

# **The North Northfleet Big Local Plan**

**Local Trust** | **Big Local**

**Plan as agreed by North Northfleet  
Big Local Partnership  
August 1<sup>st</sup> 2013**

# The North Northfleet Big Local Plan



*“A vision is not just a picture of what could be; it is an appeal to our better selves, a call to become something more.”*  
- Rosabeth Moss Kanter.

## 1. Introduction

Community comes from two Latin words; *com* and *munos*, translated literally as “together in gift”; and since our part of Northfleet was announced as a Big Local community we have been able to come together to produce a long term, but evolving, vision for this neighborhood that allows us to make the most of this gift of an opportunity from Big Lottery.

Though it is Gravesham’s most underemployed and economically impoverished community, Northfleet is also proud. The decline of industry; most notably the Cement Works, the last of which closed in 2008, brought with it a sense of disinvestment and abandonment. This is reflected in terms of indices of multiple deprivation and other stats; life expectancy, for example, is 8 years less in Northfleet than in Istead Rise, just 4 miles away.

However, this is far from the stereotypically defined ‘un-neighbourly’ deprived urban community. On the contrary, there exists a core group of community activists ready to challenge the assumption that Northfleet residents have only problems, not solutions. This has been borne out by some of the huge strides Northfleet’s Big Local community has taken since residents started getting involved in Big Local. With this in mind, this plan tells the story of our journey so far and how we intend to build on the things we have done since we came ‘together in gift’.

## 2. Getting Started

In the summer and autumn of 2011 we asked local people, (we reached around 300 people at 12 different events) what they thought about life in Northfleet using ‘Planning for Real’. They gave us some very valuable ideas and information.

Planning for Real® is a unique, globally recognised, method of community engagement that encourages young and old to come together to register their views on a range of issues and work at identify priorities in order to develop an action plan to make their neighbourhood an even better place to live.

In Northfleet, children at Lawn Primary School had the first say on how Big Local might change their lives. Year 5 ‘Jupiter Class’; (8 and 9 year olds who will reach adulthood at the

end of the 10 year Big Local programme), with the help of teachers and local volunteers, created a 3D model of the area to be used for Planning for Real. The Mayor of Gravesham, Councillor Tanmanjeet Singh Dhesei, came along to help the class apply the finishing touches to the model and praised the children's efforts:

*'I very much enjoyed the model making initiative with the children, who were very enthusiastic. It is important and somewhat unique that the consultation has sought to involve children at this stage. After all, they will be affected most by the proposals introduced over the next 10 years. We must leave behind a legacy for them that they have contributed towards and are ultimately proud of.'*



They then used the finished model at community workshops and asked people to place suggestion cards (identifying things such as health, safety, leisure etc) on the model to show where and how they would like to see improvements in their neighbourhood. Themed working groups such as 'Environment and Green Space', 'Community Safety' and 'The Future for Young People' are now using the evidence from Planning for Real to prioritise action for the Big Local Plan that will enable the community to start investing their £1 million from Big Lottery.

### **Northfleet Planning for Real summary of results**

The points made were very varied but can be first divided into 'problems and issues' and 'ideas and solutions'. There are plenty of both! These come from various events and similar points have been grouped together. The most discussed issues are in the 'popular issues' section, while the full lists are below that. The numbers beside each point show how many people made this point, on average, at each planning for real event.

The most consistent problems mentioned were:

- Noise & Rowdiness 13
- Drug Dealing Problem 15
- Drinking Problems 15
- Dangerous Driving 10

All of which lead to '***I Don't Feel Safe***' 11

There are other issues mentioned, as below. Beyond these general points are issues about social housing (notably from Wallis Park), local services and some specific places. Security is clearly a key issue.

Some of the ideas and solutions mentioned most point to young people and children. We see the need for:

- a youth club 17
- an after school club 11
- adventure play for 6 – 12 year olds 15
- a playground for young children 15

New sports facilities were also called for.

There's plenty of interest in better local green spaces and room for food growing, with many calls for allotments (15 ) and a 'city farm'. A picnic area would also be popular.

Finally there were calls to improve local services, notably careers and jobs advice, and a range of innovative ideas including a 'time bank' and community café.

### **A full set of the responses are attached in Appendix 1.**

Some of the suggestions in this 'snapshot' of community have been achievable without Big Local money, but because of Big Local engagement. Our new notice boards, dog bins and street lighting, (across the bridge), for example, have been due, in part, to the rekindled relationship between the community and local authorities (borough and county) that Big Local has fostered. But we also have individuals looking at finding solutions; a 'Star Person' exploring the possibility of a community café, for example.

## **3. An Early Success Story**

The windows were boarded and door chained on the former Family Centre at the heart of the Wallis Park Estate eighteen months or so before Big Lottery made the announcement. A 'Task Force' of local residents emerged to campaign on the re-opening of this valued site; to bring it back into use, for something, for anything...for everything? They worked hard way before £1m appeared on the horizon; lobbying, protesting, plugging away in the hope of a breakthrough.

There were plenty of ideas; a beauty salon; community café; computer training centre; toddler mornings; film club; photography club; boxing; chess club; martial arts, and youth music. "All we need is a little support and a lot of belief" was the attitude; and it was rewarded, eventually, with a renewed relationship with Gravesham Borough Council's Communities Department and the announcement of Northfleet as a Big Local area.

The 'Planning for Real' work gave us a good snapshot of how people would like to make this an even better place to live, if they could. Well, now they can. But why wait for our Big Local plan to be ready to start realising some of these things? We know it will take a while to build a vision that everyone buys into; but why don't we show people we mean business now? It's not as though people haven't been working toward some of these things; why don't we build on

some of these relationships now? Why don't we have a stab at getting a 'youth music' project off the ground, for example? And that we did.

With a seed grant of £3,000 from Gravesham Borough Council and the support of music charity Rhythmix, we applied for £27,000 from Big Lottery's 'Youth Music strand. We got it, and here is the result:



Not only did we receive £30,000 to run this project for 2 years; the strength of the partnership built around the bid (and Big Local) meant that we are able to run the project out of the 'derelict' family centre; and turn it into 'The Wallis Park Community Centre.' Trust was building, relationships were developing, and we were starting to hear words like 'right to occupy'.

We, as Big Local residents and partners owe a huge debt to The Ebbsfleet Rainbow Centre and volunteers who've played host to our meetings; our trials, tribulations, and getting people involved in Big Local activities. Therefore, we would like to note our gratitude here.

#### 4. Free Space and free training

As of March, 2013 we have a newly elected 'Locally Trusted Organisation' to help us manage the proposals expressed within: Council for Voluntary Service North West Kent, (hereafter 'CVS'). With CVS having the 'right to occupy' the newly re-named 'Wallis Park Community Centre' to allow Big Local supported (and other) events and activities to take place on a regular basis and an 'early win' under our belt, a conversation started among Big Local residents and partners about other great venues in the area and how they can be brought back into *regular* use; how could we bring these places 'alive' with activity and aspiration?

It soon became apparent that the biggest barrier for small community based groups - be it a toddler group, dance academy, or local entrepreneurs looking to establish themselves, is the cost of hiring a space in which to operate.

Therefore, we propose to give such organisations an opportunity, in the first year of Big Local, to establish themselves with free space at 5 venues. The cost of which shall be spread equitably between the following organisations who will operate an open door policy to groups approved by the Big Local Partnership, (a group established to *reflect* rather than represent the community).

<b>Harnessing Local Talent in ‘Free Space’</b>	
Wallis Park Community Centre, (former Family Centre)	<b>£5000</b>
Ebbsfleet Rainbow Centre	<b>£5000</b>
Walk-Tall	<b>£5000</b>
Veterans Club	<b>£5000</b>
St. Botolph’s Church Hall	<b>£5000</b>
<b>Total budget for ‘free space’ in year one</b>	<b>£25,000</b>

However, instead of this merely being ‘free space’; we also intend to build in a training programme for those who need it that will allow people to have increased skills and confidence so that they can continue to tap into Big Local opportunities as time progresses. More than that, we know that investing in local talent and ambition in this way will return both social and financial dividends for Northfleet Big Local.

We can speak confidently about this because it is already working: So far, five Northfleet Big Local residents have become ‘Star People’ with UnLtd: the foundation for social entrepreneurs aiming to unleash the energies of people who can transform where they live. These are individuals with fantastic ideas to help make Northfleet an even better place to live.

<b>Training Budget</b>	<b>£5,000</b>
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## 5. Jobs and Training to Access Jobs

Another top priority for residents from ‘Planning for Real’ was access to job opportunities and training. Our town has a proud history of local employment. Indeed, we were built around the cement industry. Sadly, since its decline, barriers to employment have risen and could potentially worsen if we do not take full advantage of this Big Local opportunity. Therefore we intend to build on the work of local people and organisations that have been working hard to raise aspiration and link it to opportunity.

The key to success, of course, will be the strength of our partnership and the relationships we build between employers; trainers; local organisations, and individuals. And through Big Local, we started a conversation that led to the following proposal from organisations working on a Jobs and Training programme for Northfleet Big Local residents:

<b>Diamond Social Enterprise</b>
<ul style="list-style-type: none"> <li>• Primary aim is to help create new employment opportunities for the long term unemployed and help people get into work and training by advising on self employment and new social enterprise start ups</li> </ul>

- Tailored individual job support for the disabled
- Knowledge of European projects such as the Life Long Learning Programme and the European Social Fund
- Work experience and volunteering

Council for Voluntary Services North West Kent, (BL Local Trusted Org)	
<ul style="list-style-type: none"> <li>• Provide groups and organisations with forums for networking</li> <li>• Enable groups to share good practice and expertise</li> <li>• Encourage local groups to share resources and work together</li> <li>• Help create a more efficient and effective voluntary/community sector, locally</li> <li>• Provide information, advice; support and training on funding and legality</li> </ul>	

**The Idea:**

The organisations above will form an umbrella ‘hub’ to work together in order to support and enhance the services each provides individually with the following:

- Construct bespoke employment programmes to suit Northfleet Big Local residents
- Provide professional careers advisor for individuals
- Incorporate an information advice; guidance; mentoring and coaching service
- Job sourcing

Again, we are not just proposing a ‘tick box’ service here. Instead, we are connecting this arm of Northfleet Big Local to *genuine* opportunity. Finding a sustainable approach to fitting the right person to the right job, is not an easy task; but we will endeavor to do so by investing in Northfleet’s rich human capital.

A document setting out this proposal in more detail is in Appendix 2. This Big Local jobs and training package will be the start of something bigger for the area. With evidence backed by sustainable job outcomes for the Big Local area we anticipate attracting further funding, (outside of Big Local), after the first year. Therefore, we anticipate reducing the cost from Big Local funding in year two.

<b>Cost of Job Programme for Year One</b>	
Produce job related outcomes	<b>£23,000</b>
Travel expenses etc. And an apprenticeship	<b>£5,000</b>
Total cost for Year One	<b>£28,000</b>

<b>Cost of Job Programme for Year Two</b>	
To deliver as above	<b>£15,000</b>

## 6. 'Disneyland rival' plan for Kent Paramount Pictures theme park

We want local people to be ready for job opportunities when they arrive. Not least the *proposed* 'Paramount Pictures Theme Park'; on our doorstep, that could bring 27,000 jobs to the area, set to be completed by 2019.



A computer generated image of the Paramount Entertainment complex and other attractions on Swanscombe Peninsula

“A £2bn entertainment resort which would aim to rival Disneyland Paris could be built in north Kent. Developers have been granted a licence from Paramount Pictures to use its name on a resort on the Swanscombe Peninsula... The scheme has been offered "support" by Dartford and Gravesham borough councils. The site's developer, London Resort Company Holdings, is now looking for further investment for the project. It estimates the park, which would be based on a former cement works, would create up to 27,000 jobs. The 900-acre brownfield site is next to Ebbsfleet International station, which is 17 minutes from London and two hours from Paris.” *BBC News*, 8 October, 2012, (<http://www.bbc.co.uk/news/uk-england-kent-19867695>)

### **Economic Growth (from the Theme Park)**

Tony Sefton, project leader, said the company hoped to open the site in 2019. He said: ‘Over the next 12 to 18 months we will be progressing the planning application, while embarking on a wide-reaching programme of community consultation, while securing further commercial agreements with third parties.’ Campaign group Demand Regeneration in North Kent said it was as though everyone in north Kent had just won the lottery... “So long as the plans are fully tailored to the needs of the local community, we could look to the elimination of the pockets of severe deprivation which currently exist throughout north Kent.” *BBC News*, 8 October, 2012, (<http://www.bbc.co.uk/news/uk-england-kent-19867695>)

Of course, we have a lottery win of our own to join this to. This is all a long way off, and may never happen. But we need to be ready for what would be a transformation of this area.

## 7. Town Team

A group of retailers in The Hive Shopping Parade made an application to the Department of Communities and Local Government, (mid 2012) to become a ‘Portas Pilot’ community, (under the government’s proposals recommended by Mary Portas in her independent review on



the future of Britain’s high streets). Though we were unsuccessful in our application for £100,000; the government saw fit to grant us £10,000 to help improve ‘The Hive’ shopping parade; and set up a ‘Town Team’. This was a catalyst to start building on the work of organisations who’ve been working hard at developing training and job opportunities for local people. Our £10,000 remains unspent and could, potentially, match fund opportunities mentioned above. A ‘Northfleet Town Team Partnership’ was established March, 2013.

“Our £10,000 is being allocated to projects that the community wants as well as things retailers have identified as priorities. ‘The Hive Partnership’, (the name of our Town Team) is now an eclectic mix of local residents and retailers. Ongoing meetings are held at the library and weekly coffee mornings enable continued and evolving consultation. Recently, a Neighbourhood Watch scheme has been discussed along with CCTV availability for the area, a revamp of signage and an environmental face lift. The library service is being reviewed at county level and expressions of interest will be available shortly for communities wishing to take over contracts to supply the service. £10,000 funding would be used to continue a ESF funded job club delivered at the library which would also help facilitate The Hive Partnership . We hope that in partnership with others we will spearhead a collaborative bid for the library service.

<b>Job club at the Hive</b>	<b>£10,000</b>
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## 8. Young People’s Voice

Our Big Local Partnership established a working group to think about the future for young people in Northfleet. Again, this was a top priority from our Planning for Real consultation. This chapter of the plan is broad and highlights the interconnectedness of Big Local priorities; many of them over-lap. For example, one of the most pressing short and long term problems facing us, (indeed, the country), is youth unemployment; and we need to ensure we develop and invest in new talent in the manner expressed above; this will include young people leaving full time education, which, in turn, gives them a ‘voice’. However, is just as important for us to consider the very young and create opportunities for them to develop in a clean, healthy and vibrant community.

Most parents of young children in Northfleet’s Big Local area are keenly aware of the fact that children’s play areas, where they exist, are inadequate; ‘insulting’ even, to their families. Therefore, a group of Northfleet Big Local residents started campaigning, lobbying and engaging the major land owner in our community, in the hope of gaining a piece of land for a children’s play area.

The multinational company Lafarge is, in its own words a “world leader in building materials, Lafarge extracts resources from the heart of the earth to make materials to bring to the heart of life. Present in 64 countries, the Group responds to the world’s demand for housing and infrastructure. Lafarge is driven by the needs of its customers, shareholders, local communities and architects. The Group creates high value-added solutions which encourage creativity whilst leaving a lighter trace on the world.”

Lafarge has proved their commitment to local communities with the offer of a rolling 10 year, rent free, lease on a piece of land in ‘Vine Yard Pit’, in the 7 Avenues Big Local area (10m by 45m), specifically for a new children’s play area.

It should be noted that Lafarge have also offered to prepare the land by leveling and securely fencing the area, at considerable to cost to the company. We believe this is a fine example of partnership working and match funding. Council for Voluntary Service North West Kent, will hold the land on behalf of the community, (subject to trustee approval); but it is a medium term aspiration of Northfleet Big Local to establish its’ own legal entity to manage the land. This might be a Community Land Trust.

The value of this land and its’ preparation, fencing etc. for use are hard to estimate but it runs into many tens of thousands. We now need to make this community asset ready to use by equipping it. We are therefore looking to spend c. £42,855 on play equipment in the first year as a one-off cost. On top of this is VAT, bringing this sum to c£60K. Renders have been acquired for this and are available.

This will be a wholly new community asset, created during the formative period of Big Local in the area, as a sign of what we want to achieve over the next ten years. Maintenance of this community asset will be done by No Walls gardening (see 14 below) as part of their work with Big Local.

The Partnership is now exploring the possibility of claiming VAT back on the play equipment in the same way a Parish Council could, for example. If we are successful in this we will discuss this with Local Trust. It would be our intention if this is the case to put £10,000 into a Future Initiatives fund for year 1 (see 14 below) and also reduce our total spend by c£7000. We will seek to discuss this with Big Local in the near future.

Cost of Playground Equipment; purchased from a company within the Big Local Area. (One off capital cost for Year One)	<b>£42,855</b>
<b>VAT</b>	<b>£17,142</b>
<b>Total</b>	<b>£59,997</b>

## 9. On The Buses

Another concern for parents is the apparent lack of access to local services. Despite an extensive network of bus services and two main line railway stations, (one of them international); transport and access to services is a real problem for many individuals and families in Northfleet. How many have taken advantage of the nearby ‘Cyclopark’, for example? We discovered that many of us have been priced out of public transport; while two perfectly good minibuses are sitting unused in our neighbourhood. Therefore, we propose to bring them back into regular use by hiring the vehicles; employing a part-time driver, and setting up a volunteer driver service to supplement it. This will also provide a service for elderly people, when their transport options are restricted. There is proof from elsewhere that such schemes work well, and enhance social capital at the same time, (‘Wealden Wheels’, for example: <http://www.wealdenwheels.co.uk/>).

<b>Big Local contribution toward establishing a community transport scheme</b>	<b>£5,000</b>
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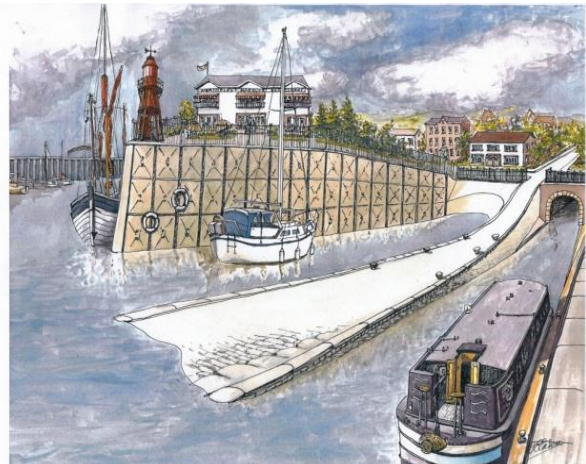
## 10. Northfleet Harbour Restoration Support

Northfleet Harbour had been used by mariners since Roman times, (possibly earlier) and thrived until it experienced serious neglect over the last few decades. The Northfleet Harbour Restoration Trust has been set up to try and reverse that decline; and bring it back into use. They will be looking to reopen the harbour to the River Thames; creating an opening in the flood wall that cuts across the entrance. Once open, the harbour will be home to employment connected to boat repairs; historic sailing ships; marina services; leisure; heritage interpretation; education and much more. This truly unique historic asset, when restored, will create a much needed maritime centre on the lower reaches of the tidal Thames. Currently the Lower Thames has very limited resources with no public slipways; small boat repair facilities; walk on walk off public landing stages; fueling; victualing; or historic ship moorings. The restoration of our harbour would change all of that; revolutionizing our local economy on the way. Northfleet Big Local would like to express our support for this long term project by seed funding a feasibility study.

<b>Supporting Northfleet Harbour Restoration Trust (Year One Only)</b>	<b>£5,000</b>
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Photo: Northfleet Harbour, 2013



Drawing: The Vision

## 11. Sport and ‘Kick-Kent’ in Northfleet

We chose to invest some of our ‘Getting People Involved’ money in running a sports programme with the charity ‘Kick-Kent’ who aim to “help young people in deprived neighbourhoods realise their potential through sport...we have different ‘themes’ incorporated into our weekly sport lessons such as empathy, courage, setting and achieving goals. Through our lessons young people become more confident in the ‘theme of the week.’”

This fits into one of Big Local’s top priorities: “People will have increased skills and confidence, so they can continue to identify and respond to needs in the future.” As this is a ten year programme we believe that using fun and engaging ways of building confidence in people of a young age; through sport, will have a lasting effect and allow them to start thinking about

taking full advantage of some of the other opportunities listed above, (around employment and training, for example) as they reach young adulthood.

We have witnessed first hand, through the programmes run to date for Northfleet Big Local; using ‘getting people involved’ funding, the difference in some of our young people and the culture of the estate on which the programme ran: Wallis Park. We want to further this by providing young people with the opportunity to take a 1st 4 Sport Coaching Qualification, which will enable them to receive an income from other, (larger) sport providers. We want to give older youth a chance to take part in a local five-a-side league held at ‘Fleet Fives’, Northfleet. For the very young we want to provide ‘rewards’ for effort and participation with monthly awards such as Kick-Kent T-shirts; medals, and trips to watch our local team: ‘Ebbsfleet Utd FC’, and on special occasions, Wembley.

Our ambition for all of this is to see the older youth provide positive role models for 5-11 year olds to look up to. With our community containing one of the highest percentages of young people not in education, employment or training in Kent; a ‘lost generation’ if you like, we are excited about the prospect of ‘finding’ people willing grow into the ‘Big Local Generation’.

<b>‘Kick-Kent’ Sport in Northfleet (Year One &amp; Two)</b>	
<b>Core Costs:</b> 1 ½ hour session, 2 coaches = £80 x 52 weeks (over longer than one year to accommodate holidays)	<b>£4,160</b>
<b>Project costs:</b> Awards for young people: Medals, Kick-Kent T-shirts, Certificates	<b>£150</b>
Replacement equipment e.g. Footballs, Training tops	<b>£120</b>
Four places to take a 1 <sup>st</sup> 4 Sport Level Qualifications	<b>£600</b>
Youth Football Kit	<b>£90</b>
Trip to Wembley/or organised football match at EUFC for 15-19 year olds	<b>£300</b>
<b>Total Cost</b>	<b>£5120</b>

## 12. A Community Development Worker

Through the ‘getting people involved’ stages the community in Northfleet’s Big Local area has developed skills and confidence, to a large degree. We recognise, however, the need to employ someone locally to enable residents, groups, associations and businesses develop power to act together for the common good and take action to tackle local issues which are important to us, as set out here. We are looking for someone who is a good listener; non-judgmental, and able to get on with people from all backgrounds. They will be enthusiastic and have a ‘can-do’ approach to solving problems. The main body of work for this role will centre on coordinating this Big Local Plan; working with our delivery partners and partnership to ensure success, at the same time as keeping residents enthused and continuing to widen the pool of involvement.

Once we have the Plan agreed we will seek suitably qualified and experienced Community Development Workers to tender for work that helps the development of the Big Local programme, in Northfleet. A Job Description for this post is in Appendix 3.

<b>Community Development Worker Cost (Year One and Two)</b>	
Fixed Price Contract	<b>£25,000</b>

### 13. Other Core Costs

This Plan will fund many exciting projects, but it is also important that the Partnership and the Worker have a budget to continue to engage with the community. The costs of publicity and events are set as below. This budget would be used by agreement between the Partnership and the Worker.

Publicity/Events/Other (Year One & Two)	
Newsletter	£1,500
Website	£2,000
Launch event	£500
Annual Conference/Evaluation	£800
Partnership meetings/events (x12)	£1200
Volunteer Expenses	£2400
Office Costs	£2000
Total	£10,400

### 14. New local initiatives

Alongside our projects we are keen to fund two innovative projects that we hope will become self-sustaining after our initial funding. These are:

#### No-Walls Gardens

No-walls Gardens was established as a Community Interest Company Feb, 2013 working from the Big Local area. No-Walls CIC is a social enterprise that trains and hopes to employ ex-offenders. By offering real training with a real company No-Walls aims to break the cycle of re-offending and challenge perceptions about ex-offenders, achieving real and long-term benefits for our community.

No-Walls Gardens CIC teaches ex-offenders landscape gardening skills; helping participants re-connect with themselves and develop a larger understanding of their relationship to the world around them. No-Walls will provide ex offenders with practical gardening and landscaping skills in the Northfleet area of Gravesham working on areas defined as ‘places for improvement’ through our Big Local consultation; and maintaining our brand new play area, once built. Through this ex-offenders, (or those at risk of offending) will be taught interpersonal qualities of responsibility, discipline, mindfulness, and respect for the environment and one another.

The idea, in a nutshell, is to combine gardening and life skills training to help participants gain self respect and pride in their work – important qualities for breaking the cycle of offending. And most importantly, we will use this project to inspire an entrepreneurial spirit that will allow participants to start thinking about establishing their own micro-business...potential ‘Star People’.

<b>No-Walls Gardens CIC (Year One Only)</b>	
Cost of two part-time (sessional) posts; employed from the Big Local area: 16 hours per week for 25 weeks at £10 per hour	<b>£8000</b>
Cost of planting/gardening materials	<b>£2000</b>
<b>Total</b>	<b>£10,000</b>

### **‘Saturday Social club’ - a Workshop for People with a Learning Disability**

A local woman runs a company that provides craft workshops for local people with learning disabilities. While there are organised activities for these people during the week there is no provision on Saturdays. Therefore, the Northfleet Big Local Partnership proposes to fund the start up costs for a Saturday Craft Workshop to run every Saturday from The Ebbsfleet Rainbow Centre, for people with learning disabilities.

<b>Saturday Craft Workshop</b>	
Start-up costs	208
Equipment (percussion instruments, bingo machine, karaoke)	480
Workshop materials	392
Cost of start up materials	<b>£1080</b>

### **Future Initiatives Fund**

Our work to date shows that there are many people with good and worthwhile ideas. While we cannot fund them all, we do want to be able to offer support. Accordingly in Year 2 we would seek to set up a fund to make small grants for new projects. This fund would be administered by the partnership with the support of the development worker.

<b>Future Initiatives Fund (Year Two)</b>	<b>£10,000</b>
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## **15. Moving forward**

In conclusion, we understand that this is just the start of our Big Local journey and that our Vision and Plan must evolve to reflect community hopes and aspirations throughout the next decade, (and beyond). While we are pleased with the local talent and passion uncovered through these early stages; we must remain continually focused on building confidence in those who may not have been involved to date. We hope, therefore, that the first two years, as described here, will inspire them to step forward.

## 16. The Budget

A summary of Big Local expenditure for Year One and Two is set out below:

<b>Northfleet Big Local: Outline Budget</b>			
<b>Summary of Proposed Revenue Expenditure Year One</b>			
<b>Initiative</b>	<b>Amount</b>	<b>Conditions</b>	<b>Lead</b>
Development Worker	£25,000	To employ a worker, ideally (but not to the exclusion of good talent) from the local area.	CVS as employer
Free Space: for existing organisations and start-ups	£25,000	Essentially to provide “funded space” locally so that people can meet / hold events etc. without incurring a charge and the organisations responsible for the buildings are not out of pocket.	LTO
Job Training	£28,000	£23,000 Funding specifically to produce job related outcomes, delivered by a local partnership (led by CVS) <b>plus</b> £5,000 to cover other courses travel expenses etc. and an apprenticeship	Partnership led by CVS
Town Team Section 7	£10,000	Jobs & Training at the Hive	Town team with Development Worker
Community Transport	£ 5,000	To bring two local minibuses (CVS / Walk Tall) back into use by providing funds for P/T drivers and volunteers (along the Wealden Wheels model)	CVS / Walk Tall
Sport (Kick Kent) Section 11	£ 5,120	To deliver focused sports programme in the area: two couches once a week two hour sessions	Kick Kent
No Walls Garden project	£10,000	Two P/T / sessional workers for year one delivering training for ex-offenders in horticulture / gardening	No Walls Garden CIC
Harbour restoration feasibility study part contribution	£ 5,000	This is a one-off contribution to the wider project.	TBA
Publicity/ Events/Other	£10,400	Launch events; annual conference; partnership meetings; volunteer expenses, office costs.	Partnership with Development Worker
Learning Disability Craft Workshop	£1080	Set up costs for local care worker to provide a ‘Saturday’ workshop for people with a learning disability.	TBA
<b>Sub Total (revenue)</b>	<b>£124,600</b>		

<b>Playground equipment</b>	<b>£60,000</b>	A one-off capital cost, includes £17,000 VAT (which might be reclaimable via LTO): subject to three tenders to ensure value.	CVS (for the tendering process)
<b>Total Year One</b>	<b>£184,600</b>		

<b>Summary of Proposed Revenue Expenditure Year Two</b>			
<b>Initiative</b>	<b>Amount</b>	<b>Conditions</b>	<b>Lead</b>
Development Worker	£25,000	As per year one	CVS as employer
Free Space: for existing organisations and start-ups	£25,000	As per year one	LTO
Job Training	£15,000	Changed profile from year one: £10,000 Funding specifically to produce job related outcomes, delivered by a local partnership (led by CVS) <b>plus</b> £5,000 to cover other courses travel expenses etc. and an apprenticeship	Partnership led by CVS
Community Transport	£ 5,000	As per year one	
Sport Programme (Kick Kent)	£ 5,120	As per year one	
Publicity/Events/Other	£10,400	Events; annual conference; partnership meetings; volunteer expenses, office costs.	Partnership with Development Worker
New Initiatives Fund	£10,000	To support new projects in the area	Partnership with Development Worker
<b>Total year two</b>	<b>£95,520</b>		



## Appendix 1: Ideas and Solutions from Planning for Real

<b>Young People</b>	
<b>Suggestion</b>	<b>Times Suggested</b>
Youth Club	17
Summer Club	4
Art Club for Kids	9
Youth Theatre	3
6-12 Adventure Play	15
Youth Music Project	3
13-16 Year Olds - More Vocational Training	5
Soundproof Rehearsals Room	1
Graffiti Wall	2

<b>Children</b>	
Breakfast Club	11
After School Club	11
Kids for a Quid (Ebbsfleet Utd FC)	1
Community nursery - locally run	6
Playground Under 5	15

<b>Green and Open Spaces</b>	
Allotments	15
City Farm	13
Scheme For Growing / selling Local Food	8
Healthy Eating at School	2
Picnic Area	10
Nature Trail	1
Wildflower Meadow	1
Fishing (legal)	1
Fitness Trail	1
Nature Reserve	4
Landscaped Park Area	5
Dog Park	2
Dog bins needed	5

<b>Training and Support Services</b>	
Support Counseling	7
Keep Neighbourhood Watch	3
Parenting Classes Required	3
Garden Help	2
Pest Control	1
People seeking work - more support needed	11
Job search club	4
Community copy/scan machine	1
Internet Training Needed	2

<b>Sports Facilities</b>	
Over 65's Exercise Club	<b>4</b>
Basketball	<b>1</b>
Gym	<b>5</b>
Martial Arts	<b>8</b>
Multi-Gym	<b>1</b>
Football Goals	<b>2</b>
Football pitch needed	<b>7</b>
Floodlights needed on MUGA	<b>2</b>

<b>New Facilities</b>	
Combine sport, art, cooking projects to integrate kids and adult learning- not a 'drop off'	<b>5</b>
Time bank	<b>2</b>
Express style Supermarket	<b>4</b>
Free cash point	<b>6</b>
NHS Dentist	<b>1</b>
Community notice board needed	<b>10</b>
Community Café	<b>8</b>
Community Newspaper	<b>4</b>
Drop in centre	<b>5</b>
Something like the Adizone on river front	<b>4</b>
Addiction Service	<b>4</b>
Toilets with Access	<b>3</b>
Portlands Building. Let's get it open!	<b>10</b>

## **Problems and Issues to Tackle**

<b>Community Safety</b>	
I Don't Feel Safe	<b>11</b>
Young People 'hanging around'	<b>4</b>
Noise & Rowdiness	<b>13</b>
Car Theft Problem	<b>5</b>
Drinking Problem	<b>10</b>
Mugging Problem	<b>3</b>
Drug Dealing Problem	<b>15</b>
Domestic Violence	<b>4</b>
Used Condoms	<b>4</b>
Dangerous Driving	<b>10</b>
Graffiti Problem	<b>1</b>
Vandalism Problem	<b>5</b>
Dog Mess Problem	<b>4</b>
Rubbish Dumping Problem	<b>5</b>

<b>Local Services</b>	
More Police Patrol	<b>9</b>
Street Cleaning	<b>1</b>
Lift Often Broken (The Hive & Wallis Park)	<b>3</b>
Disabled Access Required (various)	<b>2</b>
More Housing for Families	<b>3</b>
CCTV	<b>14</b>
Lollipop person for zebra crossing at lunch	<b>5</b>
School needs improving	<b>3</b>
Footpaths suitable for disabled	<b>2</b>
Pavements need improving	<b>2</b>

<b>Social Housing Issues</b>	
Kitchen Needs Modernising	<b>7</b>
Protective Fence Needed	<b>1</b>
Repairs service needed	<b>2</b>
Sound proofing required	<b>2</b>
Entry phone needed	<b>2</b>
New doors with security locks	<b>11</b>
Damp and condensation needs tackling	<b>6</b>
Security cameras needed	<b>6</b>
Repairs to outside needed	<b>6</b>
Security lights needed	<b>2</b>

<b>New/Developed Housing</b>	
Flats for young people	<b>4</b>
Housing for elderly needed	<b>4</b>
Housing for disabled needed	<b>4</b>
Housing for first time buyers	<b>4</b>

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## **Appendix 2: Employment & Training Forum Proposal**

This used to take place by monthly at the Civic Centre in Gravesend. It was a great platform for sharing of who was offering what training – this enabled the groups who attended to be proactive and try to limit duplication. In CVSNEWK’s case we used this to diversify what other training we could offer that was not currently being funded elsewhere i.e. : CSCS card and SIA Door Security alongside others like Beauty Courses and Basic Employment Skills Courses.

Some of the Organisations that were involved in the Forum consisted of:

Kent County Council, African-Caribbean Forum, Job Centre Plus, SureStart Children’s Centres, Connexions, Pitman Training Company, Enterprise First, Walk Tall, Kentsavers, CVSNEWK, Welfare Advice, NWK College, Porchlight, Princes Trust, RBLI, Business Link, The Learning Shop, The Grand, Kings Farm Community Centre, Riverside Community Centre.

The other side of this sharing platform was what training others were looking for - this gave groups, and the voluntary sector a great insight on what they could access not only for staff and volunteers but also from the service users they were looking after – it enabled them to access free, subsidised and paid for training within and mainly supplied by the voluntary sector therefore they could spend more time (which is always money) on further support guidance and coaching of service users with the main aim once all learning barriers are broken down into employment or a voluntary position that empowers them as individuals and grows their confidence and social skills.

The above was then going to be hosted by Job Centre Plus (JCP) but this ceased to happen over a year ago. Unfortunately JCP don’t have the capacity to spend more than 5 minutes with each client and do not have the capacity to research and update local staff of what’s available in the area and make supported placements for the unemployed.

CVSNEWK would like to resurrect this to be supported by the Big Local’s £23K. CVSNEWK and others within the Big Local area but also within the Gravesend area are already carrying out back to work support and guidance services along with soft entry level training courses which are aimed as soft “have fun” with embedded learning courses to accredited courses leading onto further learning by college referral and online learning services.

The purpose of the resurrection is to create a calendar of learning of all training courses available throughout the area listed in one place and so accessible by all members of the forum from direct links from the websites, enabling networking between training providers and learning support workers. This will cut down on duplication thus enhance the services being delivered, offering more informed choice of training and job coaching. This helps to assess demand of training topics and skills required for work.

The forum will offer a joined up approach to Training & Employment in Northfleet via a centralized resource. The foresight of enabling this forum to be re born will be reflected over time as we aim to encourage local people who want to up skill and put into practice what they have learnt, be it by employment or volunteering within their community and other big local initiatives.

**Why** – this offers the learner and training support team the choice from one direct source, enabling access to training throughout the year.

**Intros** – All previous attendees will be invited with an additional open invite to anyone that they feel may wish to be part of and support the forum – this will help with its growth and profile raising.

The forum would be liaising with local employers to secure work experience places for learners.

The future development would address People looking for work, Employers with Vacancies and volunteers offered and needed via a web link – this is the future was of securing a confident, skilled cohort of people within an area where local development will be at its peak within the next few years – this would include liaising with Paramount re recruitment and training skill set for the area.

Through CVS the Big Local would be supporting a local person to be taken on as an apprentice to work on the forum with job support and guidance from the CVS Worker who would be pulling together the calendar which would be promoted through the Big Local by the CVS apprentice. The apprentice would also be able to support the Big Local and its Chair with secretarial support. and also pass CV’s onto employment agencies.

**Big Local Monies: £23K**

The £23K would enable the following to be put into place but could also then attract match funding to develop those areas further with growth of the service and we would envisage securing funding for this to continue after the first year. Several other ideas could be developed over the next few years which could grow into a much needed resource and would have been developed initially from Big Local Northfleet which would leave this legacy to be development further over time.

CVSNWK Employment & Training Forum Lead Worker (10 hrs pw x 52 wks year @ £15ph)	£7800
Apprentice (£4 ph x 30pw x 52)	£6240
Hall Hire, Refreshments (6x £65 hall hire £390 if not accessible via Big Local Hall support fund or two things happening At once or out of the area & 6x £50 refreshments)	£690
Job coaching and job club support Information & Guidance inclusive of benefit advice	£8270

**Big Local Monies: £5,000**

(Listed as Access in Training) - Childcare – The Big Local will be supporting its local residents with childcare costs and any bespoke training required by local residents which has not already been offered free or subsidised.

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## Appendix 3 Community Development Worker Job Description

The successful candidate will be required to maintain and develop the Big Local Vision and Plan for Northfleet by using their facilitation skills in the following areas:

- Understanding the principles of Big Local and the ‘Pathway’.
- Increasing awareness of Big Local throughout the Northfleet Big Local area with residents; local businesses; the voluntary/community, and public sectors.
- Working with local people and organisations on ideas set out in our Big Local Plan; ensuring realistic targets are set and outcomes delivered.
- Work with existing groups and organisations in the Big Local area to promote networking and joint delivery of Big Local ideas.
- Plan and deliver a series of community engagement activities and events *across* Northfleet’s Big Local area to encourage community involvement.
- Work with emerging groups or individuals wanting to take advantage of the ‘free space’ we are making available, through Big Local; connecting them to further opportunities, (related to funding or otherwise).
- Connecting Northfleet Big Local to match funding opportunities...min £25k?
- Develop and maintain, (weekly), the community’s ‘Mapping for Change’ on-line tool; making it come alive; working with the partnership on regular updates.

Additionally they will be required to deliver the following outputs:

- Regularly attend Northfleet Big Local Partnership meetings (Interim or otherwise) and be required to present a regular update report; keeping proper records of any reports or other work undertaken. It is planned to have 2 of these meetings per month for the length contract.
- Identify training and support needs of people involved in Northfleet Big Local; especially those not used to being involved in regeneration projects/ideas, in order to build confidence.

### Person specification (Essential)

- Knowledge and understanding of community development principles and practice, with at least 2 years’ experience of undertaking community development work.
- Knowledge and experience of the community and voluntary sector.
- Experience of working with a variety of socially excluded groups and individuals in a variety of settings.
- Experience of group work and group facilitation.
- Ability to work effectively on own initiative and as a part of a team.
- Ability to form trusting and appropriate relationships with vulnerable groups and individuals.
- A high level of communication skills; written and verbal.
- Ability to manage own workload, prioritise tasks appropriately and manage a varied work load.
- Ability to prepare and present reports and presentations.
- Knowledge (experience desirable) of best practice in statutory and local consultation.
- Knowledge of current Child Protection and Vulnerable Adults legislation.
- To be IT competent, using spreadsheets, word-processing and presentation software plus e-mails and social media (Facebook and Twitter). To be able to provide input to website.

**(3) Timescale**

Work should commence by 1st August, 2013. The first quarterly report to show progress should be presented to the partnership by 1<sup>st</sup> November 2013.

**(4) Remuneration**

A fixed price fee of £25,000 per year plus reasonable expenses is offered for this position with an indicative number of hours per week of 30 including evenings and weekends as required to meet the requirements of engagement.

**(5) Submission**

Tenders should be no more than 4 pages long and include:

- a) An introduction giving details of experience.
- b) The methodology used to undertake this work.
- c) The key information sources you expect to use.
- d) A clear understanding of the Big Local area and the challenges it faces.
- e) A timeframe showing how the research is likely to progress.
- f) Any risks or dependencies that the tenderer feels may affect delivery
- g) Confirmation that all reports etc. will be MS Office compatible
- h) The details of two referees from previous work.

Please submit 2 printed copies of the tender plus an electronic copy to:

Closing date and time: .....

**(6) Assessment of tenders**

Submissions will be assessed by a panel made up of members of the Big Local Partnership.

Interviews will take place on.....

The successful candidate will be informed.....

# **The North Northfleet Big Local Plan**

**Local Trust** | **Big Local**

**Plan as agreed by North Northfleet  
Big Local Partnership  
August 1<sup>st</sup> 2013**