

# South Dublin County Partnership Annual Report 2019



*Board of South Dublin County Partnership at the launch of the 2018 annual report*

# Contents

Chairperson's Report	3
Summary of 2019 Performance	5
Overview of the Organisation	6
Objectives and Activities	8
Enterprise & Employment	9
Lifelong Learning	11
Community Development	13
Health & Wellbeing	15
Children & Families	17
Effective Organisation	19
Appendix 1: Members of Our Board	21
Appendix 2: Summary Financial Statement	22

# Chairperson's Report



*Jim Fay, Chairperson*

This review of 2019 reports further changes in both the wider environment and in the internal structures and services offered by South Dublin County Partnership (SDCP) to our clients in order to comply with the company vision statement.

“Our vision is that South Dublin County is a place where people of all backgrounds and abilities can realise their full potential within thriving communities”

As Chairperson I am happy to report that the clients remain at the centre of all our efforts under various funding lines and that the company, SDCP, is volunteer led and governed by a board of directors which is constituted by representatives from all of the social partners operating in the South Dublin County jurisdiction.

In 2019, SDCP consolidated the progress achieved over the previous period and introduced further governance changes, undertook new and innovative projects and secured additional resources to fund activities in the disadvantaged areas.

One of the highlights of 2019 was attainment of the Trusted Charity Mark Level 1. This qualification from the National Council for Voluntary Organisations (NCVO) is a bespoke quality mark for the community and charity sectors.

The Trusted Charity Mark applies to the whole organisation, covering key areas such as leadership and governance, financial management, and assessing outcomes and impact on clients. The process of evaluation involved the submission of a detailed written report on all aspects of SDCPs operations followed by on-site verification by a team of qualified assessors appointed by NCVO. In total circa 20 stakeholders were interviewed and interrogated on various aspects of the business. Those interviewed included staff, directors, funders and beneficiaries.

The financial health of the company remains stable and the total funding expended in 2019 in pursuit of our mission was €11.6 million. The accounts show a surplus of income over expenditure of €40,633 which amounted to a reversal of the trends of deficits over recent years. However, once again our auditors have raised the issue of insufficient unrestricted reserves which, as best practice, should be three months expenditure but in reality, are at a level which might cover one week. As funders will not allow their resources to be allocated to unrestricted reserves progress in this area will be slow.

I am happy to recognise that in 2019 funder targets for engaging vulnerable people and groups were exceeded. We met the DEASP targets for employment services and jobs clubs as well as our placement targets for Tús and CE.

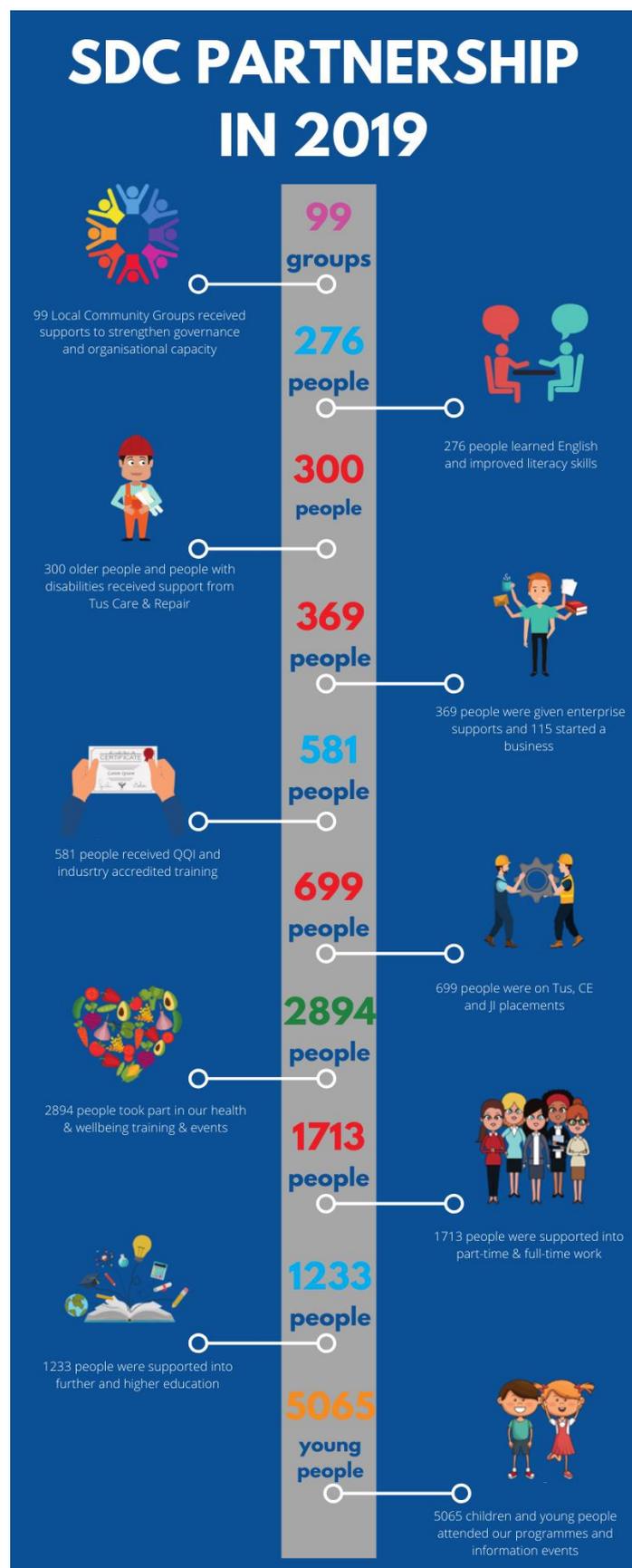
At the time of writing this report Covid-19 has gripped the country and SDCP has stood up to the plate when needed by establishing the community call project and serving the emerging needs of those most disadvantaged in our community. This will be the subject of the 2020 annual report.

I want to offer my congratulations to the voluntary board of directors without whom the company could not operate. I acknowledge the very positive attitude adopted by each director towards achieving high standards of governance. The board continues to renew itself, with founding members retiring and being replaced by other dedicated, highly skilled and qualified operators from across the social partners.

I also wish to acknowledge the commitment and dedication of our staff and volunteers in achieving the goals set by the board of directors and our funders.

Jim Fay  
Chairperson

# Summary of 2019 Performance



# Overview of the Organisation

South Dublin County Partnership (SDCP) is a Company Limited by Guarantee with charitable status. We work across South Dublin County, with a focus on communities experiencing disadvantage.

## Our Vision

Our vision is that South Dublin County is a place where people of all backgrounds and abilities can realise their full potential within thriving communities.

## Our Mission

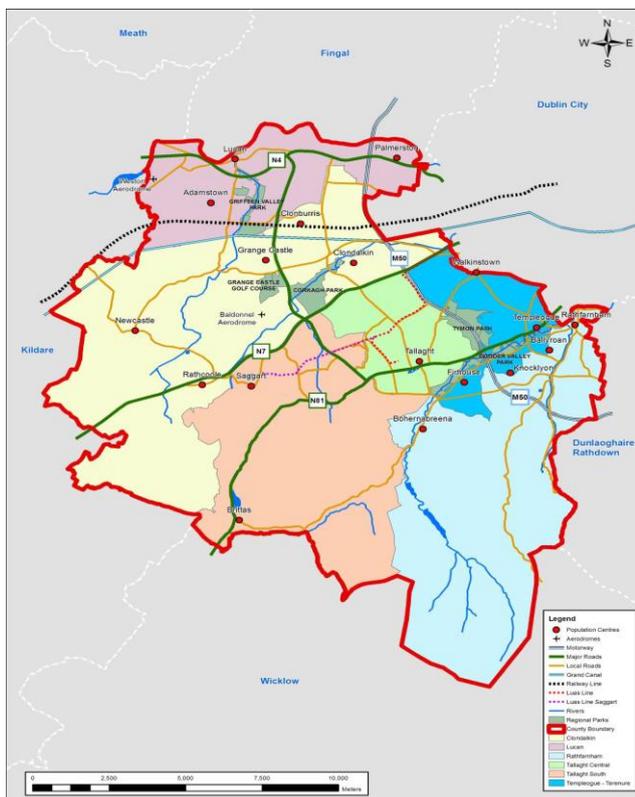
Working with partner organisations to tackle poverty and social exclusion, focusing on the most vulnerable groups, we:

- Create neutral spaces and opportunities for parties to work together on solutions;
- Initiate, develop and deliver projects;
- Enable and empower communities;
- Influence policy and decision making.

## Our Values

Our values are embedded in the practice of community development, both as an area of work and a way to engage with people and groups. Our approaches to this work are underpinned and informed by a strong commitment to social justice and equality and an explicit value base of:

- Respect, integrity and professionalism towards all our stakeholders;
- Collaboration for effective delivery of actions;
- Being challenging and creative in our work;
- Transparency and accountability in all our actions and aspects of our endeavours.



# Objectives and Activities

Our work is organised into six thematic areas, each with its own set of objectives as follows:

Strategic Theme	Objectives
<b>Enterprise and Employment</b>	<p>To continue to meet the needs of our clients in accessing opportunities within the labour market through the evaluation of current and future needs of industry within the region and the provision of relevant, integrated employment supports, drawing on internal expertise and local knowledge.</p> <p>To encourage the expansion of social enterprise across the region through the provision of supports to new social enterprises and the expansion of the current social enterprise network.</p> <p>To expand the range of social enterprise supports available through collaboration with regional stakeholders.</p>
<b>Lifelong Learning</b>	<p>To increase the awareness and uptake of formal and informal educational opportunities for individuals in South Dublin County from pre-school to higher education.</p> <p>To provide the opportunity for everyone to acquire excellent basic skills, a qualifying education and a solid foundation for lifelong learning.</p> <p>To strengthen non-formal and formal education so that people at risk of social exclusion or educational underachievement can reach their full potential.</p>
<b>Community Development</b>	<p>To strengthen the capacities of individuals and community groups so that they can work together with others to bring about positive social and economic change as they define it – their lived reality.</p>
<b>Health and Wellbeing</b>	<p>To work with people and communities experiencing disadvantage to strengthen their health and wellbeing through the development and delivery of services to improve their skills.</p> <p>To provide information, advice and advocacy.</p> <p>To strengthen people’s ability to influence factors that impact on their own health and wellbeing.</p>
<b>Children and Families</b>	<p>To support positive parenting and offer necessary supports to raising children and being a parent.</p> <p>To improve the quality of living and future of children by providing nurturing and stimulating environments for children, with a focus on prevention and early intervention.</p>
<b>Effective Organisation</b>	<p>To strengthen our organisational ability to deliver our strategic objectives by developing core competencies, maintaining financial sustainability and developing our approaches and offering for people and groups who we work with.</p>

Each thematic area of our work is made up of different clusters of projects as follows:

# Activity Overview



## Enterprise & Employment

Our aim is to help people access the labour market by identifying current and future needs of industry and providing integrated employment supports. We also work with others to support social enterprises and encourage the expansion of the social enterprise sector across the region.



*South Dublin County Partnership Enterprise Network Event  
March 2019 in collaboration with the Local Enterprise Office and  
South Dublin County Council*

In 2019, we collaborated with 458 **local employers** who hired local people, offered work experience opportunities, provided enterprise mentoring, conducted mock interviews and gave industry briefings to our clients.

A very successful **Jobs Fair** was held in Liffey Valley Shopping Centre with over 1,500 people meeting with and submitting CVs to 22 employers.

We provided accredited **training** to people who are long-term unemployed, under-employed, seeking to enter or re-enter the workforce, or who are on back to work initiatives.

We operated three **Jobs Clubs** that helped people with career planning and employment opportunities. We ran a 4-week Job Club PILOT programme in collaboration with our Employer Liaison Officer. It included work experience and job shadowing in the private and community sectors and 11 employers took part. Twenty two per cent of the 42 participants secured jobs afterwards. Others went on to further training, CE/Tús or were referred for business support.

Over 350 individuals attended **industry briefings** which gave them a better understanding of local employers and the skills and abilities required for vacant jobs.

Our weekly **Jobs e-zine** was emailed to over 1,800 subscribers each week. It included information on local job vacancies, updates on training courses and employment events, job seeker supports and tips on job searching.

Our **Local Employment Service** is part of a national network that helps people to access further education or training or to find suitable work. In 2019, it helped 1,605 individuals, many into full or part-time jobs.

We operate **Community Employment, Jobs Initiative** and **Tús** schemes, which gave 699 unemployed people valuable work placements in their local community.

Some of the Tús participants worked in our **Care and Repair** service which carries out small maintenance and repair jobs without charge for senior citizens, individuals with mobility difficulties and community organisations in South Dublin County.

Some people prefer self-employment as an option. We supported 369 people with a range of **enterprise supports** including one-to-one mentoring, training courses and Start Your Own Business workshops.

We held an **Enterprise Networking** event in collaboration with South Dublin County Council and the Local Enterprise Office. It gave recently established entrepreneurs the opportunity to network with their peers, gain valuable business insights and practical tips on personal wellbeing.

Our Social Enterprise Development Officer offers support to our growing network of established and new start-up **social enterprises**. In 2019, we provided training to help social enterprises to achieve compliance with the Charities Governance Code. Six social enterprises were awarded grants totalling €52,000. We also secured funding for a training and mentoring programme for social enterprises which we will roll out in 2020. We developed a 5-year Strategic Plan for the South Dublin County area. We facilitated meetings with local social enterprises which led to a submission to government on the draft National Social Enterprise Policy. We undertook a feasibility study into establishing a social enterprise which will employ ex-offenders and assist them to transition into fulltime employment.



## Lifelong Learning

Our aim is to get people onto a learning pathway that empowers them to participate more fully in the life of their community and wider society. We encourage people to avail of the pathways relevant to them. This can be to increase participation in school, to return to learning as an adult, to upskill for the workplace or for further educational opportunities.



*Well done to the first group from Clondalkin to complete our new 'Reflect and Connect' personal development course*

In 2019, our [Transitional Youth Funding Scheme](#) and [Musical Learning Project](#) got young people involved with learning in fun and informal ways through fitness, wellness, drama, acting and music.

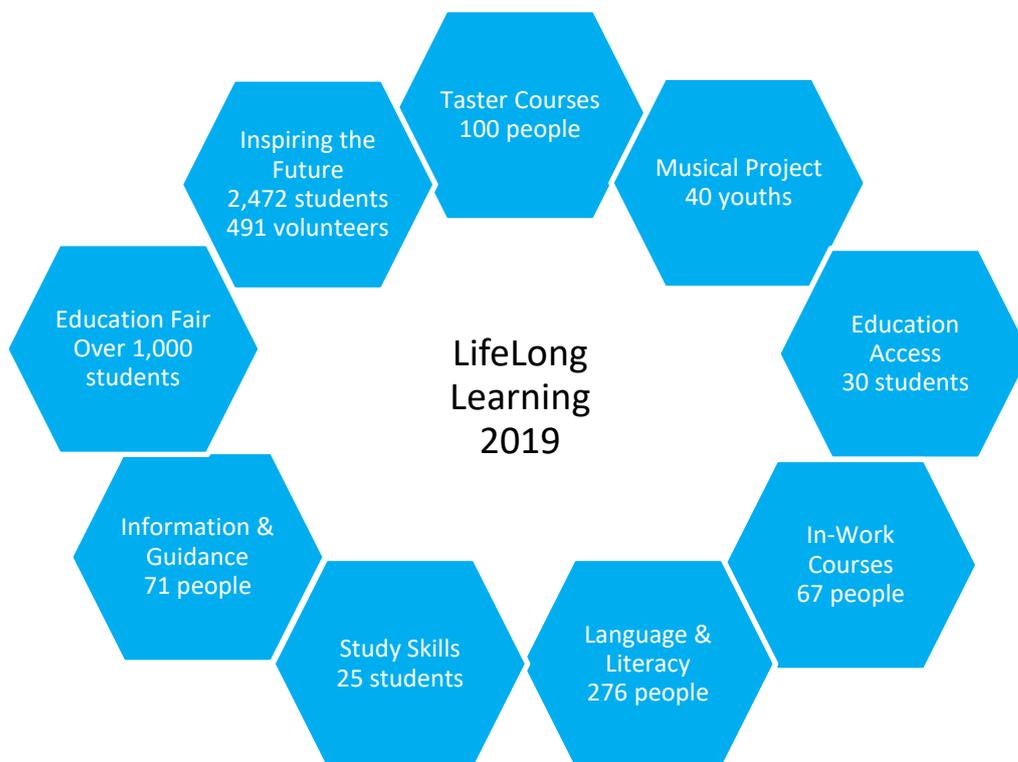
The [Inspiring the Future Ireland](#) initiative, supported by Bank of America Merrill Lynch, Google, South Dublin Chamber and South Dublin County Council, connected schools with volunteers from the world of work to inspire young people. Nearly 500 volunteers were registered at the end of 2019. They engaged with 2,472 students in 20 primary and 30 second level schools, at a career seminar held in Technical University Dublin-Tallaght, and as part of an insight day held in Bank of America. In March, we launched a specific initiative targeting young women and 228 students took part.

For young people not in education, training or employment, we offered places on our [taster courses](#) in trades such as tiling, beauty and hospitality. One hundred young people took up these opportunities.

We organised English [language and literacy](#) courses as well as one-to-one and small group support provided by volunteer teachers and 276 people availed of these services.

We recognise the importance of [access to further and higher education](#) and to this end we collaborated with the Higher Education Authority, Dublin and Dun Laoghaire Education and Training Boards and Technical University Dublin-Tallaght. Initiatives included study scholarships, access programmes, an Information and Guidance Service and an Education Fair. Over 1,000 students attended the Education Fair in 2019 and 30 were supported to access further and higher education.

We offered [in-work courses](#) for people working in the healthcare sector or who are interested in working in it for the first time. Sixty-seven people took part in these courses.



## Community Development

Our aim is to strengthen the capacity of communities and individuals to work together to bring about social and economic change that is relevant to their lives – their lived reality.



*Women with Great Ambition Group*

In 2019, our **Community Development** team worked with local communities, including 99 Local Community Groups, enabling them to identify issues affecting their lives and to bring about social and economic change in their communities.

We supported groups to become strong and well governed organisations. We provided grants to facilitate groups to achieve their social inclusion goals and we ran a wide range of **capacity-building** workshops for staff, board members and volunteers.

We promoted **collaboration** through local networks that we developed where community groups and agencies work together. These collaborations resulted in innovative actions and processes. They included the Tallaght Health Fair, Getting Included Network, Active Citizenship Together and Clondalkin Action on Suicide.

The Tallaght Health Fair took place in September and had over 70 stand holders and 350 attendees. Active Citizenship events focussed on raising awareness about proposed referenda and voter registration. The Getting Included Network helped community and disability organisations to work together. We worked with the Irish Cancer Society and the HSE to deliver We Can Quit smoking cessation programmes targeting women in areas where smoking remains high.

We helped groups to **participate** in decision-making structures such as the Public Participation Network. We brought groups together around issues of common interest such as disability, the environment, active citizenship, anti-racism, community leadership and suicide prevention.

We facilitated various **Intercultural projects**, programmes and events that encouraged participation by migrants and asylum seekers, developed networking opportunities, provided leadership and advocacy supports and created representation pathways.

We have four community **outreach centres**, each with a different focus and location. Glenshane Resource Centre provides meeting and training space, services and

information to the Brookfield and wider West Tallaght area. Clondalkin Health House provides health programmes in North Clondalkin. Two Intercultural Centres operate in Clondalkin and Tallaght providing inter-cultural and integration supports for employment, accommodation and language. Over 3,500 people availed of the services of these centres.



## Health & Wellbeing

Our aim is to give people the information, advice and skills that will enable them to strengthen their health and well-being.



*Joy displaying traditional Nigerian clothing at the Clondalkin Intercultural Drop-in Centre Open Day*

In 2019, our **social prescribing** service, Get Well Connected, was delivered in the Tallaght area in Glenview and Brookfield GP practices. It connected 108 people with health and wellbeing supports and activities in the community.

We continued to support the **Tallaght Roma Integration Project** with a dedicated community health worker, working with the Roma community to improve health and access to primary care services. Forty Roma families were supported in 2019.

We provided a range of **health and wellbeing programmes** in Fettercairn Community Health Project and Clondalkin Community Health House. These covered general health, physical health, mental health, pre and post-natal health.

Our **Food and Health Project** continued to give people information and training about their own and their families' nutrition and preparing meals on a budget. Over 130 workshops were provided in 2019, attended by 1,300 people.

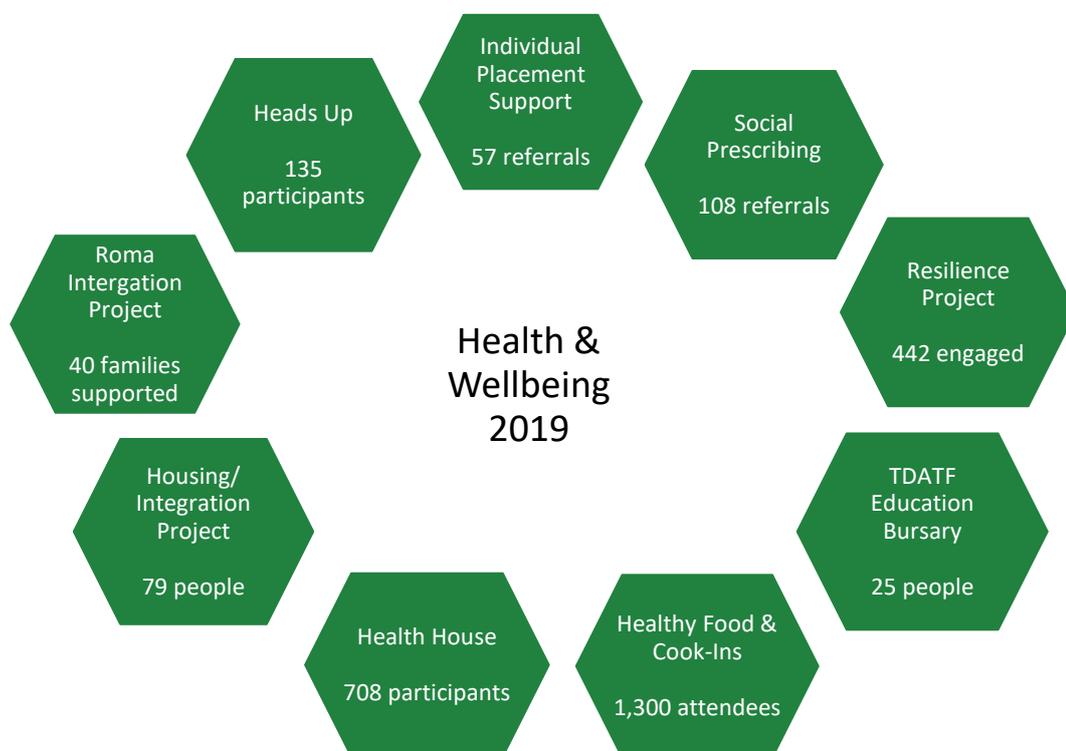
The **Heads Up** 12-week education programme helped people with their mental wellbeing. It continued to be very popular, with 34 men taking part, and had a waiting list. We provided shorter wellness programmes for those on the waiting list and others who did not want to take part in the core programme. Eighty-nine men took part in these shorter events. Our work with the Mojo Men's Shed continued as part of the Heads Up aftercare programme. It ran a summer BBQ, Christmas event, outings, weekly social gatherings and wellbeing sessions. Twelve men attended regularly and another 15 occasionally.

Our work with the HSE and Dublin South City Partnership on the delivery of **Individual Placement Support** continued. The dedicated employment specialist provided one-to-one support to more than 50 people with mental health difficulties to help them to find employment. They also supported employers to work with staff who have mental health issues.

We continued to work with the **Tallaght Drugs and Alcohol Task Force** to develop and sustain integrated responses to the impact of substance misuse on individuals, their families and communities.

The **Housing and Integration Project** supported individuals in Tallaght and Clondalkin, offering a range of supports and interventions. Seventy-nine people were helped with housing, training, employment, health and social welfare needs.

The newly established **Resilience Project** started its 2-year programme in February and engaged with 442 individuals. It has 11 objectives that aim to enhance the resilience of individuals living in Tallaght West and North Clondalkin.



## Children & Families

Our aim is to support positive parenting and improve the quality of life of children.



*Families from Balgaddy in Microsoft DreamSpace for the launch of the Arcade Coding family programme*

In 2019, our 6-12 **after-schools** project continued in Tallaght and Clondalkin. We helped improve the self-confidence, social skills, health and wellbeing of children aged 6 to 12 through a range of fun, activity-based programmes. These included Lego (Science, Technology, Engineering and Maths based learning), Jedi Fitness (fitness training), Mini KICKS (kickboxing) and Gymnastics Club (gymnastics). Two hundred and ten children took part.

The award-winning<sup>1</sup> **KICK** programme continued to expand. In 2019, it helped 203 young people and adults to gain self-esteem, confidence, commitment and happiness through the medium of kickboxing. The KICK Academy provided follow on programmes that allowed students to develop their martial arts, mentorship and leadership skills.

Our **school fitness** programme helped to improve the physical health and social skills of primary school children. It ran in 75 schools from 4 regions in the South Dublin County area and over 3,500 children took part.

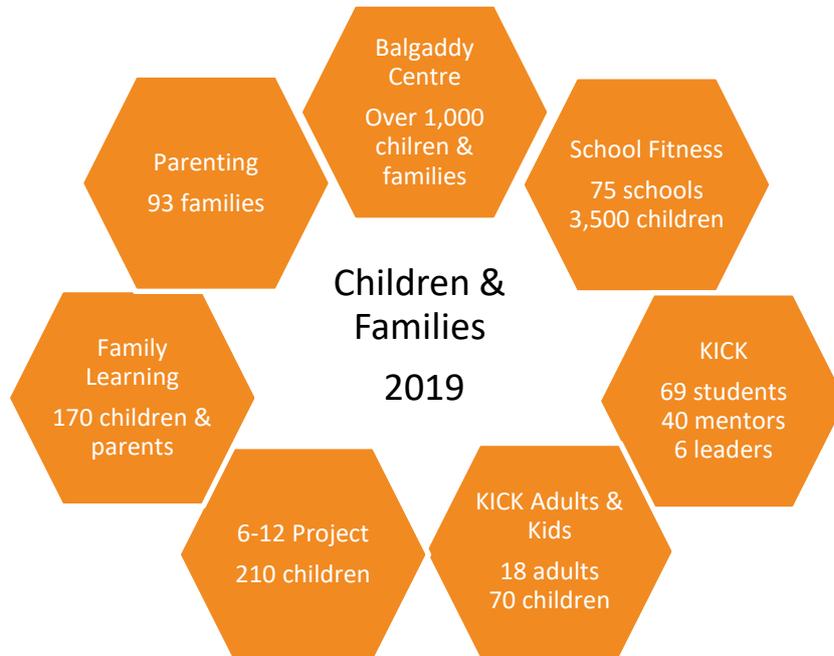
The **Balgaddy Child and Family Centre** in Lucan provided supports and services to over 1,000 children aged 0 to 12 and their families. Its programmes included family support services, Incredible Years, teen parenting, Blue Skies, Aistear, English language classes, health and wellbeing classes, cooking and nutrition, after-school activities, summer camps, family learning, workshops for parents, community development activities and baby clinics.

Our **family learning** and **parenting** programmes showed parents ways to play with their children, gave tips on how to improve family life, and helped parents and toddlers learn together. We offered a new programme called 4 the Family as well as the Incredible Years parenting programme. These aim to prevent and address behaviour issues in children and to support their social, emotional and academic progress. Our innovative family learning programmes use the medium of Lego and computer coding to bring families together to learn and to improve family bonds.

---

<sup>1</sup> IPB Community Engagement Award 2016, Social Innovation Animate – Healthy Communities Award 2017.

In the **Social Inclusion Community Activation Programme**, half of all individuals engaging in Children and Family supports were from disadvantaged or very disadvantaged areas. Over three-quarters were unemployed or economically inactive. One in five was male.



# Effective Organisation

## Governance

Our board has 17 members representing the community and voluntary sector, social partners, statutory partners and elected representatives. We strive for gender balance and over half of our board are women. Appendix 1 provides a full list.

We continued to work towards full compliance with the Governance Code.

## Operations

Key operational functions include facilities management, insurance management and IT and software management.

Quality is managed across the organisation through strategic planning, monitoring systems, programme evaluation and the PQASSO quality system.

We also have a Health & Safety Officer whose services are shared across the organisation.

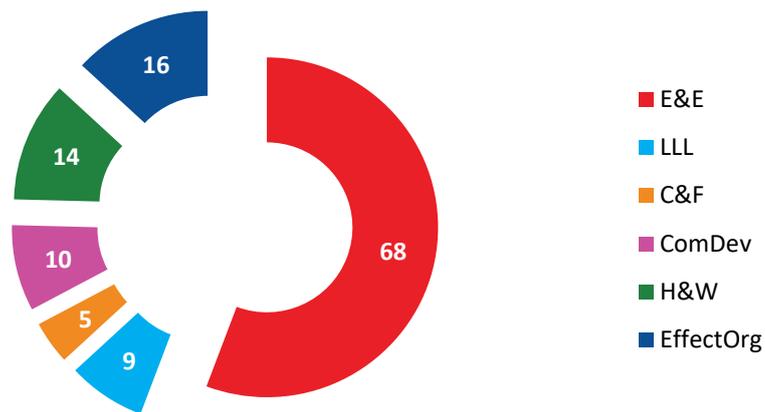
## Human Resources

### Management Team



Our staff team grew by five to 122 in 2019, organised around nine staff teams. The diagram below shows where these staff are allocated<sup>2</sup>.

<sup>2</sup> E+E = enterprise and employment, LLL = lifelong learning, C&F = children and families, ComDev = community development, H&W = health and wellbeing and EffectOrg = effective organisation.



## Partnerships

We work with a range of partners including over 100 community groups and community centres, South Dublin County Council, the HSE, Tusla, South Dublin County Volunteer Centre, Dublin and Dun Laoghaire Education and Training Board, Technical University Dublin-Tallaght, local primary and secondary schools and Citizens Information Services.

## Finance

Appendix 2 gives a summary of our financial statement. A full copy can be obtained on our website [www.sdcp.ie](http://www.sdcp.ie).

We received funding from a number of national programmes and state agencies. Important contributors were:

- Social Inclusion Activation Programme (SICAP) 2018-2022, funded by the Department of Rural & Community Development and the European Union.
- Department of Employment Affairs & Social Protection.
- Department of Justice & Equality.
- EU Asylum, Migration & Integration Fund.
- South Dublin County Council.
- Dublin & Dun Laoghaire ETB.
- Technical University Dublin – Tallaght.
- Tusla.
- HSE.
- Healthy Ireland.
- Irish Cancer Society.
- Community Foundation Ireland.
- Cross Care.
- Corporates.

## **Appendix 1: Members of Board of Directors**

Roisin Bradley, IBEC

Lynn Broderick, Intercultural Centre – community representative

Betty Tyrrell Collard, ICTU

Paula Donovan, South Dublin County Council

Mick Duff, Local Councillor

Jim Fay (chairperson), ICTU

Emma Kennedy, Community and voluntary representative

Elaine Leech, South Dublin County Council

Guss O'Connell, Local Councillor

Charlie O'Connor, Local Councillor

Terry McCann, Adult Education Office - ETB

Sinead Mahon, Tallaght Women's Network

Emma Murphy, Local Councillor

Patrick Nevin, Tallaght Traveller Community Development – community representative

Baby Pereppadan, Local Councillor

Padraig Rehill, HSE

Betty Whelan, Tallaght Centre for the Unemployed – community representative

## Appendix 2: Summary Financial Statement

The following summary is taken from the audited accounts which were approved by the board on the 9<sup>th</sup> of September 2020.

### SDC South Dublin County Partnership Company Limited by Guarantee INCOME AND EXPENDITURE ACCOUNT for financial year ended 31 December 2019

	2019 €	2018 €
Income	11,656,023	10,875,906
Expenditure	(11,615,390)	(10,900,168)
Surplus/(deficit) before tax	40,633	(24,262)
Tax on surplus/(deficit)	-	-
Surplus/(deficit) for the financial year	40,633	(24,262)
Total comprehensive income	40,633	(24,262)

### SDC South Dublin County Partnership Company Limited by Guarantee BALANCE SHEET as a 31 December 2019

	2019 €	2018 €
<b>Fixed Assets</b>		
Tangible assets	44,389	-
<b>Current Assets</b>		
Debtors	288,987	239,953
Cash and cash equivalents	<u>1,500,270</u>	<u>1,740,981</u>
	1,789,257	1,980,934
<b>Creditors: Amounts falling due within one year</b>	<u>(1,653,312)</u>	<u>(1,841,232)</u>
<b>Net Current Assets</b>	135,945	139,702
<b>Total Assets less Current Liabilities</b>	180,334	139,702
<b>Reserves</b>		
Restricted Funds	128,019	87,387
Unrestricted Funds	<u>52,315</u>	<u>52,315</u>
<b>Members' Funds</b>	180,334	139,702