

Haverhill Town Council

Minutes of a Meeting of Haverhill Town Council's

LEISURE & COMMUNITY COMMITTEE

Held on Tuesday 10th March 2020 at 7.00pm at Haverhill Arts Centre, High Street, Haverhill, Suffolk CB9 8AR



Present: Mayor J Burns (Chairman)
Councillor P Fox (Vice-Chairman)
Councillor A Brown
Councillor A Luccarini
Councillor M Marks
Councillor J Mason
Councillor L Miller-Jones
Councillor D Roach
Councillor D Smith

Apologies: Councillor P Firman
Councillor L Smith

Absent: None

In Attendance: Colin Poole, Town Clerk
Nick Keeble, Arts & Leisure Manager

11 members of the public were present.

Welcome:

The Chairman welcomed everyone to the meeting and advised members of the public attending that the meeting was being recorded.

Post-meeting note, the recording stopped at item LC20/020 as the SD card was full.

MINUTES

LC20 /015 **Apologies for Absence**
The above apologies were noted.

LC20 /016 **Declarations of Interest and requests for Dispensation**

Councillor A Brown Councillor D Roach	NPI: LC/20/022b Suffolk Accident Rescue Service, as these Councillors have also given funding from their locality budgets
Councillor J Burns	NPI: LC/20/022b Suffolk Accident Rescue Service, as Councillor Burns sponsors Pim-Jam, which fundraises for SARS
Councillor M Marks	NPI: LC/20/022b Suffolk Accident Rescue Service; Councillor Marks is president of SARS
Councillor P Fox Councillor M Marks Councillor J Mason Councillor D Roach	NPI: LC/20/022a Little Wonders Charity; these Councillors have also given funding from their locality budgets to Castle Fields Preschool, which is the sole tenant of the site for which funding is requested.

ACTION

Councillor A Brown	NPI: LC/20/022c Joshua Tarrant Trust; this charity was his chosen charity to support during his Mayoral year
Councillor D Smith	NPI: LC/20/022a Little Wonders Charity; the applicant is known to him

LC20 **Minutes of the Last Meeting**

/017 It was proposed by Councillor M Marks, seconded by Councillor D Smith that minutes of the meeting held 14th January 2020 be agreed as a true record.

RESOLVED

Councillor A Luccarini left the meeting at 19:35

LC20 **Actions arising from the minutes**

/018 None.

LC20 **Public Forum**

/019 Karen Thompson from Castle Fields Preschool spoke on behalf of the Little Wonders Charity to explain why the preschool needed the charity to put up a new fence.

Councillor A Luccarini re-joined the meeting at 19:38

LC20 **Report on past and future Arts Centre and Leisure Activity**

/020 Nick Keeble referred Councillors to his report (see Appendix 1). In particular it was noted:

Coronavirus: Signage had been posted at the Arts Centre and the cleaning regime had been elevated and staff on site wipe down desks and doorknobs/push plates. Councillor M Marks advised that cleaning cloths must be frequently changed and recommended the use of Zoono anti-microbial cleaner.

Remembrance Parade: The meeting noted that the Royal British Legion feared it would have insufficient funds this year to pay for the aspects of the Remembrance Day parade that they have historically paid for. The Clerk advised that the Council had already allocated in the annual budget a sum of £2,500 to cover the cost of the Remembrance Day parade, so the RBL need not worry. It was proposed by Councillor D Roach, seconded by Councillor M Marks, to use this allocated budget for the purpose for which it was intended.

RESOLVED

HaveYou? Web/Social media platform: This has now been launched. Councillor A Luccarini is meeting with the worker on this project, Michelle Brace, to discuss optimisation.

LC20 **Pathways on Estates**

/021 Councillor J Mason advised that subsequent to this item being put on the agenda the specific matter had been resolved.

NOTED

LC20 **Determination of current grant applications**

/022 The following grant application were considered.

Requesting Group	Cause	Amount requested	Amount Awarded
a) Little Wonders Charity	To replace existing fencing	£4,275.56	£4,275.56 1: Cllr J Mason 2: Cllr P Fox

b) Suffolk Accident Rescue Service	To help fund equipment and training	£500	£500 1: Cllr D Roach 2: Cllr A Brown
c) Joshua Tarrant Trust	Upgrade of website to make it more fit for purpose	£840	£840 1: Cllr J Burns 2: Cllr D Roach

LC20 Reports from Grant Recipients

/023 The Arts & Leisure manager read out a report from the Haverhill Silver Band.

NOTED

LC20 Project Reports

/024

- a) **Splash Park proposal:** The Clerk updated the Council on discussions with West Suffolk Council, identifying those issues which would need to be satisfactorily resolved before a project could go ahead. Proposed timetable is for West Suffolk to conclude a feasibility study before this summer, to allow community consultation on the specific project over summer, tendering in the late autumn and award of contract in early 2021, to open before summer 2021.
- b) **Youth Action Group and Youth Strategy:** This was covered within the Art & leisure manager's report (appendix 1)
- c) **Youth Skills Project Report:** Councillors noted the report. Councillor P Fox is attending a meeting regarding a LGBTQ group.
- d) **Zone Report:** Councillors noted the handling of behaviour issues at Chill-Out as being well-controlled by staff. The problem with the cooking smell was being addressed with a larger extraction system. The need for the vegan option to be actually on the menu rather than a 'special request' had already been taken up with the Zone Manager
- e) **Health and safety Report:** The Council noted the report from the Clerk regarding two injury incidents at the Zone and the response of the Council in addressing these issues. Also the council noted with sadness an incident at Bevan House. It was the intention of the Clerk to speak to the new Police Inspector regarding an ASB diversion project, similar to those reported as having been effective in other parts of Suffolk.

CLERK

LC20 Date of Next Meeting

/025 Monday 18th May 2020.

LC20 Closure

/026 The meeting was declared closed at 20:42pm.

Signed
Chairman

Date

Appendix 1

Art & leisure Manager Report

Nick Keeble

10 March 2020

CORONAVIRUS

Haverhill Arts Centre is a member of a network of venue managers and event organisers. There has been much discussion regarding Coronavirus. The Arts Centre plan to use the advice from the DCMS issued to the Society of London Theatres:

- At this moment, our understanding is that there is no clear rationale for 'closing events' and unless a specific scenario develops within your organisation, the government encourages business as usual.
- If you or your staff feel ill, you/they should stay home, isolate and visit <https://111.nhs.uk/service/covid-19> or call 111 for advice.
- Consult the [Public Health England](https://www.gov.uk/government/organisations/public-health-england) website for the most current information and advice.
- Policy on exchanges or refunds remains at individual organisations' and companies' discretion at the present time, linked to the current government advice that there is no clear rationale to cancel events presently. If this advice changes, then ticket policy may also have to change.
- In this developing situation, the position with respect to insurance in the case of cancellation is unclear and in all cases you should consult with your broker / insurance company.

HAVERHILL BUSINESS IMPROVEMENT DISTRICT

The Haverhill Bid team will be working with Haverhill Town Council to enhance Town Centre events by brokering greater involvement of town centre businesses in town centre events. For 2020 the focus will be on 3 key events, VE Day 2020, Women's Tour and Family Christmas Night.

REMEMBRANCE DAY PARADE

Haverhill Town Council took on the role of key partner for the Royal British Legion on the organisation of the Remembrance Day Parade in 2019. In previous years the Royal British Legion have been able to fund the Marching Band and the Public Address system at the Cemetery. The income stream that was used to fund these is now no longer available to the Royal British Legion. Through the sub-group that has currently oversees the organisation the event (together with Armed Forces Day and other Military related events), the RBL have asked if Haverhill Town Council can take on the funding of the Remembrance Day Parade. The RBL still remain key partners in the event through its liaison with the parade participants and their involvement with formal commemorations. The Town Clerk has confirmed that the Civic Events Budget can cover the costs as requested if agreed by the Town Council.

YOUTH ACTION GROUP

The Youth Action Group is made up of representatives from bodies and organisations that directly involved in the delivery of series and support for young people in Haverhill. They are tasked with delivery of the Youth Strategy. At a recent meeting of the YAG, it was proposed that the group look at developing a new strategy based on the main issues facing young people in the town at the current time while retaining an overview of the current projects within the existing strategy. The group were keen to see the Urban Sports Park project worked on. This has not been progressed since the survey was completed.

A new website for young people on Haverhill www.haveyou.org.uk has been launched aiming at engagement with young people aged 11-25.

HAVERHILL ARTS CENTRE PROGRAMME

Successful events over the last two months have included sell out (or close to sell out) shows for local organisations including Mayes Performing Arts and Kate Elizabeth Dance School, Haverhill Youth and Community Band plus Arts Centre events including Kinky Boots, Pop Divas, The Swinging Blue Jeans and Ben Hart. There are strong pre event sales for All Shook Up, The Fureys, Exciting Science, Cliff and the Shadz and Roy Hudd. The programme for May to August is complete and includes The Royal Marines Association Concert Band, Rev Richard Coles, Edinburgh Festival Comedy Previews, Phoney Fools and Horses (featuring Drew Cameron) and The Queens Knickers.

HAVERHILL ARTS CENTRE FILM FIGURES

Months	No of Screenings	Movie Attendance (no of screenings)	Event Cinema Attendance (no of screenings)	Average per screening
March /April 2018	26	845 (20)	260 (6)	42.5
May/June	24	702 (20)	199 (4)	37.5
July/August	19	694(14)	187 (5)	46.37
September/October	29	926 (20)	428 (9)	46.69
Nov / December	19	726 (13)	343 (6)	56.26
Jan / Feb 2019	33	1455 (25)	419 (8)	56.79
Mar / April	25	829 (19)	212 (6)	41.64
May / June	23	543 (16)	401 (7)	41.04
July/August	23	779 (18)	235 (5)	44.09
Sept / Oct	30	897 (21)	536 (9)	47.77
Nov / Dec	19	835 (14)	507 (5)	70.63
Jan/Feb 2020	34	1286 (27)	624 (7)	56.18

Forward Diary

Confirmed dates

Haverhill Beer Weekend	Friday 8 – Sunday 10 May 2020
VE Day 75	Friday 8 – Sunday 10 May 2020
Haverhill Festival Events	Saturday 13 June – Sunday 12 July 2020
Armed Forces Day	Saturday 27 June 2020
Haverhill Show	Sunday 5 July 2020
Historic Vehicle Rally	Sunday 12 July 2020
Big Day Out	Wednesday 29 July 2020
Picnic in the Park	Wednesday 5 August 2020
Chalkstone Fun Day	Wednesday 12 August 2020
Clements Fun Day	Wednesday 19 August 2020
Halloween Trail	Friday 30 October 2020
Remembrance Day Parade	Sunday 8 November 2020
Family Christmas Night	Friday 4 December 2020

Provisional Event Dates

Music Weekend	Friday 17-Sunday 18 July 2020
Community Day	Saturday 22 August 2020
Tribute Night	Saturday 1 or 8 August 2020

Nick Keeble March 2020

Zone Project Manager Report

Sandra Linnane

March 2020

On The Spot Van

OSV continues to be driven around Haverhill and all estates are a regularly visited, some more than others depending on what has been reported to the Youth Workers via the Police, members of the public, shops and Young People themselves. Over the winter months the number of Young People on the streets and using the On The Spot Van have dropped but this is a seasonal norm.

While out in the van, Youth Workers make regular visits passed the pump track but have not seen or had reported to them of any anti-social behaviour.

The Skate Park does not seem to be used as much as in the past. Darker nights cut the time down after school and more inclement weather makes it less inviting.

The On The Spot Van when out drives around the town and estates of Haverhill before usually setting up on the Market Square because it is central which allows Youth Workers to engage with passing Young People who may not wish to use the van but will have a quick chat with the Youth Workers.

At a Youth Work meeting it was decided that we would make a Wednesday evening a regular night for the van to go out and we would advertise that we would be on the Market Square. We will still be flexible and if the van is needed out on another night and staff are available then we will accommodate.

Case Study

While out in the van on the Market Square a call came over the radio of young people throwing food about in Tesco. No police were available to attend and as the van had not been visited by young people we decided to pack up and go to Tesco. When we arrived police were in attendance, we spoke with the manager and later the security staff who updated us on events. In brief, we had a walk around the town in case we met the young people concerned.

When going back to Tesco we met a group and chatted with them, but they were not the young people involved. While we were there two of the three young people causing the problem earlier came back. It gave us a chance to chat about their behaviour and consequences. Both had already been involved with Youth Offending. We talked about what was on offer for their age group and said we would bring the van up next week to Tesco for them to use. (couldn't be on the Market Square as their male friend is not allowed in that area)

They left while we were there, and we chatted with security again. Later after we left Tesco the girls returned, and the police were re called which did not bother the girls. As planned with the girls we did park up at Tesco car park the following week, but they did not show but another unrelated group did.

The van was invited to visit Newmarket last week to consult with young people and members of the public regarding a future event being held in Newmarket which the van will be in

attendance once again. This is working in partnership with The Guineas Shopping Centre and Will Wright, families and community officer. Although it was cold and ended up being very wet, conversations took place and ideas were gathered and a possible volunteer.

Detached

Areas of Haverhill continue to be visited while out on detached. As mentioned previously not so many YP have been out over the cold, wet and windy nights and we always need 2 youth workers to be available. If any Councillors or members of the YAG group would like to come out with Sandra on a detached session you are more than welcome. Please let her know.

sandra.linnane@haverhill-tc.gov.uk

Chill Out

Chill Out continues to be popular with a regular 70 YP per Tuesday night. We have YP who come every week and others who dip in and out. We are still regularly turning cars away. The group remains a lively bunch and Chill Out has not been without its incidents. The behaviour of some YP has had to be challenged and letters were handed out over two weeks to all users and to inform parents and carers that certain behaviour would not be tolerated. A couple of parents spoke with Youth Workers and thanked and agreed with the letters. During the sessions the YP we spoke with also thought they were a good idea. Youth Workers are working with the YP and more conversations have been able to take place. A couple of emails have been received from concerned parents about some events at Chill Out involving their children. Their concerns were taken seriously and acted upon. Youth Workers have spoken with some parents regarding the behaviour of their children during some sessions and in general parents have been supportive.

We want Chill Out to be a welcoming and safe space for all YP and staff, but if we have to ask a YP to miss a week or two due to unacceptable behaviour, then we will for the benefit of everybody else. The vast majority of the YP coming to Chill Out cause us no concern and have a good time. Parents and young people themselves have fed back positive comments regarding Chill Out.

The Thursday Nights for the 13 plus YP, we hope will soon be up and running. We are just waiting on some funding to enable us to purchase the last of the equipment. A volunteers list is being circulated today and we are hoping that if your name goes down on the list, we may only need to call on your services every 6 or so weeks. The people in this room have a wealth of knowledge that they can share with YP regarding the opportunities and hurdles that lie before the YP. Small group chats with a smile and a listening ear will help the YP to overcome these challenges and help them to make the right choice for their future. You could always have a chat over a game of pool or table tennis.

The Zone

The use of the soft play sessions has seen an increase of users with different offers to attract old and new customers in. On a Wednesday and Friday, we are running a toddler session which enables a family with pre school children to pay a reduced price and get free squash, biscuits, tea and coffee during their visit. This is held 10 till 1 which also encourages the families to stop for lunch. Customers that we have spoken to are enjoying the atmosphere with more users being there. We will be talking with parents and carers over the weeks to see what else they would like to see offered for themselves and events to aid their children's development.

'Haverhill for Mums' have started to use The Zone to meet as a group and The Zone will be happy to support them with any events they may wish to hold at The Zone.

Our **Santa's Grotto** proved a success and has already been put on the events calendar for this year. Books appropriately wrapped and magic reindeer food was given out by Santa and his elf. We will be looking for Santas and some elf helpers for this years Grotto later in the year, so if you think you can ho ho help you could be the person we are looking for.

The Grotto is in the process of being equipped as a **sensory space** for all aged children. It is a small area which a family will be able to book for an hour (no charge) to enable them to visit The Zone as a family. It will be a calming area with lights and suitable equipment. Funding has been sourced and we will have it up and running as soon as possible.

An Afternoon tea is being planned for **Autism groups** once a month on a Monday or Tuesday after school session so these children can on those occasions use the '3 and under' area, adapted with specialist equipment purchased through funding. We are looking at having some quieter sessions for groups and families who may find the public open sessions a little too daunting. These will be held on a Monday and Tuesday when we are not usually open.

Parties continue to be booked. The Zone has space for 2 on a Saturday and 2 on a Sunday. After school parties are available but are booked less often. New **themed parties** are about to take off, working in partnership with SL Sports. Mr Lebbon is a sports coach and along with his staff are well known at the local schools delivering different services covering PPA times and extracurricular activities. We will be advertising themed parties for after school on a Monday and Tuesday as The Zone is closed to the public. The themed parties will be Laser, dodge ball and mini football.

We have been contacted by different agencies about using our facilities for Young Carers and one of our rooms upstairs for supervised visits.

The meeting room is used by **Sure-Start** for their perinatal group on a Tuesday morning. Our stay and eat will be operating through certain months of the year, which offers entry and a child's meal for £7.

We will be having a company called 'Painted Pottery' visit The Zone for the customers to access if they wish. The company makes pottery items and we thought it would be a good idea for Mother's Day gifts and Easter presents.

An Easter Egg hunt is planned

We will be offering free cake and refreshments for both Mother's Day and Father's Day for the special parents.

For the Women's cycle race coming through Haverhill we would like to do a fancy-dress bike competition at The Zone offering prizes for the top 3 bikes. Water bottles then given to all who entered the competition. (promoting drinking water and recycling)

We are planning a bar-b-que for our first-year milestone of operating as The Zone. We are planning something for Halloween but have said it won't be fancy dress due to the outfits possibly being a health and safety issue and face paint over the equipment. A disco with hot dog and chips as a special sound the most likely option.

The outside area is in need of developing, so we can offer an area to sit and play. We have seating already and will need to put in a covered sand pit. An area like a pagoda with lights and hanging chimes and even a water feature could encourage a quiet area to sit and enjoy the sounds and smells of the outside world.

The planting of flowers that attract wildlife, planted down the slope area as not to cause too much concern with bees.

Also, we would like to see an allotment patch cared for by children and young people to encourage healthy eating and an understanding of where our food comes from. (perhaps a chicken or two, for eggs only) Cooking will then take place from the produce grown. Funding is going to be needed for this to take place so any contacts you may know who could offer initial help or equipment and possible cash to get us started let us know at The Zone.

The **reading sessions** planned with a local school started. Slow response, but staff are speaking with children who come after school in uniform if they have their reading books in the car so reading can take place and a free voucher given for another visit. This has proved more positive with a better response. Other schools will be visited to not only promote The Zone as a reading place but to offer its services for school parties and special treats.

Work Experience

The Zone has been involved with giving young people from Castle Manor a mornings opportunity to speak with the Manager and see how The Zone operates, carrying out tasks during the morning.

We also have had Work Experience opportunities offered to other young people from Karen and Daniel.

There are exciting times ahead and we will continue to develop our Youth Work programme from The Zone and encourage other professionals to do the same.

Sandra Linnane

Zone Manager

February 2020

Youth Skills Manager Report

Karen Chapple

March 2020

Name of Project	Haverhill Project - Youth Skills Department
Period Covered by Report	December 2019 - February 2020
Summary of Activity	<ul style="list-style-type: none"> Offering a bespoke support service to our caseload of young people - ensuring that clients aspire towards attainable progression. Supporting our clients 1-to-1 to identify their skills and aptitudes, providing guidance in creating quality CVs and assistance in applying for suitable vacancies, education and training opportunities. Providing an apprenticeship matching service to: <ul style="list-style-type: none"> Match local young people with apprenticeship opportunities, Offer advice to local businesses and organisations about apprenticeships - encouraging them to consider the prospect of an apprentice if this suits their business needs, Identify suitable standards and qualifications and link businesses and organisations with training providers, Promote and fill apprenticeship vacancies. Working in partnership with <i>Suffolk County Council</i>, <i>West Suffolk Council's</i> social prescribing project, <i>Haverhill LifeLink</i>, and <i>Haverhill Jobs Centre</i> to complement their services. Co-ordinating with them to provide complete and connected services within Haverhill. This includes assisting SCC with tracking young people, especially NEETs and those most difficult to reach, to ensure that they are supported. Planning, organising and supporting the roll-out of our <i>Adult/Junior SignPost</i> projects - our youth wellbeing courses that provide short training/taster sessions designed to grow confidence, offer experiences to inspire our young people, to grow their skills and support their wellbeing. These clients suffer from low mood and require further support before seeking meaningful progression. Identifying gaps in youth engagement and locating suitable funding to create new provisions. Writing grant applications, completing extensive planning of these provisions and, if successful, promoting them and organising their rollout. Maintaining a strong social media presence, on Facebook, Twitter and Instagram, to share relevant information with our 2,300 followers, including young people and the local community. <p><u>Training</u></p> <ul style="list-style-type: none"> Organising and co-ordinating skills/education and employability-based training courses to ensure that these support young people at a local level. Engaging with our partner organisations, local businesses, training providers and clients to establish gaps in training on a local level and ensure provisions are available, in order to meet local employment needs and address skills shortages. <p><u>Work with schools</u></p> <ul style="list-style-type: none"> Linking businesses with schools and other organisations that support young people - enabling them to work together and increasing their chances of young people progression onto EET. Supporting events, such as jobs fairs, in our local schools. Providing advice to young people on their possible routes of progression,

	<p>promoting apprenticeships and assisting in understanding the options available to them - raising local aspirations.</p> <ul style="list-style-type: none"> Working with SCC Young Person's Worker to support earmarked NEET students to support with transition from leaving school to taking next steps.
Outputs Delivered	<ul style="list-style-type: none"> We have supported a number of young people who have fallen out of EET and looked to engage them in suitable alternative provisions. Arranged the delivery of Traineeships by <i>Cambridge Regional College</i> a programme for 16-24-year-olds to improve their Maths, English and gain qualifications in Customer Care and Business and Admin. Arranged courses in CSCS Card Course this was delivered by <i>Qube Learning</i> and a Care Course is currently being delivered by <i>1st Care Training</i>. <p><u>SignPost</u></p> <ul style="list-style-type: none"> We have continued to support the delivery of short courses that take place within our <i>Adult SignPost</i> sessions, to 10 young people most weeks. Of this group 4 have recently found part-time work and if their shift allows still choose to attend the sessions. 3 have been referred and have positively progressed onto the traineeship training programme. With the remaining clients, we continue to encourage them towards progression and regularly offer supplementary training opportunities to them. These are some of the most difficult to reach young people, with high needs and barriers to progress; we are committed to long-term support, working with them without time constrictions to achieve results that can be life-changing. With the right encouragement and support, and when the time is right for them, we look forward to seeing some further positive progressions. We have now set up an additional Adult Signpost group, that takes place on a different day and we are open to referrals. We have 5 new clients attending, we will slowly grow this group. <p><u>Junior SignPost</u></p> <ul style="list-style-type: none"> We have introduced some new clients onto this course, with a consistent 10-12 young people attending each week -the young people have helped to shape this programme. It currently consists of a week of art activities, a week of physical activities, a cooking week followed by a week out and about somewhere new. We are working to full capacity and have people waiting to join this project. <p><u>SignPost Toddler 'n Me</u></p> <ul style="list-style-type: none"> This is a new project working with parents and their young children. We are in the first weeks and are therefore growing the numbers and are shaping and forming the course to ensure it suits our clients. The aim is for young parents with low mood to grow in confidence and be equipped and supported to take next steps. <p><u>Funding Applications</u></p> <ul style="list-style-type: none"> £1000.00 for Junior Signpost - Locality Budget (awaiting outcome) £1000.00 for Adult Signpost - Locality Budget (awaiting outcome)
Re-engagement numbers.	<p>(<i>Note: by 're-engagement', statistics are tracked by active participation in our projects.</i>)</p> <ul style="list-style-type: none"> At the present time, 22 young people are re-engaging week-on-week.

	<ul style="list-style-type: none"> However, tracking notwithstanding, 47 clients have re-engaged over this past 6 weeks (<i>this accounts for clients who have been enrolled on to our service and/or are attending one of our projects</i>).
Progress against success measures, to include number of increased apprenticeships, number of young people receiving support against the annual target and number of those moving into sustained education or employment.	<p>Year to Date:</p> <ul style="list-style-type: none"> Since April 2019, 131 young people have been initially assessed giving us a thorough understanding of their needs. Since April 2019, 91 young people (69% of overall participants) have achieved a success (<i>a success being defined as a young person progressing into education, employment, apprenticeship, training or similar</i>). Of these: <ul style="list-style-type: none"> 41 clients have progressed into sustained employment, 33 clients have progressed into sustained education, 7 clients have progressed onto apprenticeship positions, 7 clients have progressed onto training courses, 3 clients have progressed onto a traineeship position, Since April 2019, we have engaged with 83 businesses and organisations regarding employment, volunteering and apprenticeship, and support opportunities.
Evaluation and Next Steps	<ul style="list-style-type: none"> The popularity of our service is growing it has a good reputation for achieving results. We are conscious that we are presently working to full capacity and have waiting lists for some of our projects. We must ensure that the quality we offer is not watered down by taking on too much. We must continually evaluate the needs of our clients and reshape our programme accordingly. We look forward to the challenge of working with a new, vulnerable target group (that being lone, young parents) in our new bespoke <i>Signpost Toddler 'n Me</i> programme.