

APPENDIX 2 – Notes of question and answers.

Friends of Barham Library 9.30am-10.15am

Questions on the presentation

- **What happens if you chose not to be involved / do you envisage being involved for the foreseeable future?**

Our commitment will remain the same. Also our model incorporates use of the building by different groups with different volunteers. The sharing of space has worked at our other locations. There will also be a turn over of younger volunteers seeking experience for their CVs.

- **If you were unsuccessful in the bid, would you be interested in sharing the space if another organisation was the lead organisation.**

This would pose a difficulty for us. We have been involved in lots of pop-up activities; however, what we are looking for is a permanent base to deliver our model from and for that to work we feel that we would have to be the lead organisation. We currently have approximately 10,000 books to store and display and need a permanent base to install our equipment/computers etc. Having a 15 year lease would also assist in terms of fundraising opportunities / accessing larger funds which would enable us to develop our activities further. We have previously tried the library scenario with having to unpack and pack up books after each session and this was time consuming. We do have some movable/wheeled library shelves to make the space more flexible. There is no limit to what we want to do.

Interview Questions

- i. **Please provide a clear vision of services that you will deliver from the Unit and how this will be available to all members of the community.**

The aim would be to have the building open as much as possible. The core activity will be the library but it would also very much be a learning and activity centre. Currently, the Wembley site is open 3 days a week between 12 and 5pm. The Sudbury site is open 5 days a week (up to 6.30pm for four days and then 3 hours on a Saturday). The way we operate – supporting use of premises by lots of different activities and groups – is an advantage as it creates a core of volunteers.

GL's experience of working with NHS/mental health, one of the main things mental health patients have asked for is low cost space. There is a harrow mental health arts and social group; initially this was funded but now that it is not they continue to be successful as they can access virtually free space allowing them to continue to meet. Feel this fits under the Health and Wellbeing strategy to support vulnerable groups in this way. We aim to provide a safe, secular space that all kinds of groups can access and in fact have been approached by a wide

range of religious groups. We are extremely inclusive and want to build the confidence of volunteers.

ii. What research or evidence do you think there is for the need or demand for your activities being proposed. Are your proposed activities or services, already being provided in the local community?

There is lots of church space in the area but the hiring rates are prohibitive for smaller organisations/groups. For example, this was a difficulty for a group for ex-offenders. We would also seek to include/invite groups to use the premises who could typically be hard to reach – such as the Gerkhas who congregate in the park. We have been endorsed by several organisations including food banks, growing projects etc. Though we would want to encourage core usage by residents. The ESOL classes have been very successful. Barham is a changing area. Barham Park Library had previously been seen as a safe space for people. Want to provide facilities for people and their families and enable a visit to the park to include a visit to the library. Demand is there for a mother and toddler group. Run one at another location with around 20 children at its height. What is nice is that this is run by mothers. We aim to empower other groups/people/volunteers wanting to run particular activities by sharing the space.

Can you give any detail in terms of visitor numbers and your projections for this

The English conversation classes run in 2 hours sessions and have about 6 or 7 people attend. They take place in the afternoon and have a turn over as people gain employment etc. The mother and toddlers group caters for about 20 children, though can have a lot more if running specific activities such as the dental health day. Many people browse come into browse the books. We currently have 750 people registered as borrowers of books. Children are very conscientious at bringing the books back, it encourages a sense of responsibility. We are working on being a part of the community library network which will enable us to share library systems, ensure a cross pollination of events and access professional recommendations about books.

iii. What benefits do you hope to provide to the local community.

As discussed

iv. What professional experience and /or expertise do you have to deliver your proposed use.

In addition to the three of us (property, lawyer and accounting) we have to ex-library workers amongst our volunteers, both of whom worked at Barham Park Library. I also have a friend who works for Westminster city library service. The person delivering the English conversation skills is a lecturer with a degree in psychology. We also have ex-teachers etc. who volunteer with us. Lots of it will be the skills that others bring

Have you been in touch with the volunteer hub

No, we have never had a problem getting volunteers. We have talked to the CVS extensively and have lots of links with different organisations.

Numbers of volunteers / ebbs and flows?

We have a list of about 75 people but at any one time there is about 25 people doing things and at least 10 people who can be called on last minute to provide assistance.

v. What resources will you bring and how do you propose to develop and enhance your activities.

We want to develop the learning activities, for example by delivering evening sessions of the English conversation sessions. We want to provide more activities for young people, including a youth club and focus on those who we can see need to be included. We have actually been approached by a group seeking to tackle social isolation. We have lots of groups ready to go.

vi. How do you hope to sustain and expand your activities in the future.

We have a four year record of raising money. Our bids have been relatively small scale, though organisations (John Lyon / Big Lottery) have expressed an initial interest and told us to come back when we have permanent premises. We would also like to do a joint bid with the other community libraries to enable us to share library expertise and IT packages. We want to have businesses involved like Daniels. We have received small scale funds/support from many organisations including Barclays in Wembley that will match funding.

Markaz Us Sunnah 10.30am-11.15am.

Questions on the presentation

- **Are you a registered charity?**

No, this is long overdue but we are working on this. We have signed up with CVS Brent.

- **Are you linked to the prevent programme?**

No we haven't looked into this but we will be exploring and pursuing many different initiatives.

- **Are Ramadan donations considered Zakat donations?**

No, this requires the money to be used in specific ways. We do allow Zakat and general donations.

- **Can you provide more details regarding your projections for the café use – are these based on footfall in Barham Park for instance.**

We expect a high number of visitors attending the centre and they will naturally want to use a café as a place to socialise. These were quite conservative projections and did also include park users, though usage of a café would be seasonal.

- **How do you quantify the success of your anti-radicalisation programme?**

Quantifying it may be difficult and we don't have any statistics as such but we generally know that many more young people would have fallen into the traps that exist. We want to provide a safety net for youngsters and have seen people move away from things like drug and alcohol abuse. The internet is a double edged sword and can expose youngsters to negative elements. The relationship we develop with youths is localised and it is not just about preventing someone going off track but maintaining that. Other youths act as eyes and ears in a localised network to support this.

Interview Questions

- i. **Please provide a clear vision of services that you will deliver from the Unit and how this will be available to all members of the community.**

We intend a dual use of the building – Café and Community Centre. We will continue with our Friday sermons, will provide English lessons and activities for children and youth alike. We are keen to have the location as people already associate us with

that location. We do not want another organisation to propagate incorrect teachings/views there.

Will the organisation take a view on interfaith/communal issues.

We want to create a dialogue with the local community to counter views propagated by the general media. We want to encourage people to come and see what our community is about and to connect with other cultures and faiths.

ii. What research or evidence do you think there is for the need or demand for your activities being proposed. Are your proposed activities or services, already being provided in the local community?

We are just one organisation in our location (Wembley) but we are part of a wider network of similar organisations across the country with which we work in affiliation. We do not feel that the high level of education that we are providing happens via mosques, though they do good work, particularly as we address the issue of radicalisation head on. Mosques serve a range of people but we have a clear vision which enables us to communicate a clear message.

iii. What benefits do you hope to provide to the local community.

As described previously – we aim to encourage community cohesion and most importantly to deal with issues of radicalisation.

iv. What professional experience and /or expertise do you have to deliver your proposed use?

We are currently running ice cream parlour in harrow and have a broader experience within the food industry. As individuals we have been doing community work for over 10 years.

v. What resources will you bring and how do you propose to develop and enhance your activities.

We have a library with many volumes of work on the teachings of Islam. The use to which youths put this resource is impressive, particularly given that the language is not one which generally they are born to. We hope to develop the Café to very nice standards and have already begun to visualise what we can do with it.

How many volunteers do you have at your disposal?

Most of our volunteers are localised and youth based. We have about 500 people attending events we have organised. We have approximately 20 core volunteers but the number could increase to 40 to 50 people if we needed to seek additional help.

What is the gender split for your volunteers?

The male volunteers deal with men's activities and everything we have spoken about can be mirrored for the women's activities or women's parts of the events.

vi. How do you hope to sustain and expand your activities in the future.

A large chunk of the anticipated revenue was food sales from the Café and money generated via general donors. We can also rely on key businessmen if needed but we are not reliant on that. After we have achieved charity status there will be more funding opportunities available and we feel that expanding our activities is easily achievable.

Pivot Point 11.30am-12.15pm.

Questions on the presentation

- **How will the building be used outside of term time.**

The building will be available for hire – I know that there are many groups that currently use it and there will be general hire for parties and wakes etc. We intend to charge £40 per hour in keeping with the council's guideline.

- **What information do you have on demand for a nursery in the area and will you pursue government funded nursery placements?**

We completed a feasibility study a few years ago based on that locality which indicated a need. Also there is a new development nearby that may increase need for a nursery. There is a nursery closing in Neasden soon that will necessitate the need for 30 additional places. I have also been reliably told that a new nursery with new facilities is likely to attract parents. Nursery Education Grant funded places will be included (and this is in my business plan) but I have been advised that it was not feasible to have a nursery with more NEG places than fee paying places.

Interview Questions

- i. **Please provide a clear vision of services that you will deliver from the Unit and how this will be available to all members of the community.**

We are community focussed, community based and are open to all sections of the community to use any facilities available. We are currently working with the LA and Police to set up an independent service for those who are victims of abuse – the aim of this is to provide a safe independent space. We are known as community transformers and work with all sectors of the community, with a primary focus on those in the youth sector. Our volunteers give up their time to make a difference to people's lives.

Where are you currently based?

In Sudbury Methodist Church Hall. Though we have been there for a while, it is not ideal to run all projects there as they have several different activities taking place in the hall.

- ii. **What research or evidence do you think there is for the need or demand for your activities being proposed. Are your proposed activities or services, already being provided in the local community?**

My wife works in the PRU – there is provision for the children to be counselled at KS3 but not KS4 – we know there is a need. We also know from our experience that a lot of them have issues around fatherlessness, which impacts their educational attainment. Children end up in the PRU due to underlying issues not

being dealt with and we see a need for counselling them and providing a safe space for them to come to and where they can talk to people in confidence. We want to run a youth club and drop in sessions for young people. We have youth workers who are volunteers and have a good rapport with youngsters. We also know of the need for our services because we work on the ground with these youngsters. The purpose of Pivot Point is to get them to turn around; we have placed youngsters in work placements and aim to expose them to different experiences. I have a list of companies that I can draw on for this as I worked in the industry. We have previously taken youth leaders (aged 18/19) to a hotel for a weekend retreat and one of them commented that they had never stayed in a hotel before. We also took a group to bucks to expose them to a greener area and a different way of life – many of them are urban children and we want to encourage them not to be caught up with post codes. Initially, they had been reluctant to do a walk but after walking for two miles they were asking when they could come back.

If you were not to be successful would you still be interested in running a youth group from the building.

Yes

iii. What benefits do you hope to provide to the local community.

Community cohesion; we want to bring the community together, all different religions and diverse communities working together. We will also provide a mentoring scheme to help young people achieve their potential. We want to draw out what is inside of children. One of the first children to attend our youth club had been predicted Cs and Ds for her exams but with our support achieved As and Bs instead.

iv. What professional experience and /or expertise do you have to deliver your proposed use.

I am chemist by profession, have a degree in psychology and I currently tutor in maths, science and English. My wife is a counsellor. We have nursery owners who will act as consultants to assist us in setting up a nursery. We have professional football coaches (one from Crystal Palace). We have professional football players (Sunderland), chefs, qualified youth workers, teachers etc. who give their time on a pro bono basis.

v. What resources will you bring and how do you propose to develop and enhance your activities.

We are a voluntary organisation and operate by people's good will. We have a lot of volunteers who care about what goes on in the community. We have lots of contacts in the police and professional organisations, including people who work with gangs, professional and semi-professional footballers, cricketers – all of whom act as motivational speakers. We have a large database of contacts who support our project. Boris Johnson has endorsed our project. Ray Lewis runs a similar project called East Side Young Leaders Academy and we have links with them to help us if needed. On the ground we have people from local communities including parents and single parents who we often support, particularly if they have boys who are the ones that are usually targeted. I do this from my Christian conviction but we do not exclude anyone from any background. We have links to a disability group in Harlesden if we needed access to specialist support in this

respect. We also have someone who was the CO of a charity and now works with Christian Aid who will help us formulate policies etc.

vi. How do you hope to sustain and expand your activities in the future?

We hope to acquire the card room as well and to turn that into something meaningful. This would involve employing additional staff. The success of the nursery will help us to employ additional people and expand the services we offer. We are looking to create a counselling suite so that we can have several private spaces and have a number of counsellors working concurrently. We would also like to develop a drop in centre – we have a local solicitor who can provide free advice. We did start this at our current location but this is not sustainable as it is one large open space and we don't have exclusive access to it. I also know lots of business owners in Sudbury so have lots of connections.

Science of Spirituality 12:30pm -1:15pm

Questions on the presentation

- **How will you attract people to take up the offer?**

We will make use of the Brent Magazine, noticeboards and word of mouth. We also find that people seek us out. We are now ready to have a permanent base for our service.

- **How are the activities run?**

The activities are run throughout the week, before and after work. The days are not set but we run classes every Sunday and 3 to 4 days in the week. We have a meeting and volunteers agree to take responsibility for various tasks.

Interview Questions

- i. **Please provide a clear vision of services that you will deliver from the Unit and how this will be available to all members of the community.**

Our want to provide an all-inclusive base that everyone in Brent can come to; a sanctuary where people can learn about meditation but also a key resource for activities such as healthy cooking, tai chi and a library. We have an open door policy and have no ties or attachment to any particular religion or community. We just want to promote a positive way of life and hope that that would attract and bring people into the organisation.

- ii. **What research or evidence do you think there is for the need or demand for your activities being proposed. Are your proposed activities or services, already being provided in the local community?**

There are other meditation services within Brent but a lot of them are within contained religions or take place in people's houses. It shows that there is a demand for such services and we offer this without a religious or faith element.

Many religions place a lot of respect on meditation, how would you ensure that the secular community was included?

I think that we do appeal to the secular community as we are just about the practice of meditation, free from any particular religion. We have atheists who are looking for a sense of peace. We do have active outreach for the programmes we conduct now. We will have a mailing list where people can get information about upcoming events. Currently we use WhatsApp – we send out an inspiring quote each morning. We ask that people tell others in their lives about us. We also have volunteers who are involved in marketing and PR and we will use their skills. We arranged a conference that was held in Brent Town Hall which required a lot of outreach, locally and internationally. We set up an online registration system which enabled us to capture where people were hearing about us. We had 100 people register before-hand, ran the programme for two days at full capacity. This showed us that there was local interest within Brent. The location within Barham

Park makes a big difference as well as it enables us to encourage a connection with nature. The other meditation centres nearby are all on busy roads.

iii. What benefits do you hope to provide to the local community?

The key things we have mentioned already when drawing on the JSNA and the Health and Wellbeing Strategy. Brent is the second most multicultural borough in the UK and we aim to create a multicultural and multifaith hub. There is a high level of deprivation of the borough and we provide services free of charge, therefore there is no financial barriers to inclusion. We ask that people donate when they can. We want to provide a place for community engagement. There are high levels of obesity and low levels of physical exercise in the borough which lead to long term conditions such as diabetes. We offer free meditation classes and advocate a healthy lifestyle including by offering free healthy cooking classes. Meditation has gained acceptance in terms of the physical and mental benefits it offers, lowers anxiety, stress, blood pressure etc. We will also offer classes dedicated to children and teenagers, though will invite parents to participate as well – help to encourage family based support networks for meditation. There is also evidence that meditation intervention programmes for children/pupils can help students stay focused.

iv. What professional experience and /or expertise do you have to deliver your proposed use.

Our skill sets are good but we maybe don't have as many volunteers as we would like. The demand we are facing outstrips our volunteers but we feel that having a permanent base will help us expand this pool of volunteers. We also have people with legal, project management, IT and financial skill sets.

v. What resources will you bring and how do you propose to develop and enhance your activities.

The resources include our own commitment, our financial standing (including standing orders) and an element of self-interest for our volunteers in that they will use the centre as well and we will provide development opportunities for them (i.e. mentoring project management skills).

Who conducts the sessions?

We have a rota system and everyone gets involved. We train individuals who have been following the programme for a number of years. Our guest speakers have lots of experience.

vi. How do you hope to sustain and expand your activities in the future.

The organisation has been running for 32 years. We intend to develop via a slow and methodical approach. We have taken the time to develop our organisation and we are now ready in terms of our finances, resources and demand for our services to have a permanent base. We have 30 people regularly attend our classes with about three quarters coming from the Brent area. We believe in the sustainability of demand from within Brent.