

national collective of
community based
women's
networks



AN ROINN DLÉ AGUS CERT AGUS COMHIONANNAIS
DEPARTMENT OF JUSTICE AND EQUALITY

Support Scheme to enhance inclusion of women in communities

**NCCWN
WOMEN'S
EQUALITY &
DEVELOPMENT
PROGRAMME
Report for 2016**

Introduction

Established in 2002, the National Collective of Community Based Women's Networks (NCCWN) is a national organisation that works directly with and represents the interests of women from communities in rural and urban settings throughout Ireland. The purpose of the organisation is to enable women experiencing disadvantage, to network and have a voice in national policy developments, consolidating many years of informal feminist networking and information sharing in the women's community sector, dating back to the 1990s. This networking arose from a shared concern to address women's poverty, the marginalisation and exclusion of women, and the need for a gender perspective in community development. Working from a feminist perspective and ethos, achieving full gender equality, particularly in relation to women experiencing disadvantage has consistently been the central goal of the NCCWN.

The NCCWN is comprised of 17 locally based women's projects. These projects evolved from projects funded under the Community Development Programme. Community education has been one of the core tools used in community development, and has its roots in working class women's activism to respond to women's inequality and oppression. It has continued to be at the heart of the NCCWN's activities and of the work of local women's projects.

In September 2010, in the response to policy changes that saw the merger of the projects funded under the Community Development Programme with their Local Development Companies, NCCWN and its member groups successfully lobbied to remain outside these arrangements, with NCCWN being assigned responsibility for the targeting actions and strategies to advance women's equality using community development approaches to working with women in the 17 areas in which its constituent organisations worked. NCCWN was required to alter its structure from an organisation with a number of local member organisations throughout the country legally constituted in their own right, to a national structure with 17 constituent women's groups under the legal auspices of NCCWN with 46 employees. In January 2016, responsibility for funding and monitoring the work of NCCWN, was transferred from the Department of Environment, Community and Local Government to the Department of Justice and Equality. This work involves the delivery of a Women's Equality & Development Programme aimed at enhancing the social inclusion of women in communities and promoting equality for women.

Under that arrangement, each of the 17 NCCWN women's projects continues to provide a focal point for local women's groups and activities. The projects continue to be sustained by significant voluntary activity, through a local steering committee for each project and up to three, usually part-time staff, working as coordinators, development workers and administrators. This voluntary activity has been essential to sustaining the sector and represents significant value, resulting in substantial outcomes for women at a very low cost.

The NCCWN addresses a wide diversity of issues impacting on the most disadvantaged women in the country. The specific focus on women experiencing disadvantage includes support for women living in poverty and disadvantage, older women, lone parents, women from the Traveller community, minority ethnic and migrant women, disabled women, lesbian and bisexual women, women living in rural areas and women experiencing domestic violence.

The experience of the NCCWN projects is that investing in women's empowerment and community development has lasting impacts on the social and economic fabric of society, in sustaining and building community cohesion and inclusion, and the achievement of equality at a societal level. The women's community development movement has played a pivotal role in Ireland and many countries across the world in highlighting the factors that have shaped the lives and experiences of women living in poverty and disadvantage.

Women's role in community development is transformative in its very nature. On the one hand, this has given visibility to and an analysis of women as marginalised, disempowered and oppressed; while on the other hand, it also made visible the critical role that women play as the mainstay of local communities through their involvement in community development activities. Often described as the 'unsung heroes of community action', women have become critical to community cohesion and inclusion, and the achievement of equality at a societal level in roles that are often invisible and under-valued. The focus of the NCCWN is on the empowerment of women and in building the capacity of women to contribute to benefitting the lives of their families and their local communities. The main activities include:

- Community development and community building;
- Pre-development and training support to provide a pathway to education and training;
- Bringing a 'gender lens' to mainstream community and local development initiatives family support and parenting, and childcare support;
- Addressing gender-based violence;
- Promoting women's equality, community leadership and empowerment;
- Promoting women's health and well-being;
- Awareness -raising on gender equality and women's human rights;
- Improving access to local services;
- Networking of women at local, regional, national and international levels.

The NCCWN and its seventeen branches have consolidated and built the organisation and are working collectively to have a positive impact on the community women's sector providing collective analysis, collective action and collective outcomes for women.

NCCWN Ethos, Vision, Mission and Strategy

Vision

Our vision is a just and equal society for all women

Mission

Our mission is to support the empowerment of and advocate for women who experience disadvantage and marginalisation, and to promote social justice, women's human rights and equality bringing about positive and sustainable changes to women's lives and society.

Strategy

NCCWN does this by using community development and feminist approaches, with an emphasis on policy informed by the direct experiences of women, and challenging structures, attitudes and behaviours that marginalise women. NCCWN has a strong focus on advocating for women to bring about positive and sustainable changes to women's lives and society

Approach and principles

The NCCWN works from two core approaches – a feminist approach and a community development approach both of which are intrinsically linked. These approaches underpin all aspects of NCCWNs work and organisational structure.

Core Values

The following values are at the core of NCCWN work:

- Feminism - the NCCWN is a feminist organisation that sees women as equal to men and promotes actions and strategies to realise this;
- Gender Equality – NCCWN plays a key role in challenging gender inequality (in particular through its local structures) and monitoring the impact of policies, actions and programmes on women and seeking change when required;
- Collective analysis, collective action and collective outcomes. The NCCWN was formed on the basis that working together secures better outcomes for women as a group rather than individuals;
- Equality, human rights, anti-discrimination and recognition of diversity – supporting and promoting the human rights of women and challenging discrimination, especially under the nine grounds incorporated in Irish equality legislation – race, religious belief, gender, age, family status, sexual orientation, membership of the Traveller community, disability, marital status;
- Participation – We work to promote the equal and meaningful participation of women in the decision making structures and processes that affect their lives;
- Social Justice – We work to promote the equal distribution of power and resources in society and to challenge unequal power relationships and the unequal distribution of resources that lead to poverty, social exclusion and inequality;
- Women's empowerment – NCCWN works in a way that supports women to take leadership and make decisions on issues affecting them;
- Community Education – working from the grassroots up, combining an adult education approach with community development principles;
- Social Inclusion – working in an inclusive way with an anti-poverty focus;
- Solidarity – recognising women's experiences are not all shared and that some women encounter greater barriers and difficulties than others. The NCCWN is

committed to recognising those diverse experiences and taking action to overcome the challenges that face the most marginalised women.

NCCWN seeks to promote the principles of community work in our activities, processes and policies.

Strategic Priorities

The four strategic priorities which form the basis of our work are:

Strategic Priority 1: Engagement

Strategic Priority 2: Participation

Strategic Priority 3: Equality and Policy

Strategic Priority 4: Organisational Development and Sustainability

Company Profile/Overview

Company's registered name: National Collective of Community Based Women's Networks (NCCWN)

Contact Details: 74-76 Manor Street, Waterford

Tel: 085 131 2983 **Email:** nccwn@eircom.net

Charity Number: 6420554P

Company Registration Number: 40054

Employers Registration Number: 9609243A

Tax Clearance Number: 06420554 – 00220V

Details of Board Members and administration staff responsible for overall work of the NCCWN

Ann Fitzgerald, Waterford Women's Centre*(**Chairperson**)

Noeline O'Neill, Blayney Blades*

Rita Hansard, Clondalkin Women's Network (**Company Secretary**) *

Gillian Aspell, Dochas for Women

Rita Sweeney, Ronanstown Women's CDP*

Bernadette Kennedy, Southwest Kerry Women's Association *

Carol McCrossan, Donegal Women's Network

Brigid McGourty, North Leitrim Women's Centre*

* Also registered as directors

National Coordinator: Miriam Holt

National Administrator: Sharon Geraghty

The NCCWN local Women's Projects are listed below:

- **Clare** - Clare Women's Network
- **Donegal** – Donegal Women's Network
- **Dublin** – Southside Women's Action Network; Women Together Tallaght; Clondalkin Women's Network, Rowlagh Women's Group, Ronanstown Women's CDP; NCCWN
- **Kerry** – South Kerry Women's
- **Leitrim** – North Leitrim Women's
- **Limerick** – Limerick Women's Network
- **Mayo** – Claremorris Women's Group
- **Monaghan** – Dochas, Blaney Blades
- **Roscommon** – Roscommon Women's Network
- **Waterford** – Waterford Women's Centre
- **Westmeath** – Women's Community Projects Mullingar
- **Wexford** – Access 2000 Wexford

6. To be signed by Chairperson.

Miriam Holt

Quantitative Report 2016

Strategic Priority 1: ENGAGEMENT

AIM: To engage with women experiencing disadvantage through outreach and predevelopment work in order to reduce isolation, increase confidence, build relationships and empower women.

OBJECTIVES	ACTIONS	OUTPUTS
<p>To support women experiencing disadvantage to overcome the barriers that prevent them from reaching their full potential in society</p>	<ul style="list-style-type: none"> • Carry out needs assessments - then develop and effectively implement work plans to meet local needs and in line with national goals and objectives. • Provide services and supports where needed to overcome barriers to participation • Facilitate access to existing services and supports through referrals 	<p>17 local Work plans developed based on ongoing local needs and National Objectives</p> <p>Services/Supports Provided</p> <ul style="list-style-type: none"> • <i>Well Woman Clinic</i> • <i>Counselling</i> • <i>Childcare</i> • <i>Preschool</i> • <i>Training</i> • <i>Mother & Toddler</i> • <i>MABs</i> • <i>Information Centres</i> • <i>Group Facilitation</i> • <i>Career Guidance</i> • <i>Jobs Club</i> • <i>One-to-One Mentoring</i> • <i>Citizens Information</i> • <i>Domestic buse</i> • <i>Translation Typing & admin</i> • <i>Planning</i> • <i>Funding Applications</i> • <i>Training & Education Courses</i> • <i>Mental Health</i> • <i>Emergency Accomodation</i> • <i>Interview Practice</i> • <i>Telephone Support</i> • <i>Listening</i> • <i>Parenting</i> • <i>Women’s Group Support</i> • <i>Event Promotion</i> • <i>FEAD food Distribution</i>

		<p>1,020 Referrals Received from Organisations/Agencies</p> <p>2,244 Referrals Made to Organisations/Agencies</p> <p>Agencies Referred To/From, Training centres, VTOS, NALA, Counselling, St. Vincent de Paul, Women’s Aid, Women’s Refuge, Wheelchair Association, Barnados, Pieta House, MABs, FRC, Immigrant Support, Guidance Service, Social Workers, Financial Regulator, Homecare Agencies, Cancer Support, Probation Services, Community Mothers, Focus Ireland, Jobs Club, Legal Aid, County Council, SICAP, Centre for Independent Living</p>
<p>To engage, support and encourage women to participate in all aspects of community life</p>	<ul style="list-style-type: none"> • Retain and develop our presence in local communities, providing first point of contact for women • Organise events and information sessions/opportunities that provide hard to reach women, with information on specific issues that affect them and refer or signpost as appropriate 	<p>All 17 Projects maintain an ‘Open Door’ policy where women can drop in for support/information at any time</p> <p>63 Information Days 3,791 attendees <i>(See Appendix)</i></p> <p>34 editions of Women’s Newsletters produced</p> <p>5,427 women on databases</p> <p>8,524 women engaged by phone</p> <p>7,164 engaged in person</p>
<p>To raise awareness of women’s equality issues and promote women’s equality</p>	<ul style="list-style-type: none"> • Use a collective approach to raising awareness by marking key dates and engaging women in a range of campaigns to mark key dates and events for women • Support the development of networking and support structures for women in local communities 	<p>49 Celebration Days 2,736 attendees were held – 17 NCCWN Projects marked International Women’s Day and the 16 Days of Action Against Violence Against Women <i>(See Appendix re events)</i></p> <p>12 awareness raising campaigns</p>

		<ul style="list-style-type: none"> - Gender Equality Awareness - Human Trafficking - International anti-human trafficking - Breast Cancer Awareness - Rwanda Conflict Refugee Crisis - Small Group Participation in QQI - Local Campaign for Community Arts Building - Message in a Bottle Campaign - Repeal the 8th - 16 Days - End Direct Provision - Turn off the Red Light - Social Media & Sexual Abuse <p>97 women's groups supported (See Appendix) through administration, planning, facilitation, organisation, facilities, facilitation, accessing information, sourcing funding, funding applications, promotion</p> <p>7 Local Counselling Services in NCCWN Projects offering Bereavement, Crisis, Loss, Family, Abuse counselling</p> <p>1,558 Counselling Sessions in 2016</p> <p>€33,000 leveraged from Tusla/Electric Ireland in addition to local fundraising</p> <p>140 Community/ Interagency groups participated in & supported (See Appendix)</p> <p>73 Newspaper/radio articles</p>
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Strategic Priority 2: PARTICIPATION

AIM: To facilitate and support progression of women experiencing disadvantage from engagement to active participation

OBJECTIVES	ACTIONS	OUTPUTS
To mobilise women, raising their consciousness of the issues affecting them	<ul style="list-style-type: none"> Promote and support the engagement of women experiencing disadvantage to participate in women centred capacity building programmes 	<p>2,288 meetings held/attended</p> <p>Ongoing support/interaction with groups/agencies on behalf of women</p>
To facilitate women's capacity building to represent the collective concerns of women especially those experiencing disadvantage	<ul style="list-style-type: none"> Design and carry out actions that support and provide opportunities that enable women to develop their potential and make informed choices about their future Support and organise the delivery of a range of accessible formal and informal community education and training programmes that are tailored to meet the needs of women in our communities. 	<p>158 Training Sessions</p> <p>4,325 Participants</p> <p><i>(See Appendix)</i></p>
To represent women, and support women's representation and participation in a range of relevant structures locally, regionally and nationally	<ul style="list-style-type: none"> Identify relevant local structures for women's participation including school committees, community groups, PPNs, local Development Companies, LCDCs and ETBs Support the participation of women/women's groups and build their capacity to participate on community policy and decision making for a 	<p>140 Committees/Interagency Groups with NCCWN Members</p> <p>97 women's groups supported</p>
To challenge barriers to women's participation locally, regionally and nationally	<ul style="list-style-type: none"> Support women to name barriers to their participation and work with relevant organisations to identify women's needs and 	<p>5 Childcare Centres</p> <p>166 Childcare Places</p> <p>29 Staff (funded by POBAL/DSP)</p>

	reduce their barriers to participation	
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Strategic Priority 3: POLICY & EQUALITY

AIM: To develop strategies to provide women with the support, skills and confidence to articulate and voice the issues that matter to them and support their representation at local, regional and national level.

OBJECTIVES	ACTIONS	Report On...
To promote the equality and inclusion of women experiencing disadvantage locally and nationally highlighting their needs and perspectives	<ul style="list-style-type: none"> • Research, identify and articulate the needs of women experiencing disadvantage at decision making arenas locally, regionally and nationally, to influence the development of policies that affect their lives. • Develop relevant awareness raising events and campaigns • Engage with all Government Departments on issues in relation to women of women experiencing disadvantage 	<p>6 local pieces of research carried out and reports on research findings presented</p> <ul style="list-style-type: none"> -Needs of young women in Castlerea - What Employers want in Mullingar - Women’s History -The role of Home Carers - Needs Analysis -Social Research for PHD <p>24 Submissions were made to national decision making arenas</p> <ul style="list-style-type: none"> - NCCWN collaborated with NWCI to contribute to the development of a gender proofing plan and document to help raise awareness among local authorities and LCDCs of their responsibilities in relation to the inclusion and participation of women - NWCI/NCCWN hosted workshop at DECLG/POBAL/SICAP event in May. NCCWN Donegal Women’s Network presented a case study - NCCWN Chair represented NCCWN as a Delegate to Meeting of People Experiencing Poverty in Brussels 15-16 November.
To build the capacity of NCCWN projects to	<ul style="list-style-type: none"> • Provide opportunities for training & development and 	22 Staff Training Sessions held

<p>outreach, engage with, and support the participation of women experiencing disadvantage</p>	<p>sharing best practice between projects</p>	<ul style="list-style-type: none"> - SAOR Alcohol & Drug Misuse - LGBT Awareness - Understanding Self harm - ASIST - Children First - Mental Health Awareness Training - Governance Training - Child Protection Training - Health & Safety Training - Payroll Training - A/Cs Training - Supervisory Management - Care of the Older Person - Special Needs - Train the Trainer - Counselling - Learner Wellbeing Training - Education for a Better Future - Build a Girl Training - Admin Training - Development Worker Training - Coordinator Training
<p>To collaborate and work in partnership on relevant representational structures in relation to women's equality issues</p>	<p>Strategically collaborate and work in partnership with local, regional and national organisations on relevant and agreed objectives to benefit women experiencing disadvantage</p> <p>Feed into policy development in relation to women experiencing disadvantage through representations, submissions and contributions to policy documents.</p>	<p>Locally 25 collaborations with other groups/agencies/organisations</p> <p>Nationally NCCWN is represented on:</p> <ul style="list-style-type: none"> - NWCI Board - Women's Human Rights Alliance - Irish Observatory on Violence against Women - Community Work Ireland - Community Platform - Abortion Rights Campaign - Coalition to Repeal the Eight <p>Mechanisms developed to enable the 17 Local Women's Projects feed issues impacting on women locally into national representations, submissions and contributions to policy documents.</p>

Strategic Priority 4: ORGANISATIONAL DEVELOPMENT & SUSTAINABILITY

AIM: To develop the NCCWN to be able to fulfil its objectives and to ensure the sustainability of the organisation

OBJECTIVES	ACTIONS	Report On...
<p>To build the capacity of the NCCWN management to support the NCCWN locally and nationally to develop and enhance operational capacity</p>	<ul style="list-style-type: none"> • Strengthen the NCCWN Board by ongoing capacity building and upskilling • Ensure highest levels of governance and accountability • Ensure the NCCWN Board are complying with employment responsibilities and obligations 	<p>Board skills and governance training was held on 29th and 30th April. Following training, Board reviewed and revised governance documents, including board member induction information. Board agreed to have an annual governance meeting to review all governance policies, documents and effectiveness of Board</p> <p>Organisational policies on Board induction, travel & subsistence, procurement and financial policies and procedures were updated in 2016</p> <p>9 NCCWN Board Meetings</p> <p>9 NCCWN financial subgroup meetings</p> <p>NCCWN AGM was held on 22nd September</p> <p>Following consultation, the NCCWN Staff Handbook was updated and circulated to all NCCWN staff members</p> <p>3 NCCWN staff retired in 2016 and one resigned. 5 NCCWN Staff Recruitment processes were carried out in 2016.</p>
<p>To build the capacity of NCCWN management and staff to inform and input to organisational and policy development.</p>	<ul style="list-style-type: none"> • Establish and agree a format for projects to promote the mission and vision of NCCWN • Coordinate local actions and promote and brand 	<p>NCCWN National Strategic Plan agreed & rolled out locally</p> <p>NCCWN brand used locally</p>

	these actions under the banner of the NCCWN	through standardised use of logo and letterhead
To ensure the sustainability of the NCCWN	<ul style="list-style-type: none"> • Provide staff development and training • Ensure feedback mechanisms are in place to support communications between local and national structures • Ensure Advisory Groups locally are supported to participate in governance structures at local and national level • Identify organisational needs and develop strategies to ensure adequate resources to support the sustainability of the organisation 	<p>22 Staff Training Sessions. Training sessions included separate sessions for 15 Administrators, 12 Development Workers and 17 Coordinators. Following the training, all job descriptions were updated to outline current roles and responsibilities taking account of changes to structures, processes and procedures.</p> <p>Approximately 110 Advisory Group meetings were held in 2016</p> <p>9 Board communications were circulated to NCCWN staff and advisory group members to outline actions for Projects, provide feedback on organisational and policy issues and encourage input from staff and advisory members</p> <p>3 National planning & evaluation sessions</p> <p>2 national funding applications were submitted:</p> <ul style="list-style-type: none"> • IHREC Human Rights & Equality Grant Scheme – application was unsuccessful • Gender Equality Activity of the European Social Fund (ESF) Programme for Employability, Inclusion and Learning (PEIL) 2014-2020 – awaiting application outcome
To develop and consolidate the collective approach of the NCCWN	<ul style="list-style-type: none"> • Develop new organisational strategic plan reflective of the organisation’s vision and mission of changing structures 	National Strategic Plan agreed and in place

	<ul style="list-style-type: none"> • Continue to maintain and develop robust planning and reporting processes and procedures 	<p>Templates developed and agreed with DJE for 2016.</p> <p>A DJE Audit internal audit of NCCWN for 2016 was carried out in August and September 2016. The audit focussed strongly on governance in addition to finances. In addition to national audit, local audits were carried out in Clondalkin Women's Network, Ronanstown CDP, Limerick Women's Network and Southwest Kerry Women's Association. The audit report issued in December and NCCWN await a meeting with DJE officials to discuss report.</p>
<p>To develop a national profile</p>	<ul style="list-style-type: none"> • Relaunch the NCCWN at national level to develop a national profile under the DJE • Raise the profile of NCCWN 	<p>NCCWN National Launch event in planning stages for 3 February 2017. Minister Fitzgerald has agreed to address the event.</p> <p>Planning sub-group formed</p> <p>5 launch planning meetings held in 2016</p>

Qualitative Report 2016

Strategic Priority 1: Engagement

Engage with women experiencing disadvantage through outreach and predevelopment work in order to reduce isolation, increase confidence, build relationships and empower women

Objectives	Actions
<i>To support marginalised women to overcome the barriers that prevent them from reaching their full potential in society</i>	<ul style="list-style-type: none"> • <i>Develop outreach strategies to engage the most marginalised and isolated women to support their participation.</i> • <i>Carry out needs assessments to identify appropriate services and supports</i> • <i>Provide services and supports where needed to address barriers</i> • <i>Facilitate access through referrals to existing services and supports available.</i>
<i>To engage, support and encourage women to participate in all aspects of community life</i>	<i>Retain and develop our presence in local communities, providing first point of contact including drop-in centres</i>
<i>To engage women and promote women's equality</i>	<ul style="list-style-type: none"> • <i>Organise events and information sessions/opportunities that provide hard to reach women, with information on specific issues that affect them. (E.g. Health screening, education, VAW services) and referring or signposting to existing services.</i> • <i>Support the development of networking and support structures for women in local communities</i>
<i>To raise awareness of women's equality issues</i>	<i>Use a collective approach to raising awareness by marking key dates and engaging women in a range of campaigns of key dates and events for women i.e. International Women's Day, Rural Women's Day, 16 Days of Action Against Violence Against Women etc.</i>

Throughout 2016, NCCWN Projects continued to outreach to the most marginalised women in their areas. Women were supported within the Projects or signposted to other services and supports based on identified needs. Supports to women ranged from counselling, childcare, parenting, domestic abuse, mentoring, to mental health and well woman clinics and women's group support etc. Project staff worked with women, supporting and encouraging them to access services and supports available in their communities.

Projects also used a variety of methods to promote and facilitate access to services, including newsletters, media, websites and social media, one-to-one engagements, referrals and word of mouth. Agencies that projects referred to include training centres, VTOS, NALA, Women's Aid, Women's refuges, MABs, Pieta House, Legal Aid, SICAP, Homecare Agencies, Social Workers etc.

With no programme funding available to them, our Projects worked hard to try and source funding from a variety of sources. Money leveraged allowed them to deliver a range of engagement opportunities and capacity building and tailored learning activities, often involving extensive outreach work in hard to reach communities.

Such activities included the provision of events, information and training aimed at women. Sixty-three information days and forty-nine celebration days were held, in addition to twelve awareness raising campaigns on issues such as Breast Cancer Awareness, Gender Equality Awareness, End Direct Provision, Message in a Bottle, Human Trafficking and local campaigns. Awareness of these campaigns was raised by phone, email, posters, media and presentation.

Our Projects reported a range of methods of engagement including:

- Securing funding of over €33,000 for a range of counselling services and offering, 1,558 sessions of bereavement, loss, crisis, family and abuse counselling
- Enabling organisations such as MABs, CIS, Community Gardai, ETBs and domestic violence services to hold outreach clinics in Projects.
- Space and supports provided for support groups such as 'Living with Addiction' (for family members of addicts), ELLA (Lesbian & Bi-sexual women), GROW (overcoming mental health problems)
- Operating positive mental health support groups such as 'Mind Matters'
- Supporting 97 women's groups and supporting women and local residents to participate in, contribute to and lead local community groups and committees.

International Women's Day (8th March) events were hosted by all 17 NCCWN Women's Projects which provided opportunities to outreach, highlight women's equality issues and raise the profile of the NCCWN work at local level. 1916 Commemorations and Women's History Projects were also delivered as part of IWD this year.



NCCWN Information Days, Campaigns and Events 2016

“Knowing Dochas is there whenever you need them is so important, as it can be just enough to get you through life. I was a young widow left with 5 children and grief stricken and really had nowhere to go in Monaghan. I was taken to Dochas by a friend who was worried about my state of mind. I will never forget the warm welcome I got there, the cup of tea, the arm on the shoulder and the listening ear and support”

Participant in NCCWN Dochas in Monaghan

Strategic Priority 2: Participation

Facilitate progression of women experiencing disadvantage from engagement to active participation

Objectives	Actions
To mobilise women, raising their consciousness of the issues affecting them	Promote and support the engagement of women experiencing disadvantage to participate in women centred capacity building programmes.
To build women’s capacity to represent the collective concerns of women especially those from marginalised communities	<ul style="list-style-type: none"> • Design and carry out actions that support and provide opportunities that enable women to develop their potential and make informed choices about their future. Actions to include consciousness raising, empowerment, feminism and equality. • Provide women’s community education programmes. Support and organise the delivery of a range of accessible formal and non-formal community education and training programmes, that are tailored to meet the needs of women in our communities
To represent and support women’s representation and participation in a range of relevant structures	<ul style="list-style-type: none"> • Identify relevant local structures for women’s participation including PPNs, local school’s committees, LCDCs, partnerships, ETBs where women’s participation • Support participation of new and existing women’s groups and build capacity by supporting volunteers with skills to participate on community policy and decision making fora.
To challenge barriers to women’s participation locally, regionally and nationally	Support women to name barriers to their participation and work with relevant organisations to identify needs and reduce barriers to women’s participation

Community education is a way of working for many Projects in the NCCWN. Often our projects are the only provider of education and training specifically designed to cater for disadvantaged women in a particular area. In recognition of women in their role as primary carers, our Projects plan, promote and deliver a range of accredited and non-accredited education programmes in response to the identified needs in a local area.

Again, our Projects sourced funding to deliver a range of capacity building and tailored learning activities, often involving extensive outreach work in hard to reach communities. Projects worked on a one to one basis with women, supporting and encouraging them to access progression routes. Projects have found that this type of work can act as a catalyst to further education and development opportunities. In 2016 Projects offered 158 training sessions with 4,325 participants.

Projects also worked with NALA and their local ETBs to provide relevant courses for women. ETBs are supported to hold outreach clinics in local projects, where that need has been identified. The women Projects work with often have a fear of engaging in formal education programmes due to earlier negative experiences in formal education. Projects work at a personal level with women, encouraging them to access the services available to them.

A range of accredited courses were offered from QQI components, FETAC modules in information technology, language and culture, retail sales, applied psychology and social studies. Non-accredited courses included craft courses, language classes, self-development, fitness and cookery.

Projects actively participate in local social inclusion and education and training networks to highlight the needs of local disadvantaged women and promote the activities and services that local education and training organisations have to offer. In 2016, there were 140 committees/interagency groups with NCCWN members. These ranged from family support networks, community education networks, training networks, mental health and domestic violence networks to public participation networks, childcare networks and committees, feminist networks, women in business, social inclusion and other interagency groups.

NCCWN local, regional and national structures provide an effective framework for challenging barriers by building capacity and enabling women not usually heard to have a voice.

Projects have identified that one of the main barriers to women's participation is childcare. Projects support women to access affordable childcare through provision of places at childcare facilities attached to our Projects, or by signposting women to community childcare in their areas thereby improving access to these opportunities for many disadvantaged women. Some of our Projects offer crèche, preschool and afterschool services. In 2016, we had five childcare centres with 166 childcare places (*plus an additional 29 childcare staff funded by Pobal /DSP*).

Projects held information evenings with women and the local training and employment service providers (i.e LEADER/Skillsnet officers) to encourage women to avail of existing services in their area. Throughout the country, we provided work experience opportunities and CE/Tus placements for marginalised women. Projects also supported women in job readiness through: C.V. preparation, provision of training spaces for relevant services to engage and signposted them to local employment services. They provided training and employment opportunities through running programmes such as BTEI, EWM and Local Training Initiatives (LTI) and through providing work experience and training in social enterprises such as project cafes and charity shops. In order to provide access to information and supports, some of our Projects offer space for local LES offices and self-employed holistic therapists to operate from.

CASE STUDY: How the Blayney Blades Has Impacted My Life

Blayney Blades Women's Group had an impact on my life before I even knew it existed. When I was 17 my mother fell pregnant with my brother, after having just myself and my 15-year-old sister this was a huge change for the whole family. She had been working for years and now she found herself a mother with 2 teenagers and a small baby.

My mother was encouraged by members of Blayney Blades to join the Moving On programme which had been developed to help women and young mothers who found themselves isolated. Through the moving on she was able to put Joshua in to crèche while she attended her classes and completed her work experience. It gave her a new lease of life and through the programme she has made lifelong friends who she still has contact with to this day.

I became pregnant at the age of 21, I hadn't gone to college after school and bounced between jobs and courses. By the time, I gave birth to my son I was a single mother and panic had set in. I had no formal qualifications and was panicking over how I am supposed to provide for my son.

My mother encouraged both myself and my sister, who never completed secondary school, to join the Moving On programme with the Blayney Blades because she knew that the support we could both receive would be second to none. I can honestly say it was the best thing I have ever done. It helped get me in to a new routine, it got me out of the house and helped my son socialise with other kids. It also got me in to the right frame of mind to go on to further education.

So again, both myself and my sister enrolled in DkIT. I started a Degree in Applied Bioscience and she started a Degree in Event Management. The three years were very difficult but I became the ultimate multi tasker, between being a mother, looking after the house and being a student.

After I completed my degree it was time to hunt for jobs, that didn't go as well as I had planned and so I started completing employment schemes. I done an internship for a Secondary school where I started thinking I would really love to teach and help people, adults in particular.

A while after I completed my Internship I was selected for a TUS scheme and was placed with the Blayney Blades as an administrative assistant and it really opened my eyes as to what these ladies do for the people of our community. Everyone is welcome to share a cup of tea without prejudice or judgement. During my time, there Olive and Lorraine both encouraged me to complete my Train the Trainer so that I might someday be able to teach adults.

As my time with the Blades was coming to an end the position of Assistant Coordinator came up for the Moving On programme, I was encouraged by everyone at the Blades and by my own family to apply for the position. Now thanks to the Blayney Blades and the support I received I have a job for life (subject to funding) as the Assistant Coordinator of the Moving On programme.

A lot has changed in the way that the programme is run from I completed it but all the problems the learners have are still the same. I am able to actively encourage single mothers who want to go on to further education because I have been there, I am able to assist our learners with many difficulties that can come with being on social welfare, budgeting, applications etc. because I have been there.

I am now able to pass on the support and assistance to our learners that my mother, sister and myself received from the Blayney Blades over the past 15 years.

CASE STUDY - ROSCOMMON

Caroline came in to the RWN Drop In Centre in 2014, her confidence was low and she was looking for something? She wasn't sure what she wanted. A typical middle aged woman who had spent her life focusing on bringing up her children. The children now all in College or working, Caroline had time for herself but did not know how to fill that time. Having left school "back in the day", Caroline had no formal qualifications but a life time of experience. She wanted to go back to education but had a fear of the classroom.

RWN staff supported Caroline on to a STEPS – personal development course. She attended 2 mornings a week over 6 weeks in the RWN resource centre. You could see Caroline's confidence slowly come through. She now had an idea of what she wanted to do for herself and not long later enrolled in the RWN Training Centre QQI Level 4 Employment Skills. This is a full time course set in a community education environment. Caroline was initially quite nervous, fearing she would be a student alongside younger people her children's age. This was the case, but the environment was relaxed and promoted the intergenerational mix and did not cause the problem Caroline had anticipated. Whilst a student in the RWN training centre, Caroline attended a number of counselling sessions in the resource centre to help her with a compressed anxiety that she had never dealt with. Attending counselling was not a problem for Caroline, as she already felt comfortable within the environment. Caroline also availed of citizens information advice within the same building. She volunteered in the charity shop, using her new found skills learnt on her training course. Bringing all these services together under the one roof eased the barrier that Caroline had created in assessing services, Caroline could be attending counselling or volunteering in the charity shop, no-one would be any wiser as to what service she was accessing and this helped Caroline.

Caroline is now in her final week of QQI Level 5 Information Processing, a much more confident person she has plans in place to start at 3rd level studying History and Geneology

NCCWN Training Days & Events 2016



Strategic Priority 3: Policy & Equality

Develop strategies to promote women's equality and inclusion and highlight policy issues

Objectives	Actions
To promote disadvantaged women's equality and inclusion locally and nationally	Research, identify and articulate the needs of disadvantaged women at decision making arenas locally, regionally and nationally, to influence the development of policies and decisions that affect their lives.
To highlight the needs and perspectives of disadvantaged women by challenging inequalities	<ul style="list-style-type: none">• Develop relevant awareness raising events and campaigns• Engage with all Government Departments on issues in relation to women
To collaborate and work in partnership on relevant representational structures in relation to women's equality issues	<ul style="list-style-type: none">• Strategically collaborate and work in partnership with local, regional and national organisations on relevant and agreed objectives to benefit disadvantaged women• Feed into policy development in relation to women experiencing disadvantage through representations, submissions and contributions to policy documents• Join and become active in the Community Platform
To build capacity of NCCWN Projects to outreach, engage and support participation of women experiencing disadvantage	<ul style="list-style-type: none">• Build and strengthen the capacity of local women to identify and voice their concerns and participate in society.
To highlight women's equality issues	Develop and effectively implement local area work plans and results framework, based on local needs and in line with agreed national equality priorities.

NCCWN Women's Projects continue to play a critical role in raising awareness of gender equality through engagement with local development companies, rural development agencies and other local, regional and national bodies tasked with community and local development.

The Women's Equality & Development Programme provides an opportunity for greater visibility for women in poverty and living in disadvantaged communities.

NCCWN have partnered with NWCI on *Making Women Central to Local Government* project. Nationally and locally, NCCWN is contributing to the development of a gender proofing plan and document to help raise awareness among local authorities, LCDCs and

SICAP implementers of their responsibilities in relation to the inclusion and participation of women.

The NCCWN is represented on the National Women's Council of Ireland (NWCI)'s Board of Management. The NCCWN is also represented on the Women Human Rights Alliance (WHRA), Abortion Rights Campaign (ARC), Community Work Ireland (CWI), Community Platform and the Irish Observatory on Violence against Women.

NCCWN is a member of the DECLG/POBAL SICAP working group. We participated in a SICAP Briefing event in May – and NWCI/NCCWN hosted one of the workshops on ensuring women's inclusion. At the workshop, NCCWN Donegal presented a case study in relation to their work on gender equality at local level.

In January, the NCCWN made a submission to Irish Human Rights & Equality Commission (IHREC) Strategic Plan to ensure the inclusion of disadvantaged women and in February, NCCWN made submission to the Public Consultation on "Commissioning Human, Social and Community Services". Local projects also participated in IHREC regional consultation workshops on women's human rights in Ireland.

Women's Projects provide opportunities for greater influence and synergies with local government structures, and particularly in ensuring that gender equality is mainstreamed across local government and through the work of local community and development organisations.

The current model has highlighted the importance of giving specific attention to policy in addressing the impact of the economic crisis on women experiencing disadvantage. A major strength of NCCWN is the way in which it effectively connects women at the local level to a strategic role at the national level, and in turn links national priorities to the local level. NCCWN staff represented women's affairs at local level and participated in decision making structures. NCCWN staff and advisory committee members sat on a number of boards and committees including LDC Boards, RAPID AITs, PPNs, Youth Forum, local education networks.

Alignment and the restructuring of local government has meant changes in many of the areas in which NCCWN works, however some project staff have been elected onto the new Local Community Development Committee in their area.

Projects have actively participated in planning and consultation workshops feeding into Local Community Development Plan, ensuring that the voice of women was heard at local planning and decision making tables.

NCCWN Projects work collaboratively in their area to ensure that they resource individuals and communities that are most socially excluded to access participate and become involved with policy, practice and decision-making processes on matters affecting them and their local community.

NCCWN Projects ran voter participation/registration programmes to support women to vote in local government elections.

Strategic Priority Area 4: Organisational Development & Sustainability

Develop the NCCWN to be able to fulfil its objectives and to ensure the sustainability of the organisation

Objectives	Actions
To build capacity of NCCWN management to support the NCCWN locally and nationally to develop and enhance operational capacity	<ul style="list-style-type: none"> • Strengthen the NCCWN Board by ongoing capacity building and upskilling • Ensure highest levels of governance and accountability • Ensure the NCCWN Board are complying with employment responsibilities and obligations
To ensure the sustainability of NCCWN	<ul style="list-style-type: none"> • Provide staff development and training • Ensure feedback mechanisms are in place to support communications between local and national structures • Ensure Advisory Groups locally are supported to participate in governance structures at local and national level. • Identify organisational needs and develop strategies to ensure adequate resources to support the sustainability of the organisation
To develop and consolidate the collective approach of the NCCWN	<ul style="list-style-type: none"> • Develop new organisational strategic plan reflective of the organisations vision & mission and of changing structures • Continue to maintain and develop robust planning and reporting processes and procedures
To develop a national profile	<ul style="list-style-type: none"> • Relaunch NCCWN at national level to develop a national profile under the new Department • Develop a collective NCCWN brand
To build capacity of NCCWN management and staff to inform and input to organisational and policy development	<ul style="list-style-type: none"> • Establish and agree a format for projects to promote the mission and vision of NCCWN • Coordinate local actions and promote and brand these actions under the banner of NCCWN

9 NCCWN Board Meetings and 8 Financial/Employment Sub-Group meeting were held in 2016. Each Board meeting addresses organisational, policy and employment issues. The meetings also provide a forum to discuss any training and development needs.

Governance training was held on 29th and 30th April. NCCWN have registered with the Code of Practice for Good Governance. Following the training, board member induction information was updated.

Three staff members retired, one resigned and six staff recruitments took place in 2016:

- February - NCCWN/SWAN Administrator (Dun Laoghaire/Rathdown)
- April – NCCWN/SKWA Coordinator (South Kerry)
- May – NCCWN/WTT Coordinator (Tallaght)
- June – NCCWN/Ronanstown Administrator
- September – NCCWN/SWAN Coordinator (Dun Laoghaire/Rathdown)
- October – NCCWN/SKWA Development Worker (South Kerry)

NCCWN transferred to Department of Justice & Equality (DJE) on 1st January 2016 and contracts were agreed and signed.

Staff training for NCCWN Administrators took place in April. Administrators were trained on updated NCCWN financial processes and procedures and a standard NCCWN Administrator Job Description was developed outlining current roles and responsibilities. NCCWN Development Workers' training session took place in May and Coordinators' training took place in June. Staff were trained and updated on their roles and responsibilities within local projects and standard NCCWN job descriptions were developed for both roles.

NCCWN staff and advisory members fed into the development of a new NCCWN strategic plan through a national consultation workshop and circulation of draft plan. Strategic plan for 2016 – 2020 was finalised early in the year.

The national coordinator and administrator continued to liaise with DJE officials and NCCWN staff to develop and update templates and procedures to ensure that planning and reporting mechanisms reflect NCCWN work with disadvantaged women and priorities of the Department of Justice & Equality.

Consultations were carried out with NCCWN staff and management to relaunch NCCWN and a subgroup was formed to plan the relaunch for early in 2017. First steps were taken in collective branding with the updating of NCCWN local Projects' letterheads to have a similar look and feel.

Work also took place on the national NCCWN social media page with all local projects feeding in and posting upcoming events.

Consultation mechanisms were developed for management to communicate with NCCWN Projects on organisational and policy issues on a monthly basis. These mechanisms also encourage input from NCCWN Projects.

An audit of NCCWN was carried out by the Internal Audit Unit of the Department of Justice and Equality in August 2016. The work was designed to offer reasonable assurance that there were adequate management and control systems in NCCWN and that these were robust and operating effectively. The audit also considered the effectiveness of the reporting relationship to the Gender Equality division in the Department of Justice and Equality. The scope of the audit was limited to an examination of management and control systems, business processes and procedures in place for the period 1 January 2016 to 31 July 2016. 4 local NCCWN Projects were also reviewed to assess the level of controls in the Projects and to ensure that deliverables were being accurately recorded, monitored and reported. It was also used to assess how oversight of the projects was being implemented centrally by the NCCWN.

APPENDICES

WOMEN'S GROUPS SUPPORTED

Donegal TOFU –	Ballybofey Stranorlar Women's Group
Cranford Women's Group	Ernedale Heights Women's Group
Tobar ns mBan Women's Women's Group	Moville West Women's Group
Dungloe Ladies	Donegal Youth Council
Womens Groups x2	New Irish Communities
Single Parents	Active Retired
Newly Unemployed Women	Women Family Carers
Women Upskilling	Women Returning to Work
Early School Leavers	Travelling Community
Women with Disabilities	Roscommon Women's Manifesto
Rowlagh Women's Group	Ronanstown CDP
Clondalkin Traveller Women	Happy Friday Club
Sruleen Women's Group	Knockmitten's Women's Group
Bawnogue Women	SWAN Knitters
SWAN Cardmakers	Conversations Women's Group
Suara Singing Group	CWN Meditation Group
La Leche	Women Exploring Options
Lead Into Employment	Health & wellbeing Group
Health House	MISG
Mullaghmatt Women's Group	Tydavnett Women's Group
Scotshouse ICA	Monaghan ICA
Solas Mental Health	Mother & Baby
Curam Senior Social Group	Circle of Friends
Caherdavin Women's Group	St. Munchin's Women's Grup
Limerick Feminist Network	Tome Out St Marys
Adapt Support Groups x3	Southside Women's Group
Northside Older Women	St Xavier's Women's Group
St Leilia's Women	St. Mary's Older Women
North Star x 3 groups	Bedford Row Women's Group
Community Companions	Our Lady of Lourdes Group
Time Out Group	Hospital Women's Group
Moyross Knitting Group	Travellers Women's Group
Disability Group	Separated Women's Group
United & Strong	St. Enda's Cookery Group
Queen of Peace Women's Group	Women in Agriculture
Clondalkin Women's Network	Bosom Buddies
Get Ahead Club	Glencar ICA
Ronanstown Community	Dromid ICA
Cahersiveen ICA	Eist Linn
Mna na Caladh	Iveragh Gardening Club
South Kerry Advisory Group	Kells Foilmore Women
Blaney Blade International	Women 5050
Women in Business	South Kerry Women in Business
Circle of Friends	Roscommon Women's Manifesto
Roscommon Women's Group x 2	Advisory Groups

MEMBERSHIP OF COMMITTEES/INTERAGENCY GROUPS

Family Support Network
Clare AG
Clare LAN
Clare Intercultural Network
Intercultural Ed & Diversity Centre
IWD Planning Group
Festival of Feminisms
Regional Meetings
An Cosan
LC ETB
Regional Research
NUI Maynooth Politics Students
Clare Haven
PPN Coord
Clare Co Council
National Strategy for Women
Waterford – LAN
Diversity Committee of Waterford
Place of Sanctuary
Lone Parent Strategy
Waterford Youth Arts
Waterford Childcare
Waterford Childcare Committee
NCCWN Board
Tusla Family Support
Comm Work Space
Aontas
The Platform
PPN
CEEDS
Monaghan– PPN/
Women’s Network/
Social SPC/
Housing SPC/ LCDC Equality
/PPN Secretariat/
MID/
Mental Health sub group
/Social Inc Sub Group/
Tusla Family support
LINK Comm Ed Network
Monaghan Women’s Network
NCCWN Launch Group
Monaghan Co.Council social, cultural and comm dev
Monaghan PPN
Aontas
Get Ahead/
Community Childcare
S Dublin Partnership
North Leitrim – LCDC
Comm Dev Sub Group
North Leitrim LCDC
Eist Linn Network
South Kerry Meitheal
South Kerry Learning Support
IITT
KDYS
NCCWN Board
Tallaght Community Directors
South Dublin Community Platform
Killinarden Drug Primary Prevention Group/
Fettercairn Littleones Ltd
Commuity Development Advisory Group Tallaght
CDP
NCCWN Peer Support
Nccwn Dublin Region

Roscommon LCDC
Towns Team
RAD
Wexford Breakfast Group
Wexford Support Network
Framework Support Agency FRC
Community Ed Network
Community Training & Ed Centre
South End FRC
FAB CDP
Donegal Anti -Human Trafficking Group
International Stop the Traffick
Donegal Domestic Violence Service
Donegal Women’s Centre
Donegal PPN Secretariat
DWN advisory Group Meetings
Donegal SIMs
Social Inclusion Linkage Group
Housing & Corporate SPC
Common Chapters
5050 Northwest
Mullingar PPN
MABS
Refuge
HSE
Tusla
Clondalkin
Ronanstown CCC
Healthy Living House
Bawnogue Community Meetings
South Dublin PPN
Community Rights Platform
Dun Laoighre Rathdown PPN
Reach Out Northside
Creative Communities
Moyross Adult Ed Network
Limerick LAN
Limerick City CDP Link Group
Regional Meetings
IWD Planning Group
Reproductive Manual
Limerick PPN/
LCDC/ St P Day Planning
Feminist Gallery Planning Group
Feminist Voice Research
Fair Trade Working Group
Training for Transformation
Brochure Planning Group
Ronanstown
CWN

TRAINING DAYS /COURSES	
<p> <i>Traveller Women Sewing Class</i> <i>Arts Crafts & Drama Class</i> <i>Power of Positive Thinking X 13 sessions</i> <i>Time Out For You – Women with Disabilities x 4 sessions</i> <i>Gender Equality Workshops with schools x 10 sessions</i> <i>Need It /Want It workshop</i> <i>1916 Workshops x 6</i> <i>Maynooth Workshop</i> <i>Voting Workshop</i> <i>WOW Conference</i> <i>Management Committee Training</i> <i>Health & Wellbeing Workshop</i> <i>Fuel Food & Mindfulness</i> <i>Health & Wellbeing Day</i> <i>Intercultural Presentation</i> <i>Health & Safety at Work</i> <i>Communications</i> <i>Work Experience</i> <i>Human Growth & Development</i> <i>Care Provision & Practice</i> <i>Care of the Older Person</i> <i>Care Skills</i> <i>Care Support</i> <i>Social Studies</i> <i>Palliative Care</i> <i>Patient & Manual Handling</i> <i>Elder Abuse Workshop</i> <i>Childcare Level 5 – 7 modules</i> <i>Childcare Level 6 – 9 Modules</i> <i>Pilates</i> <i>Yoga</i> <i>Sewing</i> <i>Digital Photography</i> <i>Dance</i> <i>Basic First Aid</i> <i>Needlecraft</i> <i>Computers</i> <i>EFL</i> <i>SafeTalk</i> <i>Intro to Sewing</i> <i>Intro to Pilates</i> <i>Intro to Aromatherapy</i> <i>Painting on Fabric</i> <i>Intro to Yoga</i> <i>Reflexology</i> <i>Mindfulness</i> <i>Flower Arranging</i> <i>Level 3 General Learning – 8 modules</i> <i>Level 4 General Learning – 6 modules</i> <i>Claremorris – 7 workshops</i> <i>Tallaght Yoga x 7 sessions</i> <i>Tallaght French x 3 sessions</i> <i>Crafts x2</i> <i>Spanish Workshop</i> <i>Gardening x 6 weeks</i> <i>Aroma therapy & Stress Management</i> </p>	<p> <i>Health & Wellbeing</i> <i>Lecture</i> <i>QQI L4 Info & Communications x 14 months</i> <i>QQI L3 x 12 months</i> <i>Living History Project x 6 weeks</i> <i>Women’s Living History x 6 weeks</i> <i>Mindfulness x 8 weeks</i> <i>Pathways Personal Dev x 6 weeks</i> <i>Around the World Cookery x 6 weeks</i> <i>Takeaway Cookery at Home</i> <i>Digital Design x 6 weeks</i> <i>Booking Workshop x 3 weeks</i> <i>Patchwork x 3 weeks</i> <i>Field Trip</i> <i>Peg Loom Weaving x 2 weeks</i> <i>Straw & Rush Crafts x 2 weeks</i> <i>Basket making x 3 workshops</i> <i>QQI Food & Nutrition x 10 weeks</i> <i>Personal Development x 4 weeks</i> <i>Healthy Eating Cookery x 6 weeks</i> <i>Living in the Flow x 2 weeks</i> <i>Needlecraft x 4 weeks</i> <i>Green woodwork x 2 weeks</i> <i>Expressive Writing x 6 weeks</i> <i>Christmas Flower Arranging</i> <i>Christmas Cookery</i> <i>Christmas Crafts</i> <i>Book Club weekly</i> <i>Yoga weekly</i> <i>Pilates weekly</i> <i>Tai Chi weekly</i> <i>Knitting Weekly</i> <i>Coffee Mornings x 8</i> <i>Coderdojo x 6</i> <i>Fit for Life Workshop</i> <i>Cookery</i> <i>DIY</i> <i>Social Media</i> <i>Crochet Weekly</i> <i>Home Herbs</i> <i>Make Up Classes</i> <i>Fair Trade Workshop</i> <i>Training For Transformation</i> <i>Feminist Training</i> <i>Enrolment x 3</i> <i>QQI L3 x 17 Weeks ‘Ireland & Me’ Intercultural Programme</i> <i>Ronanstown Knitting x 6 weeks</i> <i>Women Gender & Social Justice x 10 weeks</i> <i>QQI L3 Personal & Interpersonal Skills</i> <i>Yoga Health & Wellbeing x 6 weeks</i> <i>Active Retirement Diversity 55s x 14 weeks</i> <i>QQI L3 Career Skills x 11 weeks</i> <i>Conversational English Women’s Group x 16 weeks</i> <i>Breaking Barriers to IT x 11 weeks</i> <i>Monthly Book Club</i> </p>

Health & Wellbeing x 10 weeks
Drama x 10 weeks
Community & Culture
QQI Career Planning
Spring Garden Container Workshop
Autumn Garden Container Workshop
Christmas Wreath Making
Maine Valley Women Committee Training
Knots Knitting Group weekly
Card Making Group Weekly
SWAN Yoga weekly x
Young Women's Group
ETB QQI x 6 modules
SWAN personal Development x 6 weeks
Parent & Special Needs Children x 8 weeks
After School x 12 weeks
Myers Briggs
SWAN Computers
Marissa Carter Make Up Master Class x 6 weeks
Jewellery x 6 weeks
One – One Computers
SWAN Visitors
Felting
Floristry
Fit Steps
Geneology
Knit & Stitch
Beginners Art
Advanced Art
Equality For Women over 50 years
Social Media Workshop
Happiness To Thrive
Angel Workshop
Christmas Crafts
Art & Mindfulness x 10 weeks
STEPs Confidence Building x 6
SAOR Training
PX2 Confidence Building
Mental health Training
Taking Control x3
Quiet Space weekly
Social Enterprise Learning
LGBT Training
Mindfulness x 6 weeks

Simple Success to Life Coaching
QQI L3 Personal Care & Presentation
Community & Culture Friday x 8 weeks

INFORMATION/AWARENESS RAISING EVENTS

PPN Days Ballyshannon, Raphoe & Letterkenny
Enterprise Ennis Showcase
Networking with LINK
Festival of Feminisms
Meet your Election Candidates
CWN Networking
Repeal the 8th Morning
Breast Awareness/Paint it Pink
Open Day & Healthcare Recruitment
Claremorris 7 events
Tallaght Enrolment
1916 Quilt Exhibition
Mayor's Health Day
Networking Day
Domestic Abuse Workshop
Women in History
LINK Networking
Health & Wellness x 2
Hospice Planning
Understanding Dementia
Healing
decluttering
Positive Parenting
Pre-loved Sale
Healthy Lifestyle
Downs Syndrome Info
Understand Arthritis
Craniosacral Therapy
Fire Safety
Look After You
Educational Tour of St Johns Castle
Networking Limerick & Waterford
Creative Communities Video Making
Purple Up Campaign Session
Educational Opportunities
Purple Up Rally
Wreath Launch
Brochure Launch
Women Gender & Social Justice Enrolment x 2 weeks
Enrolments x 3 Days
16 Days Light a Candle
Silent Vigil
IHF Heart Health Day
Digital Age Presentations
Women in Agriculture AGM
CIC
Paint It Pink Breast Cancer Day
Discounts for the Elderly
Aontas
Alcohol Awareness
Meet & Greet Politicians
Refugee Clinic
Diet & Sleep
Capacitor For Carers
Counselling Skills For Every Day
Irish TV Production
Disability Awareness
Darkness Into Light
Reuse Recycle Launch
Women's Wellbeing
Women's Manifesto

CELEBRATION EVENTS

Aontas Adult Learning
Wexford International Women's Day 'Cakes & Conflict'
Donegal International Women's Day
Donegal 16 Days Exhibition
QQI L4 Awards Ceremony - Employment Skills Training
The Gathering of Women – 16 Days
DWN 20th Anniversary
IWD Join us on the Bridge
IWD Conversations
Community Leadership
Clare 16 Days
CWN Summer Celebration
RISE Play Performance
CWN Christmas Celebration
1916 Celebrations
Certificate Awards Night
IWD Mullingar
Student Christmas Party
16 Days
CLAREMORRIS 4 EVENTS
IWD Tallaght
Tallaght 16 Days
Networking Day
IWD Waterford
Blue Plaque Unveiling
Waterford 16 Days
Diversity Launch
Nollaig na mBan
IWD Leitrim
Christmas Celebration Ronanstown
Kerry Rural Women's Day
IWD Kerry
IWD SWAN
IWD Rowlagh
Tea Dance
SWAN Coffee Morning
Dochas 20 Year Celebration
1916 -2016 Conference
Women's Christmas
Craniosacral Therapy For Babies
RWD Dochas
Africa Day
IWD Roscommon
Sports Day
Castlerea Rose Festival
16 Days Roscommon
Bank of Ireland Enterprise Town
Civic Ceremony
Festive Fun with Mrs Claus

