

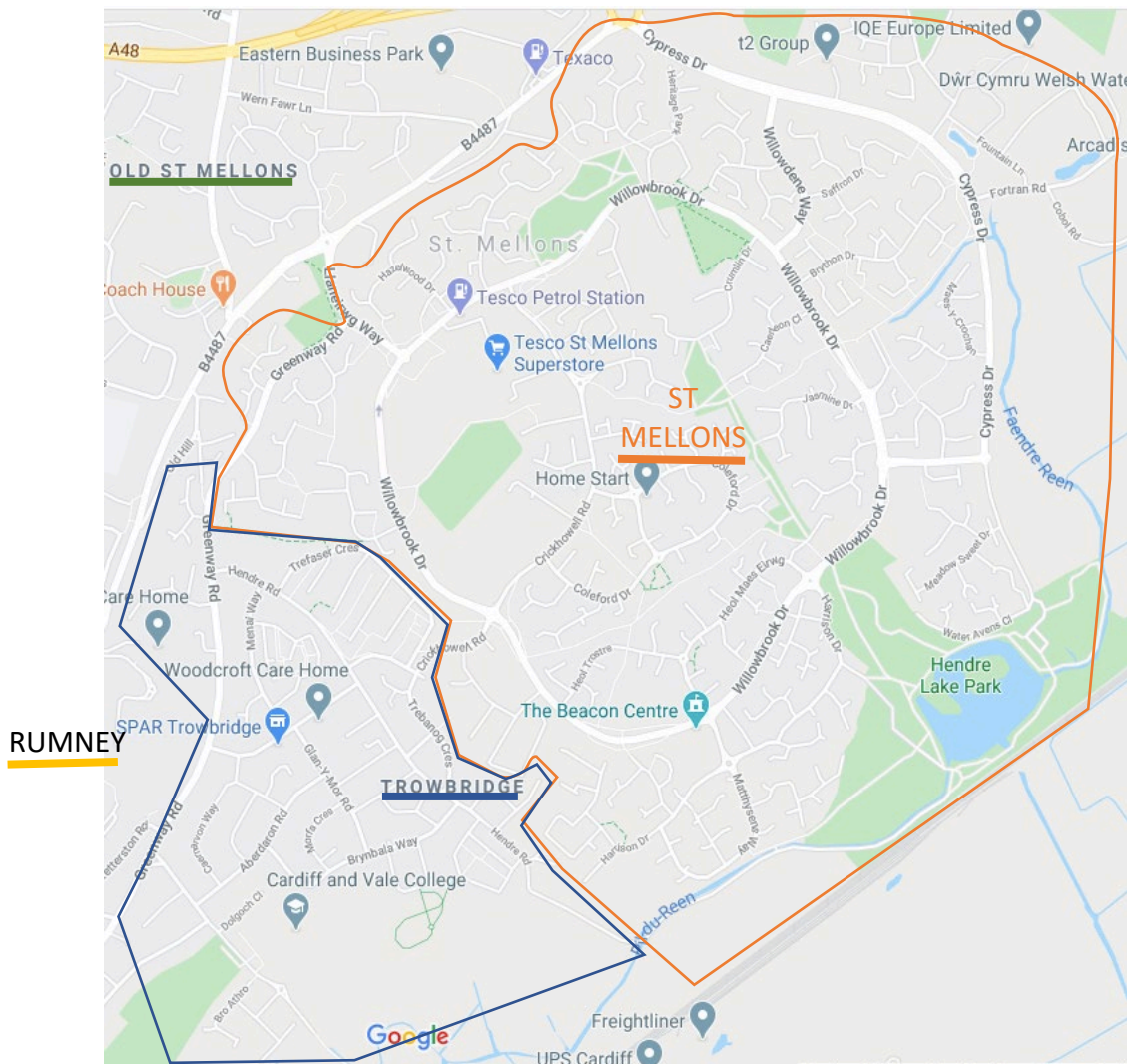
TOGETHER TRuST

DRIVING CHANGE PLAN 1

JUNE 2020



Map of Trowbridge and St.Mellons



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Plan Summary

Welcome to Together TRuST's first Driving Change Action Plan. This plan has been created following the Invest Local programme inviting Trowbridge and St. Mellons to become one of 13 communities across Wales to receive £1 million to make their community a better place to live, building on what is already happening and all its strengths. Having completed the first stage of the programme 'The Getting Going phase' we are now entering into 'The Driving Change phase' with our first plan. This is a one year plan and our very first of many taking us 3 years into the 10 year journey of the programme. The Together TRuST group, made up of local residents and groups, was set up to help make this happen and have spent the last 2 years listening to people in the community. Together TRuST value the people in our community, we value boundaries of people, and we respect views of residents of all ages and gender. We have enjoyed talking to the community and listened to what you have said so far. Together TRuST strongly believes that as a community we can work together and build on what is already happening in Trowbridge and St.Mellons, we will be ensuring that both Trowbridge and St. Mellons will be represented.

The Vision which we are passionate about is that **"Our community is safe and welcoming for all"**.

We believe this can be achieved by working on the following 4 priorities:-

1. Opportunity Supporting people to gain skills and experience

This may be through formal education, employment or training initiatives, or through more informal social opportunities for people of all ages and abilities.

2. Environment Improving the physical and built environment

Regeneration of the more neglected areas and buildings in the localities for the benefit of the community.

3. Promoting wellbeing Promoting individual and collective wellbeing

The localities include areas of deprivation where wellbeing activities are needed. The need to improve community cohesion and sense of pride and wellbeing was highlighted.

4. Communication Connecting people and organisations

Throughout the consultation process it was clear there is very little joined up working or communication of events that are happening, leaving the community disjointed and disconnected.

This plan outlines some of the key statistics in the area, some of what Trowbridge and St. Mellons already has and then what Together TRuST will be working on for the next 12 months. The first year will allow us to engage with more people, support things already going on, develop new ideas and lots of communication!

In Summary, in Year 1 Together TRuST will be focussing on the following key ideas:-

1. Open grants fund
2. Youth and Children's provision
3. Support community events
4. Communications
5. Community Investment Fund
6. Programme co-ordination and management support.

Ongoing items for Together TRuST will include:

- ❖ Regular steering group meetings
- ❖ Continuing the conversations and speaking to local community members we haven't spoken to yet.
- ❖ Explore ideas that build on the community's vision and priorities.

Introduction

Trowbridge and St. Mellons make up the ward of Trowbridge, one of 13 areas across Wales to receive £1 Million to help residents make their community a better place to live. Known as Invest Local, this programme is funded by the Big Lottery, managed by Building Communities Trustee Ltd (BCT) and is led by residents.

The Invest Local Programme supports communities to look at its unique strengths and skills, decides how it wants the local area to develop, then plans and delivers activities and projects to make it an even better place to live. This is done through 3 main stages: The Getting Going phase, The Driving Change phase and ongoing Shared Learning.

In the Trowbridge ward it is we the residents who decide how we want our community to develop, how the money will be used, which organisations we want to work with and how decisions are made.

After over three years' hard work in the Getting Going phase, we are proud to have produced our first Driving Change Plan which will enable us to access the first part of the £1 million that is available to invest across the ward of Trowbridge.

The reason we are proud of our plan is that it has been hard work because we have tried to capture as wide a range of insights as possible from those who live and work in our community. This has been developed by local people which has made the journey tough at times, but we believe it is the right way to go.

Between late 2017 and winter 2019 a number of things have happened. Together TRuST was formed, made up of interested community residents and representatives from local community groups. We decided what we would be called, how we would speak to our community and how we would make decisions.

The Together TRuST group is there to make sure that as many people as possible find out about Invest Local and have the chance to be involved.

Our group has been meeting regularly to talk about how to find out what is important to the community (the priorities) and deciding on what activities and events should take place to let people know about Invest Local.

£20,000 of the £1 million has been made available to help run different activities and events to listen to people about their priorities and to help raise the profile of Invest Local. This is known as the 'Getting Going' fund.

The group appointed a Fund holder, Action in Caerau and Ely (ACE) for the Driving change phase of the programme. The reason that ACE was chosen was due to the amazing work they have achieved but most importantly because we share the value of supporting individuals and communities to build on their strengths and become sustainable. Learning from their experiences and sharing best practice will strengthen the Together TRuST and the work set out in this plan.

We have formed our plan based on many different consultation methods and events held over the last few years that have included:

- Held a prize draw consultation activity
- Held Youth consultations
- Supported local Fireworks events
- Attended several summer fun days
- Spoken to the residents of Trowbridge and St.Mellons during street outreach
- Supported local sports club
- Sponsored Walking Netball club shirts
- Held a green space walk and consultation
- Held a series of arts based consultation events
- Supported Community clean ups
- Used social media, Facebook page
- Held a logo competition with local primary schools
- Provided funding to local groups supporting the community during the Covid-19 emergency.

This has allowed engagement with the wider community and to develop the vision and priorities that we will be basing this first years plan on.

Having said all that, we recognise that we have a responsibility to continue to include people as the programme develops. The door is open, and will continue to be open to all. With many Trowbridge and St. Mellons residents both identifying as distinct communities within the Trowbridge ward as a whole, the Together TRuST will be working hard to ensure that the Invest Local programme is both representative and supportive across both areas within the ward.

Complementing our plan is our Community Profile, which collects the facts and figures about our area as well as the results of our consultations. Some of the Profile is included below where relevant, and it will continue to be an important document for our theme groups as they put the plans below into action.

The journey continues.

Our learning

Trowbridge is a large ward in Cardiff, encompassing the two localities of Trowbridge and St Mellons, with a total population of approximately 16,800 people. It is within 10 miles of another Invest Local area, Pillgwenlly. The following information has been provided by Coalfields Regeneration Trust, Community Insight Programme.

Home Ownership

The 6629 dwellings in the area are fairly evenly split between rented accommodation (3113, 47%) and owner occupied (3516, 53%), but with home ownership being considerably below the average for Wales as a whole (67.8%). There are several housing associations supporting the area and of the properties a mix of council, social or privately owned.

Deprivation indicators

Trowbridge ward also appears slightly more deprived than average in Wales on several other indicators including the proportions of: children living in poverty (35% compared with 20%); people with no qualifications (30% compared with 26%), and households with no car (29% compared with 23%). In addition, the overall crime rate is higher, 21% have a limiting long-term illness, and 48% live in a flood risk area, compared to 41% across Wales. This trend, however is reversed in terms of employment, where 38% of those aged 16 to 64 years are in full-time work compared to 36% across Wales.

The needs within each are will differ as it is recognised that there are pockets of extreme difference across each of the areas leading to these average numbers. This is something that will be taken into consideration when making decisions for projects and activities supported.

Age and Gender

The population consists of more females than the national average, and is predominantly young, with a quarter under the age of 16 years and only just over a tenth aged 65 years or older. However, the working age population is fairly similar to the national average (63.4% compared to 61.5%).

Age and Gender		Trowbridge and St Mellons	All Wales percentage
Gender	Male	47.2%	49%
	Female	52.8%	51%
Age	0 – 15 years	24.8%	17.9%
	Working age	63.4%	61.5%
	65 Years +	11.8%	20.6%

Employment

Trowbridge and St Mellons has slightly more claimants of unemployment benefits overall and in the younger and older age groups and amongst men and women. There are also more claimants of incapacity and working age workless benefits. However, there is a very low percentage of people claiming for more than 12 months (0.5%) and this is similar to the Wales average (0.4%). (Department for Work and Pensions 2019)

Community buildings and facilities

The main community buildings and facilities within the area include:

Seven primary schools	Hendre Lake park	Scouts hut
Eastern Community Campus	Skate park	Several nurseries
Trowbridge Community centre	Several play areas/parks	Supermarket
The Beacon Centre	Shops and businesses	Industrial site
St. Mellons Library and Hub	Community Allotments	Doctors surgery
Garden Centre	Golf club	Hotel
Pharmacies	Churches	Places of worship

Running out of these buildings and elsewhere in the area are a broad range of social and community groups which include:

- ❖ Food co-ops
- ❖ Luncheon clubs
- ❖ Knit and Knatter group
- ❖ Walking group
- ❖ Food bank
- ❖ Youth activities
- ❖ Community garden activities
- ❖ Parent toddler groups
- ❖ Education sessions
- ❖ Adult Keep fit groups
- ❖ Sports clubs
- ❖ Rotary Club
- ❖ Hope St. Mellons
- ❖ CAST- Coronavirus Action St. Mellons and Trowbridge.
- ❖ Regular activities through Housing associations, youth service and other partners.
- ❖ Community Clean ups
- ❖ Community fun day

Consultation process

Over the last 2 years a number of consultation events have taken place in Trowbridge and St. Mellons to make sure that as many people as possible have had their chance to put their views across. Through the Invest Local Getting Going fund, Together TRuST have funded and supported the following activities:

- ❖ Held a prize draw consultation activity
- ❖ Held Youth consultations
- ❖ Supported local Fireworks events with consultation
- ❖ Attended several summer fun days
- ❖ Spoken to the residents of Trowbridge and St.Mellons during street outreach
- ❖ Supported local sports club
- ❖ Sponsored Walking Netball club shirts
- ❖ Support from Dynamix with consultation techniques
- ❖ Held a green space walk and consultation

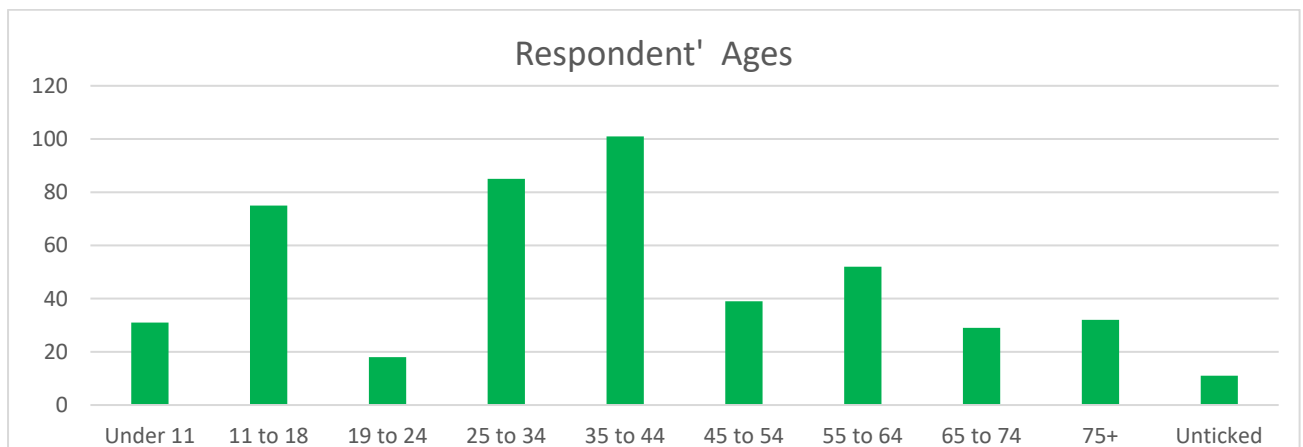
- ❖ Held a series of arts based consultation events
- ❖ Supported Community clean ups
- ❖ Used social media
- ❖ Held a logo competition with local primary schools

This has been done by a small group of volunteers from Together TRuST and they have linked up with several local venues and organisations in order to get as much participation as possible. It has consisted of conversations, questionnaires, workshops as just a few methods of gathering the views of the community. In addition, questionnaires were developed specifically to explain the availability of the funding and to ask the people of Trowbridge and St Mellons how they would like to see the money used. These questionnaires were delivered to every household for return by post or several collection points in the locality and also distributed by several groups and individuals in the area.

The consultation period ended in late summer 2019 and then during the autumn, Together TRuST Steering Group held three lengthy action planning sessions to consolidate the consultation responses and create an action plan based on these responses. Throughout the consultation, Together TRuST have gathered the views of over 475 people in total which is approximately 2.8% of the population in Trowbridge and St. Mellons.

428 of these gave their gender with 301 being female and 103 male and 24 people preferred not to say.

Of the 442 people who gave their ages the chart below shows how the data breaks down:



We are aware that this is only a very small proportion of the population but we are happy to begin our first Driving Change plan and use it as an opportunity to build on engaging with the community and continue our conversations. There are many age groups and categories that we would like to speak to and involve. We are also aware of the challenges of our very large ward and engaging people from both Trowbridge and St.Mellons.

A copy of the consultation questionnaire and a breakdown of results is available upon request.

Vision and Priorities

During the action planning workshops by the Together TRuST group all of the information gathered from the consultation process was looked at, as well as the learning about the community. This was all used to identify the vision and priorities.

From the communities' views, there was a considerable amount of consensus about the needs in the area and this led to the development of an overall vision for our community with four priority categories: -

VISION Our Community Is Safe And Welcoming For All	1. Opportunity Supporting people to gain skills and experience This may be through formal education, employment or training initiatives, or through more informal social opportunities for people of all ages and abilities.
	2. Environment Improving the physical and built environment Regeneration of the more neglected areas and buildings in the localities for the benefit of the community
	3. Promoting wellbeing Promoting individual and collective wellbeing The localities include areas of deprivation where wellbeing activities are needed. The need to improve community cohesion and sense of pride and wellbeing was highlighted
	4. Communication Connecting people and organisations Throughout the consultation process it was clear there is very little joined up working or communication of events that are happening, leaving the community disjointed and disconnected.

How we will do it

We recognise that all of our priorities are important but that some of the activities we've identified to deliver these priorities need more work than others. As this is our first plan and only for one year, we're planning on taking forward projects that can happen straightaway and start to build foundations for the delivery of activities in our next action plan.

Many of the project and activity ideas we have included cover at least one if not more than one of the priority areas. Please see table below for additional information.

Please note: These projects/activities are not listed in any particular order.

1. Open grants fund

As a group we have always been keen to support local activity which builds on our community. We have allocated some funds towards an open grants scheme which we will

be developing very shortly. This will allow for applications from the community for activities that meet the identified priorities of Opportunity, Environment and Promoting wellbeing. This will support development and sustainability of local groups and organisations as well as the development of new groups. We are hoping it will build on community capacity and engagement through increasing activities and opportunities.

2. Youth and Children's provision to support and encourage extension of existing and new Children and Young Person's clubs and activities in St Mellons and Trowbridge.

From the very initial conversations and throughout the consultation process to date, provision, activities and opportunities for the young people has come across very clearly. It is also clear from the profile information of the area that a quarter of the population of the Ward of Trowbridge is 15 years or under which is significantly higher than the national average.

As a group we are linking with the youth service and other partners who provide youth provision in the areas, but this is an area that we would like to build on further. Currently the youth activity that takes place is predominantly based in the St. Mellons area, we would like to try and ensure that people from both Trowbridge and St. Mellons are engaged. The priority area that will be addressed early in the plan will be provision in the Trowbridge area. We have supported several youth based initiatives during the Getting Going phase for a wide age range, the latest being the development of a kids club through Hope St.Mellons. We would like to build on this work so have allocated a budget and will look to develop this further. Key areas will be to engage more young people, find out what young people want, have representation on the Together TRuST group and develop provision.

3. Support for community events.

We would like people to feel proud and part of our community. We would like to support community events that bring people together and allow us to talk about what other ideas people have for our next plan. This will help us broaden our engagement, give people more opportunity to contribute and ensure that the activities included, are the right ones.

At present we do not know exactly what all these events will be, but they will be developed in response to the ideas proposed by local residents and groups to the Together TRuST group for support.

4. Communication; connecting people and organisations

We think it is very important that we share with people what is happening in Trowbridge and St. Mellons. This will allow more people to be informed of what is going on in their community and increase involvement in Together TRuST as well as other community opportunities. It is very important that the community know what is happening in their area and having access to that information. Allowing people to connect with groups, organisations, opportunities and with one another.

We have already designed a video, created a social media page and supported local initiatives but we want to use this first year to communicate even more.

To do this we will be looking to develop a variety of areas such as website, newsletters, a bulletin boards, networking events and other creative ways to share up to date material such as good news stories and the progress of our work. This will allow more people to get involved within the wider community as well as the work of the Together TRuST group.

5. Community Investment Fund

There are many areas of work that we would like to explore. This will allow us to deepen engagement, build on existing ideas, partnerships and opportunities leading to new projects and areas of work for our next plan. As we are not sure exactly what that will look like or possible other areas we may like to build on in the first year, we have set aside a budget to allow for any necessary activity. This will allow us to develop ideas, explore ways of improving and building on existing community assets.

6. Supporting Community Provision

One of the areas that came out of the consultation was the need to look at the use of community facilities and the importance for the sustainability of these buildings to allow ongoing activity opportunities for all the residents in Trowbridge and St. Mellons. Three main examples of such facilities are the St. Mellons Hub, Trowbridge Community Centre and the Beacon Centre, as well as some smaller community provision and places of worship. The ownership of these varies between the Council and community groups.

We are currently working with the Beacon Centre to look at supporting them to make some basic repairs in order to continue to use parts of their buildings which are used by the local nursery. To date we have encouraged partnership work of the Beacon centre with a local housing provider to look at the community benefits scheme. We do not know at the full details of this at present but will be looking at setting aside a budget in order to allow us to support future developments.

7. Co-ordination and Management-Employment Opportunity

In order to support the delivery and development of our Driving Change plans, we will be employing someone to support Together TRuST. We will be identifying an employing body and creating a job description as a matter of priority. We would like this to be a full-time role for the duration of 3 years.

In Summary, in Year 1 Together TRuST will be focussing on the following key ideas:-

- Open grants fund
- Youth and Children's provision
- Support for one-off community events
- Communications
- Community investment fund
- Co-ordination and management

Ongoing items for Together TRuST will include:

- ❖ Regular steering group meetings
- ❖ Continuing the conversations and speaking to local community members we haven't spoken to yet.
- ❖ Explore ideas that build on the community's vision and priorities.

First Year Plan Proposal and Budget

The identified area is made up of two distinct communities; St Mellons and Trowbridge. Each have different histories, assets and challenges. As such there is a need for the plan to acknowledge and respect the two identities and ensure that monies are allocated appropriately.

Budget		Opportunity	Environment	Wellbeing	Communication	St Mellons	Trowbridge
40 000	<p>1. Open grants fund; accepting applications from the community for activities that meet the identified priorities of Opportunity, Environment and Promoting wellbeing. Including, but not exclusively, activities that:</p> <ul style="list-style-type: none"> • Increase accessibility of existing activities • Increase new or existing activity in the area(s), especially for youth and older adults 	X	X	X		X	X
30 000	<p>2. Youth and Children's provision: Support and encourage extension of existing and new Children and Young Person's clubs and activities in St. Mellons and Trowbridge - delivery will be by partner organisation(s) identified by Together Trust</p> <ul style="list-style-type: none"> • Youth group in Trowbridge • Children's clubs in St Mellons and Trowbridge 	X		X		X	X
5 000	<p>3. Support for community events. i.e. Summer fete, Christmas fayre, fireworks, Day trips</p>			X		X	X

25 000	<p>4. Communication: connecting people and organisations – Together Trust will approach partners to deliver these</p> <ul style="list-style-type: none"> • Seek expert support to create a communications plan • Website and social media set up • Newsletters/newspaper • Bulletin boards at various community locations (i.e. Tesco, What!, outside Trowbridge community centre, play parks...) • Networking events; providing a way of bringing different groups together with the intention of improving communication and partnership working. [i.e. provision of lunch or incentives to attend. A specific example might be a social enterprise network – setting up a forum for discussions between local residents and business people to increase enterprise in the area.] • Exploration of a local radio station, answering questions of: What would it take to get this up and running? Could it start with some podcasts? Who would be up for running this? • Creative arts projects to encourage community members to ‘tell your story’ <ul style="list-style-type: none"> ○ Workshops, productions, storytelling events and installations across both areas. 			x	x	x	x
20 000	<p>5. Community Investment Fund</p> <p>This will look at building on existing work, working with council and local partners* to investigate feasibility of improvement projects in key locations across the area.</p> <p>Funding in this stream may include: short term pilot projects and bringing people together to get things going (i.e. funding networking events).</p> <p><i>*As yet no specific partners have been identified by Together TRuST for this purpose; a role of the community worker will be to identify and bring together the key stakeholders so that a more detailed plan can be brought forward in next action plan (year 2).</i></p> <p>The community will continue to be consulted on areas they would like to see developed, with the community worker facilitating ongoing research and development of projects.</p>	x	x	x	x	x	x
40 000	<p>6. Supporting Community Provision</p> <p>This funding will look at sustainability and access of local provision for community use. It may include feasibility studies, contributing towards roof repair costs at the Beacon centre.</p>	x	x	x	x		

45 000 Y1	<p>7. Coordination and management-Employment Opportunity - 3 years post Y1 £45000 = salary + on costs + office hire + set up costs (laptop/phone etc.)</p> <p>Coordination and management (3 years). <i>Full job description to follow to support the delivery and development of the Driving Change Plan.</i> <i>Employing body to be identified and job description created.</i></p>	x	x	x	x	x	x
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Our budget for the first year

This proposed budget is for the first year of Together TRuST's Invest Local plan. The budget for future years will be developed through the evaluation and review process.

Activities	Year 1
1. Open Grants Fund	
Open grants fund	£40,000
Fund holder 5% admin fee	£2,000
Total Project costs	£42,000
2. Youth and Children's Provision	
Youth and children's budget	£30,000
Fund holder admin fee 5%	£1500
Total project costs	<u>£31,500</u>
3. Support community events	
Events Budget	£5,000
Fund holder admin fee 5%	£250
Total project costs	£5,250
4. Communications	
Communications and marketing	£25,000
Fund holder admin fee 5%	£1,250
Total Project costs	£26,250
5. Community Investment Fund	
Development budget	£20,000
Fund-holder admin fee 5%	£1,000
Total project costs	£21,000
6. Supporting Community Provision	
Repair and support Budget	£40,000
Fund-holder admin fee 5%	£2,000
Total Project Costs	£42,000
7. Co-ordination and Management-Employment Opportunity	
Year 1 of 3 year contract	£45,000
Fund Holder admin fee 5%	£2,250
Total project costs	£47,250
8. Additional costs	
Together TRuST meeting costs	£2000
Fund holder admin fee 5%	£100

Volunteer expenses	£500
Fund Holder admin fee 5%	£25
Total project costs	£2625
<u>Subtotal request for this plan</u>	£217,875

Evaluation and monitoring

There are a number of ways we can find out if what we're doing is successful. These include a number of things we can count, but also people's stories. We've already done some thinking about what these successes could be as part of our action planning; as this is a one year plan we would expect the successes listed below to be built on and extended in future plans. We have worked with the Invest Local evaluators People and Work Unit, to make sure that we're measuring the right things for all of our projects and priorities, through an outcomes workshop held in May. Please see below our agreed measures and methods of monitoring outlined in the table below.

Project/ Activity	What change will this lead to?	How will we know?	How will it be measured?
1.	Support health and well-being and Improve access to opportunities for the community		
	Increased resident participation and community activity	More activities and services being delivered in the community	Number of new projects and activities supported; Information of participants age/gender/postcode Grant scheme records Records and information from each project. More work will be done on this when specific projects and activities are clear.
	Increased resident participation and greater partnership working with agencies and services	Number of residents attending activities and events	Registers
		Number of partner agencies and co-productive partnerships running and supporting groups in the area;	Register of partners and groups; Resident feedback on value of actions
	Number of events supported	Records of events supported	
2.	Supporting Youth and Children's Provision		
	More activities for young people	Increase opportunities for Young people	Records of numbers of young people taking part
		Provide additional youth work provision in the area	Numbers of youth work session held
Reduced antisocial behaviour		Evaluation feedback from Youth Workers	

			<p>Feedback from young people</p> <p>Questionnaires or part structured interviews, case studies or stories from users and community members</p> <p>Focus groups and snap shot interviews</p> <p>local statistics</p>
	Improving well-being of young people	More people who feel happier and healthier as a result of accessing the youth provision	<p>Questionnaires or part structured interviews, case studies or stories from users and community members</p> <p>Focus groups with young people.</p> <p>Snap shot interviews</p>
3.	Improving Communications		
	Increased community social media presence	Number of social media interactions (Twitter/Website and Facebook)	Built in recording software
	Increased Together TRuST members	Increased numbers attending meetings and involved in other activities.	Register and minutes
	Increased involvement in group activities	Numbers of residents attending community meetings, activities and events	Registers and monitoring data collected
	More people informed of what is happening in the community and increased access.	Numbers of people who feel better informed	Questionnaires or part structured interviews, case studies or stories from users and community members

For projects and initiatives that have not yet been finalised, we will create project plans and the appropriate measures of success as progress.