



BRIGHTER FUTURES CONSORTIA

Planning for the future, together

DEVELOPMENT PLAN (2018 - 2022)

Men's Shed | Rhyl Youth Group | Rhyl Parent & Toddler Group | Women's Shed
Street Games | Kids Shed | Wi-Fi Connections | ASD Family Group | Little Angels

Brighter Futures Building, 29 - 33 Abbey Street, Rhyl, Denbighshire LL18 1NT



Welcome | Croeso

What is Brighter Futures?

Since as early as 2003, clusters of volunteer residents, community workers and small groups have worked together with stakeholders in Rhyl to develop various initiatives designed to address local needs around poverty and social inclusion. These initiatives have been individually nurtured to mature into various self-governing organisations that provide support and services to children, young people, families, the elderly, those with disabilities, socially isolated and experiencing multiple forms of poverty.

Although each of these organisations have developed independently, a close and unique plethora of strong relations have been upheld which have seeded and fostered close partnership working and community cohesion.

Building on these relationships and in an effort to be a new model of best practice within community organisations, The consortium is pioneering the establishment of a registered charity sharing of resources, skills, facilities and assets called Brighter Futures which was established in early in 2018.

Brighter Futures is a formal association of self-governing groups cooperating under written agreement to enable each groups to work collaboratively while delivering independently, measuring outcomes and impact based of separate aims and allocating resources in a way that reduces costs, increases chances for sustainability and broadens the effectiveness of the groups for a better future.

In simple terms “brighter futures” is several groups, in one community, working together and sharing assets to reduce costs and make a greater impact on the lives of families and people across multiple generations.

“Leaving labels at the door”



What will Brighter Futures do?

Brighter Futures will set out to initially achieve the following priorities:

1. Formation of Brighter Futures as an unincorporated association
2. Mapping exercise (*individual group needs, consortia needs and wider community needs*)
3. SWOT analysis of the consortium members
4. Creation of a formal consortium agreement
5. Creation of a new shared home for groups
6. Redevelopment of the unincorporated association into a registered charity

An Individual from each of the members groups will pool their skills and resources to achieve the initial development and formation of the consortium prior to secondary/continuation aims being considered.





Proposed Overall Aim:

The creation of a formal consortium open to voluntary, community, youth organisations in Rhyl that enables and encourages close partnerships working, reduced duplication and improved financial sustainability.

Proposed Strategic Aims:

- A). Purchase or long lease and manage a shared community asset and land
- B). Generate a none restricted income stream from assets & services
- C). Reduce each originations core running costs by up to 20% within 12 months
- D). Develop and commence organisational development plans based on one shared consortia framework.
- E). Cross train and multi skill employees from each group improving overall performance by sharing human resources
- F). Develop a new shared volunteering system that spans all consortia members
- G). Review policies and procedures of member groups to complement and reflect each other's standards.



Proposed Objectives to deliver aims:

Specific aims for year 1: (A)

- i). We will identify a property that meets the established needs of all consortia members to include, indoor changeable spaces for various activities, outdoor space for games, sports and relaxation, unit for workshop activities.
- ii). We will fully cost for purchase, adaptation, upgrade and annual running costs, research and identify various potential capital grant and loan options.
- iii). We will secure all legal necessities

Specific aims for year 1: (B)

- i). We will identify and examine appropriate and minimal risk income generation options and apply these to a 3 year cash flow forecast,
- ii). We will establish a reserves fund within 12 months that affords the consortium's planned 12 month facility running costs space.
- iii). We will establish tenancy agreements with consortia partners and external groups wishing to use the facilities.

Specific aims for year 1: (C)

- i). We will map out individual member groups annual running costs.
- ii). We will identify areas for cost reduction through resources management.
- iii). We will monitor costs over a 12 month period and compare these to previously established expenditure.

**Specific aims for year 1: (D)**

- i). Review all policies, highlighting differences and similarities.
- ii). Develop a bank of “template policies that can be implemented by individual groups”
- iii). Develop a policy and guidance document for resolving conflicts internally

Specific aims for year 1: (E)

- i). Review of all skills requirements and current skills of employees
- ii). Consult with all employees and support inclusion in skills analysis
- iii). Creation of a new competency framework for all employee roles
- iv). Creation of an up-skilling and retraining plan for all employees
- v). Review all support and supervision procedures and streamline

Specific aims for year 1: (F)

- i). Review all established volunteer policies and procedures
- ii). Create a single policy for the consortia
- iii). Research IIV and other quality assurance systems
- iv). Develop a volunteer’s fund and reward system

Specific aims for year 1: (G)

- i). Review core policies and highlight conflicts
- ii). Create a proposal for policy changes that can resolve any conflicting items
- iii). Support each member group to implement any required changes



Identified Need:

Our groups have worked to identify local need based on our current services being used.

1. Community Facilities:

West Rhyl currently has a number of Community Facilities, these are the Foryd Centre, Wellington Community Centre, West Rhyl Young Peoples Project, St Mary's Presbytery and the ASK centre. Our consortium has studied each, its usage and potential ability to house our groups and activities.

Foryd Centre, We would not be able to run our projects due to the level of current activity (we have been renting premises from the Foryd for the past 6 months, however these are far too small and expensive for our needs.

Wellington Community Centre, This facility is closing and moving to SW Rhyl.

West Rhyl Young Peoples Project: We would not be able to run our projects due to the level of current activity at the centre.

St. Mary's Presbytery: This facility is closing and the building being sold.

ASK centre: We would not be able to run our projects due to the level of current activity at the centre. We have used the facility recently for small events.

2. Current user numbers:

Average user numbers for our activities over the past 12 months

Men's Shed 26 per session

Women's Shed 12 per session

CAP & P&T 15 per session

Youth Group & SG 34 per session

3. User identified needs:

ASB reduction

Safety & Friendship

Isolation / Loneliness reduction

Assess to workshop and gardening facilities

Access to facilities during evenings



SMART Milestones:

Specific, Measurable, Achievable, relevant & time bound

1. Develop our capacity:

i). Work with our Empower be the Change business advisor to fully develop our business plan and funding strategy

complete by May 2019

ii). Undertake staff & volunteer training with Empower be the Change;

Effective team leader skills.

Effective team members skills.

Volunteer management.

Complete by May 2019

iii). Continue regular support meetings and guidance with Spotted to develop core strength.

Complete by June 2019

iv). Continue regular support and guidance meetings with Street Games Wales to enhance partnership working and enhance evidence based reporting.

Complete by Aug 2019

v). Identify potential funders and make contact with each. Work alongside partners to develop funding applications that can meet expenditure forecast.

Contact by March 2019, applications to be made asap once ready



2. Consult our current and potential beneficiaries:

i). Undertake various consultation events with members using a variety of methodologies that are engaging and relevant to members.

Men's Shed

Women's Shed

CAP

Rhyl Youth Group

also engage with others via detached / street based work.

Complete by Apr 2019

3. Consult with partners and community stakeholders:

i). Undertake various consultation events with members using a variety of methodologies that are engaging and relevant to members.

North Wales Police

Street Games Wales

Sported

Empower be the Change

Coption's

Youth Justice

Barnardos

Little Theatre

DCC education (schools directly)

ASD Family Group

Foryd Centre

Wicked Wales

Youth Service

WRYPP

RAPA

Town Council

County Council

Complete by Mar 2019



SWOT Analysis:

Updated: Oct 2018

<p>STRENGTHS</p> <ul style="list-style-type: none"> Unique to North Wales Clear need for cross-generational projects to bring local communities together – identified in Rhyl Going Forward and other strategic documents. Skills, experience & professionalism of the volunteers and management committee Funding access experience - successes Success/popularity of projects Training opportunities for local people Job creation Strengthen local economy & communities Contribute to crime reduction Contribute to re-engaging disaffected people Strong links with support organisations 	<p>WEAKNESSES</p> <ul style="list-style-type: none"> Currently funding dependant Outside influences effecting young people Sometimes struggle to be accepted by Stakeholders as we don't know all the jargon Relatively new organisation
<p>OPPORTUNITIES</p> <ul style="list-style-type: none"> Become income-generating and self-sustaining Ability to pre-empt national policies Ability and experience to train young people as staff Marketing and promoting what we do 	<p>THREATS</p> <ul style="list-style-type: none"> Funding limitations Competition for available funding External prejudice towards young people Exclusion from stake holding bodies by Jargon used and prejudice Maintaining 100% operational effectiveness while still grant dependant



Key People:

Member Organisations

- Rhyl Men's Shed
- Rhyl Youth Group
- Street Games
- Rhyl Parent & Toddler Group
- Rhyl Women's Shed
- Wi Fi Connections
- ASD Parents Group

List of external advisers, stakeholders and supporting

North Wales Police (Darren)
 Street Games Wales (Emma)
 Spotted (Deb)
 Empower be the Change (Jo)
 Coopton's (Angharad)
 Youth Justice (Mel)
 Barnardos (Gemma)
 Little Theatre - (Andrew and Gwyn)
 NHS / Hafod (Julie)
 DCC education (schools directly) various such as Gareth
 ASD Family Group (Kellie)
 Foryd Centre (Fiona)
 Rhyl Rugb Club (Gareth)
 Wicked Wales (Rhiannon)
 Youth Shedz (Scott)
 Mens Shed Cymru (Simon)

Agencies to further engaging with

WRYPP (Jay)
 RAPA (Will)
 Youth Services (Wendy)



Administration/Systems:

The groups will retain constitutional, administrative and financial independence.

The function of the consortia will be to implement and maintain an arrangement in which the members undertake to support each other in delivery of services that benefit the community through resources sharing, The initial agreement will cover preliminary arrangements for:

Shared use of premises

Shared administrative systems

Shared IT & Telephone systems

Encompassing insurance cover (if feasible)

Shared Health, Safety & Risk management systems

Shared Training and staff development

Shared HR support and short-term employee secondment/cover

Provision for support for groups who suffer a disaster or are under a threat.

Creation of a shared reserve fund and core running cost fund



Financials

Financial requirements: 12 months (*projected for new facility and core costs*)

Staffing total - £ 68,400 p.a

Coordinators
Youth Worker
Children's Workers
Administrator
Facility Manager

Centre running costs total (projected annually)- £12,640

Rent
Services
Insurance
Consumables - included within P&P application
Health, Safety & Welfare
Creation of reserves and unanticipated costs

(commitment from Empower, SG and Sported to rent rooms or provide free training and support in lieu of rent)

Refurbishment total - £52,000 (£54,500 with legal costs)

Full refurbishment costs as per schedule of works (including Volunteer Match)

Refurbishment phase 2 total - £25,000 (estimates only)

Additional items following completion of main phase 1 works

Complete costs: £160,540



Member organisation Profiles:

Rhyl Men's Shed

Rhyl Men's Shed is a community organisation run by its members, for its members. Our overall aim is to reduce both the causes and effects of isolation and loneliness, poverty and social exclusion affecting people in our community.

Our secondary aim is to build strong, trusting and lasting relationships and to run inclusive, educative and fun community events. We deliver participative, engaging projects that benefit those involved while enhancing the community, we always seek to gather views, undertake research and promote involvement in decision making to ensure a dynamic and flexible organisation able to adapt to local needs and the needs of members and the wider community. Our Shed was the first Established in North Wales and has been running and growing since September 2013. We have also recently piloted our Woman's Shed following a number of requests from community members, residents, partners and other organizations working in the area.

Rhyl Youth Group

Our group has been established thanks to local young people and adults working together over the past few years building confidence of young people, intergenerational trust and creating the space for young people to become involved in delivering services for themselves, we have a committee with 5 young people, 4 junior members and advisory members from the Police, youth workers, community workers, residents and organisations such as Street Games UK, Sported and Empower be the change who are helping us grow and develop. We have been running in West Rhyl for a number of years and recently become a constituted group. We are members of the CWVYS and a registered doorstep sports club. We run our own Youth Café in the evenings which has lots of stuff to keep our peers out of trouble and off the streets, we also go on trips and activities regularly. We also cook our own food for each other each evening and run a tuck-shop.

Street Games

Our street games group is supported by / part of the UK wide Street Games movement and a registered doorstep sports club, we run sessions every week for young people to “get physical” and try out various games and activities, as well as mainstream sports we play games based on young peoples interests (such as computer games like Fortnite, and encourage members to play computer games in the real world, we also run fit & fed programmes (the only group in Denbighshire) and work with Denbighshire Council to train local young people as sports leaders / couches to support sessions along with adult volunteers.



Rhyl Parent & Toddler Group

Our Parent and toddler group provides for children from birth to 5 years. An informal and friendly environment for parents and carers to bring children to play and interact with others to build confidence and social skills. Songs, stories, small world, messy play, role play area, baby area with activity mats and floor toys. Snack time consists of a variation of cereal, toast, various fruit, biscuits and milk whilst also encouraging them to sit at the table with others. Parents/carers share and give advice to each other of their experiences during the children's first few years such as potty training, temper tantrums, feeding, money issues, housing and general parenting, the groups aims to provide a space where people feel a part of our community and a place to build relationships.

Rhyl Women's Shed

Rhyl Women's Shed is an informal Ladies Group that any female of any age can attend. We provide a comfortable safe place where women from all walks of life can all meet up and do as much or as little as they want. Some may take part in various structured activities such as crafts, Mosaic making and training courses and others just drop in for a cuppa and a friendly chat, reducing isolation and loneliness. The women involved also have the chance to raise money for charitable causes, participate in trips away and get involved in community benefit projects.

Wi Fi Connections

We are a group of experienced community development workers, youth workers and IT specialists working across North Wales and the North West. At WiFi connections we provide Free and very low cost IT solutions to community groups, Charities and individuals seeking compliant, secure and environmentally conscious activities. WE have also led on the Digital Rhyl project providing free WiFi at community facilities and Cloud 9 training young people in primary schools to be safe online.

Moontime

Sadly in our current climate many people are forced to turn Food Banks as a way of life and recent research has shown that many women and young girls are struggling to afford female hygiene products that are an absolute necessity.

After recognising this we set up The Moon Time Project.

The projects aim is to make that time of the month less of a burden for those Women. We have set times where discreet Moon Packs can be collected free of charge for anyone that need them. Each pack contains Sanitary products, Deodorant, Shower gel, Tooth Brush and Toothpaste and Shampoo and Conditioner. We currently distribute to schools, community facilities and anyone coming in from the streets.



A new community Facility

We have identified 34 Wellington Road as a potentially suitable facility to house the groups and projects, while also providing potential for expansion and use by other organisations.

A change of use planning application has been submitted to Denbighshire County Council following local consultation to acquire D1 permission, outline discussion with building controllers has identified that CDM will be required for phase 2 works, phase 1 works may require CDM should they span 1 month or if drainage works are found to be necessary. In this event Compagna Ltd will be engaged further.

Various options have been discussed with members, volunteer and staff from all groups, feedback from Partnership groups has been positive and supportive. Informal outline discussions with elected members have been undertaken

A 10 year lease has been agreed with the landlord, an option to purchase in the future is being negotiated (to be discussed with funders).

Redevelopment works are being costed for an initial refit and a future refit, fundraising locally is taking place alongside seeking grant funds, additionally various offers of in-kind support have come in from local trades people and suppliers such as Dulux and Wilko's amongst others.

An initial outline plan based on consultation results has been drawn up, while Parry Davies architects produce scale drawings :





Initial works

Complete Fire Risk Assessment
 Complete General Risk Assessment
 Complete required Surveys
 Design and Access Statement

Install new electrical circuits as per electricians design & complete EICR
 Install new Fire detection, Alarm system and Emergency Listing as per Design

Physical Works:

Workshop 1:

Clear out workshops, replace doors, frames and glass, re-plaster walls, build work-surfaces bring tools ect over...use as main workshop to repair building

Main room:

Repaint ceilings
 paint to ceiling woodwork
 cut down Bar for DDA access
 Remove lower bar bricks
 Repaint all walls Clean and repair flooring
 Replace Fire Doors / Final Exit
 Create new accessible ramp

Main Entrance hallway:

Repaint walls and ceiling
 Repair flooring
 Install door entry control with magnetic lock
 Replace glass with anti vandal plastic
 Install public access AED
 Create info point Consider front door options with 999 override or code

Workshop 2:

Replace external doors
 Repair broken glass in windows
 Refit slipped tiles
 Wire brush external walls & frames
 Repaint external walls and frames



Strip internal walls (asses condition) either skim or repaint
 Install 3 x LED strips Clean all floors and inspect
 Make or purchase work benches Repaint ceiling

Current ladies toilets:

Replace all fixtures
 Repaint over tiles
 Remove carpet
 Lay lino
 Paint hallway
 Plane internal door
 Replace external door with

Current male toilets:

Remove everything excluding the first internal wall
 Skim ceiling and walls
 Tile floor (none slip)
 Install DOCM pack provided
 Install disabled cable alarm
 Replace internal door in internal wall to open outward 900mm wide
 Fit DDA complete door furniture
 Widen main door opening from the pub to house 900mm wide door and closer
 Repaint all skimmed walls magnolia
 Install baby changer

Room next to the kitchen Team:

Remove all rubbish
 Replace external door or lock
 Strip flaking paint from walls and ceiling
 Replace internal door with FD30 and casing replaced or upgraded to house intermittent strip
 Replace ceiling light with provided LED strip light
 Repaint ceiling white
 Repaint walls magnolia
 Repaint skirts and frames white
 Repaint inside cupboards and doors
 Lay oak effect lino provided.

**** (call in ground workers, fill floor level to kitchen height) ** phase 2**

**Downstairs Hall & Stores:**

Strip flaking paint from walls and ceiling
Remove stairs carpet and inspect condition
Create 1hr protection under stairs (pink plasterboard
Fire resistant seal to edges
Skim throughout
Replace doorframe and door with FD60, install intermittent strips into frame
Replace ceiling light with provided LED strip light
Repaint ceiling white Repaint walls magnolia
Repaint skirts and frames white
Scrub and Clean floor
Replace door to bar with FD30
Lay oak effect lino provided.
Clear out store cupboard and wipe down/disinfect.
*****Quotes for lift*** phase 2**

Upstairs Hall & Rooms:

Remove all rubbish
Strip all walls
Replace windows as required
Replace entire bathroom
Replace all missing floor boards
*****Youth group members to design rooms*** phase 2**



Planned building usage

We desire to use the building to run our community groups activities Monday to Friday, at this time we have no plans to open on weekends, however we would like to have the option to allow other not for profit organisations that provide community activities that complement ours use the building (clubs and societies).

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Morning 10am - 12	RHYL MENS SHED	RHYL MENS SHED	WOMENS SHED	PARENT & TODDLER	PARENT & TODDLER	FAMILY ACTIVITIES
Afternoon 12pm - up to 4	RHYL MENS SHED	RHYL MENS SHED	WOMENS SHED	PARENT & TODDLER	PARENT & TODDLER	YOUTH GROUP
Evening 6pm - up to 9pm	YOUTH SHED	MEETINGS	STREET GAMES	ASD GROUP	YOUTH GROUP	YOUTH GROUP



Appendices

Proposed Consortium Agreement
Proposed Constitution
Information sheets on member groups
Consultation report
Architectural drawings

Additional notes

Consortia benefits...

Being a member of the consortia offers the following opportunities should they be of use...

Ability to provide a joined up and strong united voice on local issues.

Free Welsh Translation service for leaflets, websites and posters, up to 1000 words per year.

Informal Quarterly get together, sharing food, thoughts and ideas.

Support and advice on: Annual safeguarding reviews, Annual Health & Safety reviews and Annual Governance review

Free use of shared resources including 3D Printer, Power tools, H&S equipment, T-shirt - Mug and Hat printing machine, Xboxs, Virtual Reality Kits, Green Screen media production equipment, 4K Phantom Drone, Sports Equipment, Slushy Machines, CPR training equipment and practice dolls, shared free and reduced training courses such as mental health first aid.

Sharing of best practice, thoughts, ideas.

Ability to demonstrate to funders your groups position within the community.

Reducing duplication and a forum to create shared projects.

IT support ranging from repairs to virus removal and security.

Access to a variety of discounted products (up to off to 90% RRP) from toys and games to cleaning products, stationary and supplies.

Support with securing small grants, application reviews.

(we are hoping to also purchase a new minibus in 2019 which would be a shared resource)

Community benefits...

Reduced ASB in the town involving Youths (North Wales Police are key partners in this development).

Links to local primary schools and other community organisations providing summer activities for children & young people.

Restoration of a derelict building within the town centre (sitting within the “heart Quarter”) identified by DCC as part of Rhyl’s regeneration zones.

Increased opportunities for training and volunteering to residents

Creation of 2 new jobs and security of 3 existing jobs.

Increased intergenerational cohesion via joined up activities and projects.

High level of “community pride” and ownership with local business’s, volunteering time and resources to redevelop the building.

Potential use of the building by other community groups for training and events.

Possible new Requirements for 2019:

Send a representative to attend at least 2 of 4 meetings per year.

Be prepared to support other consortia members where possible should it not conflict with your own group's interests.

Share your knowledge and experience to support other consortia members where practice to do so.

Ensure your organisation complies with the minimum standards for consortia membership;

1. **Have a safeguarding policy and Designated person within your organisation for safeguarding.**
2. **Your organisation has a Health and Safety Policy that is reviewed at least annually.**
3. **Your organisation has a Welsh language Policy.**
4. **Your members are DBS checked where appropriate.**
5. **Your organisation is established to benefit the people of Rhyl.**
(Or agree to use Consortia provided model policies and systems to comply with the above).

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Consortia structure...

Charity, CIO, Ltd company, unincorporated





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Acknowledgements & Thanks

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Empower be the Change	www.empower-bethechange.org
Street Games Wales	www.streetgames.org
Sported UK	www.sported.org.uk
North Wales Police	www.north-wales.police.uk
Coption's	www.coptions.co.uk
Men's Shed Cymru	www.mensshedscymru.co.uk