

Annex 9

**Havering ChangeUp
Track Record of Delivering Similar Projects**

Project	Delivery
Management Training Project (HAVCO)	Over the last 4 years HAVCO have trained over 30 VCS managers across Havering in management and leadership skills. This has included looking at performance management, resources of an organisation and dealing with change, as well as personnel management. This training has resulted in the managers achieving a level 3, 4 or 5 externally accredited management qualification. Accredited ICT and first aid training has also been delivered to over 200 VCO staff and volunteers in the last 2 years.
Organisational Management Systems (ELN)	The East London Network as part of the East London Workforce Coalition, in partnership with Thames Gateway London Partnership, has developed a computerised workforce analysis tool. This allowed organisations in Havering to maintain electronic staff records and information on training requirements.
Governance Support (ChangeUp)	Through ChangeUp Governance awaydays have been held by 8 local VCOs to develop organisations and management committees.
Financial Management Project (ACE)	ACE have delivered financial management programmes to VCOs in Havering around: <ul style="list-style-type: none"> • Bookkeeping and Budgeting • Year End Accounts • Guarding against errors, omissions and fraud • Roles and Responsibilities of Trustees
Fundraising Support Project (HAVCO)	In partnership with Barking & Dagenham CVS, fundraising provision including funding information and one to one support has been providing to local VCOs.
Working with Vulnerable Groups (HAVCO)	Working with 51 VCOs in Havering, staff and volunteers have accessed CRB Checks. HAVCO also delivers regular safeguarding events including those around children and vulnerable adults.
ChangeUp Projects (ChangeUp)	The Havering Consortium has worked with local VCOs to map their infrastructure needs requirements for future delivery of support. As part of this process in-depth ICT surgeries were held with 6 organisations and 80+ staff and volunteers from 28 local groups have accessed Legal training courses and one to one support around HR and premises issues.
<p><i>The projects included in the Business Plan will draw on this experience, research recommendations and successful delivery to provide relevant infrastructure support to meet the needs of the VCS in Havering.</i></p>	