34%	100%					95%
				London-SE		6	1	7	1	0	1	1	4	3	1	1	45	7	52	9	0	9		
				South-West		2	0	2	0	0	0	0	0	1	1	0	23	0	23	0	0	0		
				Midlands-Wales		1	0	1	0	0	0	0	1	0	0	0	9	0	9	0	0	0		
				Scotland		1	0	1	0	1	1	0	0	1	0	1	10	0	10	0	5	5		
				North-East – East Midlands		4	5	9	0	2	2	0	4	5	0	2	28	51	79	0	11	11		
				North-West		4	1	5	0	0	0	0	5	0	0	0	38	8	46	0	0	0		