



**YOUNG GLOUCESTERSHIRE** (*adj*);  
*youth charity; diverse; dynamic; skills;*  
*quality; development; opportunities;*  
*educational; experiences; partnerships;*  
*projects*

# Annual Review 2004

# Young Gloucestershire is...

Young Gloucestershire's vision is to be the leading voluntary youth organisation in the county with whom other organisations and agencies want to be associated and support in the delivery of high quality programmes for young people aged between 11 and 25 years.

## Mission Statement

Young Gloucestershire - serving young people of the county through the provision of learning opportunities that focus on their social education and personal development

Young Gloucestershire is based in Gloucester but is able to access and operate from training bases throughout the county. It also has three mobile projects - InfoBUZZ, Roadshow and CREW, and a vocational skills workshop in Gloucester.

## Youth Development

Generic youth work through a network of over 90 youth groups to whom we offer access to the programmes of both UK Youth and the National Association of Clubs for Young People, as well as an annual programme of events, activities and training provided at county and unit level. Additional specific projects include:

- Roadshow, a mobile youth service supporting and developing youth clubs
- RoadRunners, a practical driving programme for 16 year olds
- Young Citizens, a crime reduction and personal safety programme for 14/15 year olds.

## InfoBUZZ

- A mobile drug education project for young people throughout the county
- Based in a converted coach which is equipped with information, displays, video equipment and multi-media computers;
- Staffed by a team of experienced project workers who work hard at maintaining an accurate knowledge base around drugs, alcohol and health-related issues.
- A service that works with young people in formal and informal settings including schools, colleges, youth centres, voluntary youth organisations, prisons etc
- Sessions can be run on or off the bus, utilising halls, gyms or classrooms to deliver group work activities which complement those

taking place on the vehicle.

## Prince's Trust Team

- A unique training programme designed for young people aged between 16 and 25 years from a variety of backgrounds (employed, unemployed and those between phases of education) with an opportunity for personal development while helping to meet the needs of the community through voluntary work;
- The training programmes are organised by trained team leaders (both employed and seconded from business) with constant quality controls and evaluation processes.

## Foundation for Work

- A progressive series of three residential personal development courses for apprentices and trainees;
- Programmes of outdoor development activities are used to develop key skills; teamwork, problem solving, communications and improving own learning as well as helping with self-confidence, self-esteem and motivation;

## Millennium Volunteers

- A UK-wide initiative to encourage more 16 to 24 year olds to volunteer their time for the benefit of others.
- Young Gloucestershire is promoting Millennium Volunteers throughout the county and enabling young people to gain an "MV for their CV".
- MV is designed to empower young people to undertake activities on local issues, which they really care about, using their skills and interests as a starting point.

## New Start Network

- Is a foundation programme aimed at 16 to 24 year olds (together with 13-16 year old mums-to-be) who are unable for a variety of reasons to access mainstream training education or employment.
- Focuses on specific target groups such as ex-offenders, homeless, disabled, ethnic minorities, those suffering from addiction or with learning difficulties.
- Is a flexible scheme with individual programmes, achievable goals and sustainable support.

Young Gloucestershire is the lead partner for 16 organisations offering a variety of short courses to develop the trainees' confidence and motivation.

## CREW

### Community Routes to Employment Workshop

- Young Gloucestershire has initiated CREW to provide unemployed and disengaged young people with a range of support, guidance and access to practical vocational skills that will enable them to take up mainstream education, training or employment with prospects.
- Our target group are those young adults with few or no formal qualifications for whom CREW will deliver a range of pre NVQ and NVQ L1 equivalent accredited training programmes. These young adults benefit from a structured transition that bridges the gap between exclusion and being ready and able to undertake L2 training successfully.
- CREW is based in well equipped workshops off the Bristol Road in Gloucester

For further information contact:  
**Young Gloucestershire**  
Southgate House  
Southgate Street  
Gloucester  
GL1 1UB  
Tel: 01452 833645  
Fax: 01452 833646  
e-mail [admin@youngglos.org.uk](mailto:admin@youngglos.org.uk)

## YG's aims

Young Gloucestershire's aims are:

- To provide services and facilities to foster, develop and support clubs for young people, particularly in areas of needs
- To provide young people and youth workers with access to regional and national opportunities via UK Youth, the National Association of Clubs for Young People, the Prince's Trust and Millennium Volunteers.
- To enable all young people in the county to be able to access facilities and programmes
- To deliver Prince's Trust Team programmes and Millennium Volunteers opportunities throughout the county
- To provide residential personal development courses for young employees
- To work in partnership with other agencies to increase and enhance the range of services and opportunities for young people.

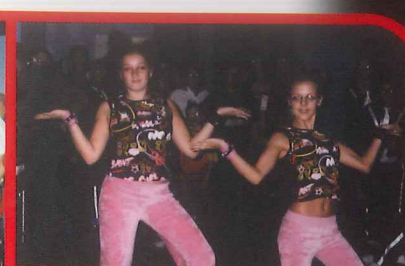
# Youth Development Team



● Young people enjoying this year's 'Taking the Lead' experience.



● National 'Dance for All' runners-up (and County champions) 'Adrenalin' from Stonehouse Youth Club



● Laura Timlin (right) and Natasha Neal from Steps Dance Club.

## 'Dance For All'

Following our hugely successful county event, the Senior Pair (Laura Timlin and Natasha Neal from Steps Dance Club) and Senior Team ('Adrenalin', Stonehouse Youth Club) took first place at the Regional competition hosted by Young Gloucestershire in January. And in April they were both runners-up in the National finals held at Pontins in Hemsby. A fantastic achievement for all involved.

## Sports Development

The Community Sports Leaders Award (CSLA) has been added to the programme with Newent Chill Out Zone completing the course and gaining awards. A second course aimed at club leaders was also a success

## Participation

This provides a wide variety of challenges and settings resulting in many positive outcomes and fun learning experiences. Support has been given to adults and young people setting up new youth provisions and many more are now involving young people within their management committees. Clubs such as Tibberton are completing their Keystone Awards and clubs have joined together to take part in activities. Support has also been given to the work of the MYP's (Members of Youth Parliament).

## RoadRunners

RoadRunners and Momentum have been very popular this year and the development of 'On2Wheels' has added to the programme's success. Programmes are being delivered throughout the county with many new schools and projects on board and many return visits.

## Roadshow

Our mobile youth project is always well supported by affiliated groups and, since March, has been co-ordinated by Cherry Connolly. Young people continue to enjoy circus skills, archery, sports and games as well as an increased range of creative opportunities, including nail art and graffiti art.

## Quality Standards and Signpost Project

The Quality Standards package is complete and several groups have taken up workshops on Policies, Procedures and Guidelines for Youth Groups. The 'How to Start a New Youth Group' pack has been used many times, giving groups of volunteers all the information and forms they need to get started. The Signpost Project, funded by Connexions, provided groups and communities with toolboxes containing publications on a wide range of subjects to help young people access information and advice. We have also been able to offer volunteers access to free Criminal Records Bureau checks.

## Taking The Lead

This was held over two evenings with young people from several clubs looking at the skills needed to be a leader and then putting them to the test during a rafting exercise in the Forest of Dean. It has now been developed further with a more in-depth seven-session programme starting in January to explore the role of a leader and gain essential skills in the delivery of adaptive games/creative sessions and undertake some basic first aid and food hygiene training.

## Young Citizens

The Young Citizens Award Scheme is now an established countywide crime reduction and personal safety initiative. The course ran in the spring with young people from Tibberton Youth Club, Horizons Youth Centre, Corse and Staunton Youth Club and an independent young person.

The scheme includes personal safety, an emergency services evening, a residential, completion of a community project and a presentation evening. This multi-agency initiative continues to develop and attract young people from a variety of settings and backgrounds each year.

## Insurance, Affiliation and Administration

Ann-marie Carter has now joined the team and is taking care of the affiliation and insurance as well as being our new Administrative Officer. My grateful thanks go to the existing team members who have helped so much to keep everything running smoothly during the last few months.

Julie Bartram  
Youth Development Team Manager

Contact the Youth Development Team  
on 01452 420235

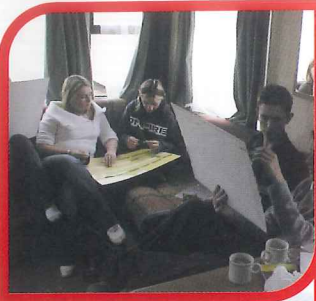


# InfoBuzz

## The InfoBuzz Team

The current staff team are David Pearce (Manager) Dave Rose; Angela Jaskowska; Terry Cooper, Alison Cubbins, Jeanne Atkinson and Carolyn Jenkins.

Contact  
InfoBuzz on  
01452 420228



● Year 7 pupils at Marling School in Stroud piloting the game devised by pupils from the Whitminster Centre.



● Young people from Nailsworth Youth Club on their residential in Devon.

### Community Initiatives

The mobile community service has supported a long term project in the Hesters Way area of Cheltenham which engages a core group of children of drug using parents and their families in therapeutic activities, coping skills, healthy living, education and motivational programmes.

### Equality and Racial Awareness

We have now successfully run a pilot programme with 15 young men from Young Gloucestershire's CREW project. The programme was filmed and accredited by our inspectors as a model of best practice.

### Drug education for young people, by young people

The project has worked successfully with groups from The Whitminster Centre, The Hatherley Centre and St. George's Centre to produce a leaflet for parents; help and advice cards and a drug education game for Key Stage 3 pupils.

### Eastwood Park Prison

The Anger Management/Substance Misuse programmes are now OCN accredited. A total of 52 young

females in custody have taken part in the programmes, of which 20 have achieved one OCN credit at Level 2.

### Youth & Community

In June, Infobuzz - in partnership with Nailsworth Youth Club - finished filming a spoof documentary around drug issues in a rural community. This also included a successful residential in South Devon.

### The Gathering

In partnership with 'The Bizz' and Star 66, Infobuzz is supporting a dedicated group of "alternative" youths from across the county who meet every Saturday in Northgate Hall, Gloucester. A splinter group meets every other Saturday at Star 66 to develop specific programmes around alternative youth cultures. They are currently writing, producing and filming a video that explores drug and alcohol related issues.

### Special Needs

We have successful run drug and alcohol programmes in Alderman Knight and St Roses and are currently planning peer-led initiatives at Milestones with pupils from the re-integration service.



● Year 10 pupils from the Whitminster Centre with "Infobuzz for Parents" leaflet they designed.



● Year 9 and 10 pupils from Alderman Knight School in Tewkesbury participating in a drugs and alcohol programme.

# Prince's Trust Team

Helen Burn joined Young Gloucestershire's Prince's Trust Team delivery manager back in June. Her role being to ensure the quality and safety of the Team programmes. Helen previously worked with Raleigh International in Ghana.

This year has seen seven teams completed successfully and three more still to come. Team 100 was a huge affair and culminated in the celebration at GL1 in the presence of His Royal Highness The Prince of Wales and many past and present participants, Team Leaders and supporters.

Many former participants have achieved their goals and progressed onto their future careers. Hayley Stokes, Team 100, has just completed her first team as Assistant Team Leader and is going onto assist on Team 108. She completed Assistant Team Leader training and finished a City and Guilds 7307.

The community has benefited from Team projects including two school gardens and a garden at a home for elderly people that received makeovers. Several groups have been recipients of a day out with the Teams. Podsmead Youth Project enjoyed a day at Cattle Country and Bromford Housing young families have been given donations for their work.

The staff team has seen many changes this year. Silvana Rubino is the new Positive Outcomes worker. Laura Philips has gone from being a volunteer Assistant Team Leader to an employee of Young Gloucestershire as Team Leader on Team 106 in the Forest of Dean.

We continue to welcome seconded Team Leaders from industry. Julie Stephens from the Inland Revenue ran Team 105 and Civil Servant Phil Mooney is running Team 108. We are also supported by excellent volunteers including Curtis Holland and Ben Davis, Assistant Team Leaders. Holding it together is Wendy Wilcoxon who continues her excellent work as Administrator.

Contact Prince's Trust Team on  
01452 420223

## Team Dates:

Team 109	Gloucester	24th January to 15th April 2005
Team 110	Forest of Dean	31st January to 22nd April 2005
Team 111	Cirencester	7th February to 29th April 2005
Team 112	Cheltenham	14th February to 6th May 2005
Team 113	Gloucester	2nd May to 22nd July 2005
Team 114	Forest of Dean	9th May to 23rd July 2005
Team 115	Stroud	16th May to 5th August 2005
Team 116	Cheltenham	23rd May to 12th August 2005
Team 117	Gloucester	5th September to 25th November 2005
Team 118	Forest of Dean	12th September to 2nd December 2005
Team 119	Cirencester	19th September to 9th December 2005
Team 120	Cheltenham	26th September to 16th December 2005



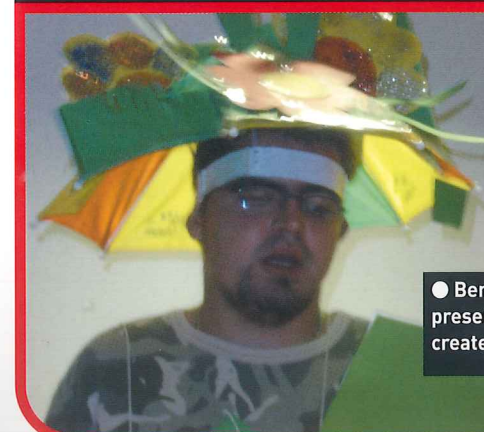
● A very happy Hayley receiving her profile of achievement from Kate Lewington, Area Manager of the Prince's Trust.



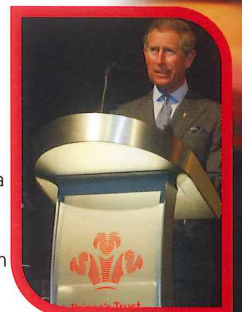
● Team 106 with their awards after their final Team presentation



● Steve Ryder receiving his Team Leaders certificate from Andy Hart from the Civil Service.



● Ben, from Team 106, at their final presentation. Natalie, a fellow team member, created his weed costume.



Prince's Trust



# A message from our chairman

The activities of Young Gloucestershire are totally focused on supporting and developing young people and this year, 2004, our work was recognised and celebrated at an event held at GL1 in April which was attended by His Royal Highness The Prince of Wales. The occasion marked the completion of 100 Prince's Trust (Volunteers) Teams in the county.

Regrettably, later in the year, severe funding restrictions placed on one of our major funding partners forced them to significantly reduce their support for our entry to work programme. This, together with the reducing income from donations, led us to reduce the provision that our partners and ourselves are able to deliver to the most needy young people in the county. All of our local MP's have been very supportive, and are challenging the reductions at Government level.

Despite this set back, our work continues to flourish in other areas and more than 27,500 young people have been included in our programmes and projects during the year.

On behalf of the Board of Directors I should like to thank our many partners, funders, supporters and volunteers for all that you have contributed towards these achievements. And our staff for the guidance, support and enthusiasm that you have given directly to the work with young people.

2004 has been an exciting and challenging year. A look through this Annual Review will show you why.

With thanks and best wishes  
**Clive Ainsworth**  
 Chairman



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# Financial Statement

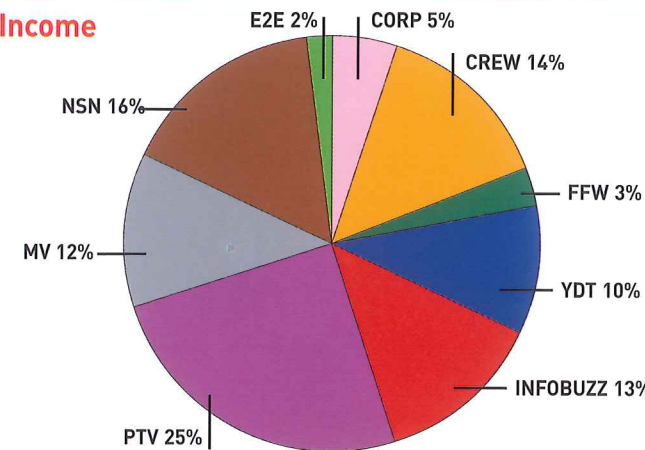
The nature of our funding has changed over the years and whilst we now secure income from a wide variety of sources, it continues to be a concern, particularly in respect of covering core costs and on building adequate reserves.

This year we have felt the effects of reduced funding from some of our statutory supporters, the poor performance of the stock market and the low interest rates has reduced the funding available from Grant Making Trusts. This has resulted in a small deficit. Managers and Trustees are ensuring that our costs are monitored and controlled effectively in order to achieve a surplus in future years.

Creating adequate reserves is not only a Charity Commission requirement but it also provides the organisation with pump priming funds to initiate and develop new projects or services as changing needs are identified; it also provides a buffer at times when funding sources are scarce. We are therefore seeking to expand our range of funders to secure our work now and in the future.

We would like to thank everyone who supports the work of Young Gloucestershire, local and national companies, trusts, local and national government departments and many individuals and public service organisations and hope that we shall continue to have your support during the coming year.

## Income

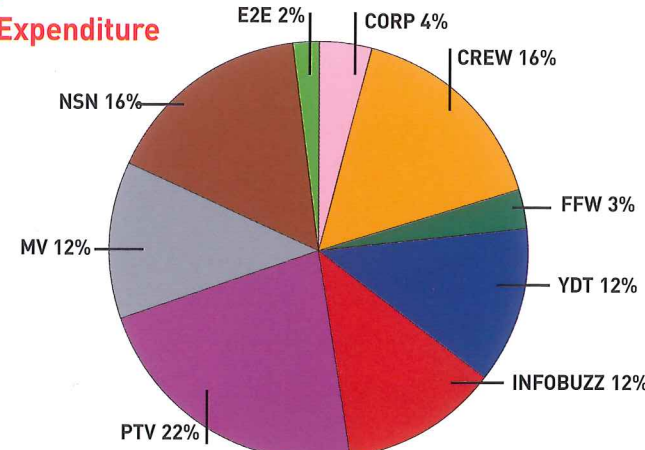


### TOTAL INCOME 1st April - 31st March 2004

CORP	£62,689	5%
CREW	£182,703	14%
FFW	£33,985	3%
YDT	£131,952	10%
INFOBUZZ	£171,647	13%
PTV	£321,541	25%
MV	£151,146	12%
NSN	£209,983	16%
E2E	£24,884	2%

**Total Income £1,290,800 100%**

## Expenditure



### TOTAL EXPENDITURE 1st April - 31st March 2004

CORP	£53,100	4%
CREW	£210,004	16%
FFW	£41,258	3%
YDT	£159,028	12%
INFOBUZZ	£164,427	12%
PTV	£295,677	22%
MV	£161,750	12%
NSN	£209,983	16%
E2E	£23,388	2%

**Total Expenditure £1,318,615 100%**

Unrestricted deficit for year ended 31/3/04

-£27,815

Unrestricted reserves b/f 01/04.03

£316,887

Unrestricted reserves c/f 31/03/04

£289,072



serving young people of the county



serving young people of the county

# Millennium Volunteers



● Millennium Volunteers and project workers join forces with the National Trust

● "Is this hole deep enough yet?"

Millennium Volunteers (MV) has been awarded an extension to run from April 2004 to March 2006 and, although the funding has been reduced, funding with Connexions has been approved for April 2004 - March 2005.

The MV Unit envisage that MV will be fully embedded into Connexions by March 2006. Local Connexions projects will act as the Contract Manager for their local MV project, instead of Regional GO's. As Glos Connexions will be the Contract Managers, Young Gloucestershire will still be the host organisation but will bid for funding to Glos Connexions instead of Regional GO's.

The Connexions funding will be used to work with the NEET group, offenders, teenage mums and young people from ethnic backgrounds. Therefore, the post of Placement Co-ordinator has ceased to exist and the funding will now go towards an existing Project Workers salary.

We have welcomed on-board new project worker, Peter Lay. Peter has been involved with youth work in the county for many years, including our own Youth Development Team as Participation Worker. While we were in the process of recruiting and interviewing for Peter's post, former MV workers Helen Michell and Ellie Kirby rejoined the team briefly. Sam Allaway has joined the team as a Trainee.

We would like to congratulate all of the Millennium Volunteers who were nominated for the Gloucestershire 'Young Person of the Year' Award. We put forward six young people, and, of the 31 finalists, 16 were or have been Millennium Volunteers.

MV's from all over the county have been taking part on National Trust residential. A great way to gain volunteering hours while doing something positive, and fun! During the last six months we have held five residential in Dudmaston, Shropshire; Erddig, North Wales; Stourhead, Wiltshire and in Snowdonia. All were attended by 14 young people and meant that they instantly achieved 100 hours and are now well on their way to reaching their 200 hour Award of Excellence.

Drop out rates decreased dramatically this year with just 7% of young people leaving without reaching at least 100 hours (target set by DfES - 20%) and those who have reached 100 but not 200 hours is currently 25% (target set by DfES - 30%). We have been targeting local sixth forms over the last year and have delivered a presentation in all schools with a sixth form.

MV's last Awards Ceremony was held at Tequila Rose, a Mexican restaurant close to Southgate House. It was a very successful event with 40 young people attending to collect either 100 Awards or 200 Awards of Excellence.

Finally, thanks to all the volunteers and organisations that have helped to make Millennium Volunteers such a success in Gloucestershire.

**Sarah Thompson**  
Millennium Volunteers Manager

**Contact MV on**  
**01452 420208**



Millennium Volunteers

● New hedgerows are planted by the MV team at Dudmaston.



● Awards ceremony for MVs in Gloucester

serving young people of the county

# New Start Network

## The NSN Team

The NSN team is: David Pearce (Manager); Dave Fish and Julie Bellringer (Contract Advisers); Laura Joslin (Finance and Systems; Farooq Ismail (Participation and Involvement) and Jeanne Atkinson (Administrator).

Back in March this year we held one of our New Start Network information days. And this time we were joined by staff and young people from the Gloucester Youth Housing Association (GYHA) and from Prospect Training.

The event celebrated ten years of the Learning Initiative Fund (LIF) from the Learning Skills Council in Gloucestershire which has supported (through NSN) Prospect Training's 'Young Mums To Be' project and GYHA projects.

April saw S H Training's new premises in Eastgate Street, Gloucester officially opened by the Mayor of Gloucester, Councillor Phil McLellan. And on hand to lend his support was rising Gloucester Rugby Club star, Marcel Garvey.

S H Training was set up six years ago by Seffin Harris and, to a large extent, focuses on helping people from the black and ethnic minority community access training and find employment. But anyone is catered for. S H Training has been part of NSN since it began and now offers e2e training.

Gloucester Youth Housing Association is expanding and the Lydney Gateway is one of their new projects. It provides high support housing for eight young people aged 16-24 from the Forest of Dean. One of the units has disabled facilities.

New Start Network welcomed a new partner on board in May. The Young Person's Service is managed by Dena Boucher and based in Cheltenham and offers young people aged 18-30 with learning difficulties that chance to access activities, interests and training in line with those of all young people.

Bromford Housing Group joined NSN in July 2004. Bromford have premises in Cheltenham providing temporary accommodation for seven young families and premises for 13 in Gloucester. Both schemes aim to work with each family to achieve independent living and permanent housing. They offer basic skills and life skills for all their clients.

The New Start Network team is now in its fourth year and in December this round of ESF funding comes to a close. Bids are in to the Government office for a further year. During this year the project has achieved all the objectives set out in the bid and has continued to grow its base of partners and trainees

**Contact New Start Network on**  
**01452 420210**



● The new premises at S H Training, Gloucester



● Gloucester Youth Housing's new Lydney project



● NSN's information day in Gloucester: Gwen McEwan from Gloucester Youth Housing



● Jenni Manners from Prospect Training giving a hand massage

serving young people of the county



# CREW

CREW Manager Amanda Godber left last Christmas to join OCN and was replaced by the present Project Manager, Monique Croucher (pictured) in January. Tracy Martin is now CREW's Training Supervisor; Darren Boylan is the full time IT and Basic Skills Tutor replacing the sessional worker Richard Redway who is pursuing a university degree.



We have a second Motor Vehicle Trainer - Adrian Simpson - who works alongside Jason Rendell in our workshop. Hayley Thompson recently gave birth to a bouncing baby girl and will be returning to work soon and Claire Czaplewski still provides our administration and IT support.

Our ICT suite now has ten dedicated learner PC's, most with Broadband Connectivity, and the addition of a second Motor Vehicle Trainer to the team has meant we are able to offer training on an outreach basis to groups of pre-16's.

We still offer accredited training in Motor Vehicle Mechanics and ICT but learners can now work towards qualifications in other areas including Life Skills, Anger Management and Substance Management.

To date, 47 learners have accessed CREW program delivery under the 'Entry into Employment' scheme. The average length of stay has risen to 23 weeks and we have seen improvements in all learners' development, both personal and academic.

Our progression rates are very good at 30.7%, compared to a national average of 20%.

Following a successful bid for funding, all our E2E learners can now access "bolt-on" courses in addition to their accredited training. These include a mixture of programs chosen by the learners and by staff specifically to support learners experiencing self-esteem or confidence issues, improve teamwork or develop other skills such as communication or problem solving.

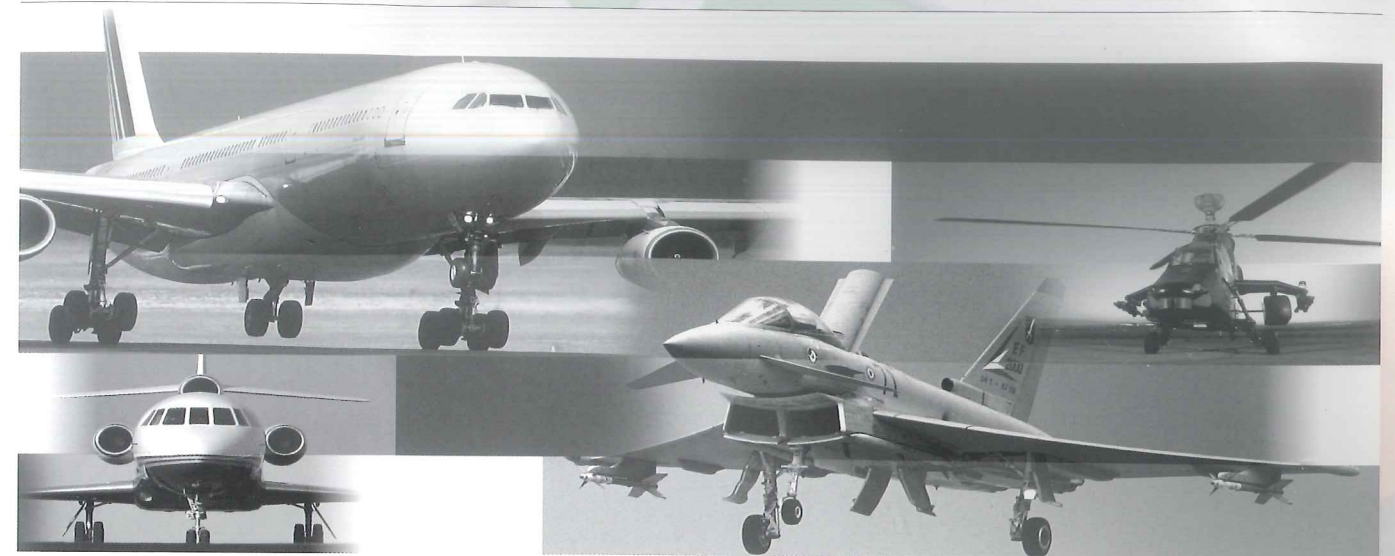
CREW has secured the contract to provide maintenance and repair for Young Gloucestershire's fleet of mini-buses. This is an important step as besides the additional income it generates, we are also able to offer our learners a completely realistic training experience.

In May, we piloted program delivery aimed at 14-16 year olds. The response from external organisations was encouraging and we now have 16 learners accessing courses. We will not be conducting formal evaluation until the end of the scheme but informal feedback has been positive with all agencies involved expressing a desire for us to adopt the scheme on a permanent basis as from September 2004.

CREW would like to thank the following organisations for their continued support:

- Lincoln Insurance Group
- Smiths Charity
- Sheriff Trust
- The Countryside Agency

Contact CREW on 01452 501008



## The Global Landing Gear Company

Messier-Dowty is pleased to support Young Gloucestershire and Youth Development in the Community

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● CREW on a day out to Explore@Bristol



● (Above) trainees working on vehicles at their base



McDonald's Gloucester are proud to support Young Gloucestershire



young gloucestershire  
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# Who's Who at YG..

**President** The Lord Vesty DL  
**Chairman** Clive Ainsworth  
**Deputy Chairman** Stephen Powers  
**Finance Director** Ashok Kwatra  
**Hon. Company Secretary** Christopher Fowler  
**Auditors** Waugh Haines Rigby

## Board of Directors

Mike Blackie  
Michael Counsell  
Jo Gray  
W J Eykyn  
Anne Cadbury OBE JP DL  
Nicholas Upton  
Neil Cameron  
Claire Townsend

## Staff

**Chief Executive** Brian Parker

## Administration

**Finance Officer** Christine Watts  
**Office Manager** Elsie Houston  
**Press Officer** Jackie McKenzie  
**Finance Assistant** Katie Truby

## Youth Development Team

**Manager** Julie Bartram  
**Participation Worker & Project Development Worker** C J Phelps  
**Administrator** Ann-marie Carter  
**Project Workers** Cheryl Connolly  
Toni Baker  
Georgina Akerman  
**Arts Worker** Jackie McKenzie  
**Sports Development Worker**  
Chantelle Goddard-Jones  
**Sessional Workers** Mo Patel  
Marcus Phelps

## InfoBUZZ

**Co-ordinator** David Pearce  
**Operations Manager** David Rose  
**Project Workers** Angela Jaskowska  
Carolyn Jenkins  
Alison Cubbins  
Terry Cooper  
**Administrator** Jeanne Atkinson  
**Sessional Workers** Jane Townsend  
Nick Townsend

## Prince's Trust Team

**Manager** Helen Burn  
**Administrator** Wendy Wilcoxon  
**Team Leaders** Steve Ryder  
Laura Phillips  
Gemma Crow  
Alan Dutton  
Julie Stevens  
(seconded, Inland Revenue)  
Phil Mooney (seconded, GCHQ)  
Sarah Timbrell  
(seconded, Glos Fire & Rescue)  
Natasha Russell (seconded, GCHQ)  
Amy Gibbs (seconded, Glos Police)  
**Positive Outcomes** Silvana Rubino  
**Basic Skills Worker** Sherry James  
**Assistant Team Leaders**  
Hayley Stokes  
Curtis Holland  
Ben Davis  
Corriene Thomas

## Millennium Volunteers

**Manager** Sarah Thompson  
**Administrator** Elsie Houston  
**Project Workers** Lisa Walker  
Peter Lay  
Sam Allaway

## New Start Network

**Manager** David Pearce  
**Finance Systems** Laura Joslin  
**Contract Advisors** Julie Bellinger  
David Fish  
**Participation & Involvement Worker** Farooq Ismail

## CREW

**Manager** Monique Croucher  
**Trainer - Vehicle Maintenance** Adrian Simpson  
**Training Supervisor** Tracey Martin  
**IT & Basic Skills Trainer**  
Darren Boylan  
**Recruitment & Placement Project Worker** Hayley Thompson



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