



An Roinn Dlí agus Cirt
agus Comhionannais
Department of Justice
and Equality

Support Scheme to enhance inclusion of women in communities

NCCWN Report for 2018

SUPPORTING WOMEN'S EQUALITY & DEVELOPMENT PROGRAMME

NCCWN Chair Signature:

Disadvantaged women are the target group for all NCCWN Projects – in the main, NCCWN Projects recognise disadvantage in relation to women’s socio-economic circumstances. In addition, rural Projects work with women who are often further disadvantaged through social isolation and lack of access to supports and services. Marginalised women are identified through outreach, consultation, local statistics and information. NCCWN Projects aim to ensure that all local courses they provide are needs-based. Prior to course development, consultations and outreach is undertaken by local NCCWN staff and local needs are identified. Courses are advertised locally through local media (print and radio), social media, other community organisations, noticeboards, word of mouth, etc.

DJE core funding enables the NCCWN Board to employ 46 staff, 2 at national level and 44 locally throughout the 17 project areas. To absorb past funding cuts, staff hours have been cut significantly – only 2 staff members are full-time with 44 working part-time. This has impacted on the services and supports that local staff can provide. Most Projects, while aware of the needs, are unable to open on a full-time basis and this has impacted on their capacity and resources. At local level, NCCWN staff outreach and engage women experiencing disadvantage and leverage in programme funding to support women’s equality and voice in their communities.

In 2018, NCCWN Projects developed and delivered local area workplans based on four strategic areas of priority; Engagement, Participation, Policy and Equality and Organisational Development & Sustainability. The objectives and actions within these strategic areas are in line with, and indeed reflected in, the National Strategy for Women & Girls 2017-2020 whose overall goal is ‘*to change attitudes and practices preventing women’s and girl’s full participation in education, employment and public life, at all levels, and to improve services for women and girls, with priority given to the needs of those experiencing, or at risk of experiencing, the poorest outcomes*’.

Actions undertaken by NCCWN Projects in 2018 under the area of Engagement support and help progress the following National Strategy for Women & Girls (NSWG) 2017-2020 high level objectives to:

- *Advance socio-economic equality for women and girls*
- *Advance the physical and mental health and well-being of women and girls*
- *Ensure the visibility in society of women and girls, and their equal and active citizenship*
- *Advance women in leadership at all levels*
- *Combat violence against women*
- *Embed gender equality in decision-making*

NCCWN Strategic Priority 1: Engagement

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

<i>Objectives</i>	<i>Actions</i>
<i>To support marginalised women to overcome the barriers that prevent them from reaching</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>their full potential in society</i>	<ul style="list-style-type: none"> • <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>	<ul style="list-style-type: none"> • <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 marginalised 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 2018, 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 FEAD distribution, mental health and well woman clinics and women's group support etc. Project staff worked with women in groups and individually, 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 marginalised communities.

Such activities included the provision of events, information and training aimed at women. These events are also used to disseminate information and create awareness regarding their project, or issues of relevance to women in their areas; and to consult with them on issues that may be of concern or affecting them.

Over 150 events including information days/sessions, enrolment days, coffee mornings, open days, fundraisers, awareness-raising events and celebration days were held, in addition to awareness raising campaigns on issues such as; Cervical and Breast Cancer Awareness, 16 Days of Action Opposing Violence Against Women, Gender Equality Awareness, Mental Health, End Direct Provision, Pension Equality, Open Conversations on Article 41.2, The Elephant Collective, Human Trafficking, Women and 100 Years of the Vote and various local campaigns. Awareness of these campaigns was raised by phone, email, posters, media, social media and personal presentation.

In the context of the NSWG, these events help advance the physical and mental health and wellbeing of women and girls while ongoing work on highlighting violence against women and girls and support services available to them, support NSWG actions to combat violence against women.

Other of methods of engagement with women in our communities included:

- Enabling organisations such as MABs, Citizens Information Services, Community Gardaí, ETBs and domestic violence services to hold outreach clinics in Projects.
- Participating in FEAD and providing food parcels and Back to School packs to women/families in need in their communities.
- Providing physical space and administration 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’ and ‘Bosom Buddies’
- Supporting women’s groups and supporting women 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 and celebrate women’s achievements. The IWD theme for 2018 was ‘#PressForProgress’.

Most NCCWN Projects operate a ‘Drop In’ service to women in their communities while all operate an ‘Open Door’ policy which means they welcome women into the project at any time during its open hours.

Some NCCWN Projects provide Counselling Services in their communities with over 250 women availing of these low-cost services in 2018. Funding for these services is leveraged from Tusla and shortfalls raised by fundraising efforts in the projects providing the service. Facilitating services like this are of huge importance in rural areas where the distance to the nearest town/urban centre would make counselling hard to access.

Over half of NCCWN Projects produced newsletters, distributing them by hand, door-to-door, mail drops, community centres, libraries and by electronic means on email and social media.

NCCWN Events 2018



Motion is lotion

Join us for an **informative & fun evening of women's health** with chartered physiotherapist **Corinne Evans**

Tech Amergin Waterville
Thursday 19th April 2018
8.00pm

all eyes theatre presents



Thursday 4th December 2018 8.15 pm
 ANNO DOMINI 1817 - 2018

Thursday 6th December 2018 8pm
 2018 HUMAN RIGHTS MONTH CELEBRATIONS

celebrating 100 Years Women's Suffrage.

North Leirinn Women's Centre

Letters 1916-1923

Ordinary Lives - Extraordinary Times

Join us again with a reading by **Barry O'Neil**

ABOUT THE PROJECT

GET INVOLVED

CONTACT

16 Days of Activism Against Gender-Based Violence Campaign
 November 25 - December 10

Telling Our Stories

...about domestic & sexual violence

Wednesday, 5th December 2018
 at 7.30pm

Tech Amergin, Waterville

WITH **The Kavanagh Sisters**

ADMISSION FREE

SAOIRSE WOMEN'S REFUGE

IN PARTNERSHIP WITH **NCCWN DUBLIN REGION**

WOULD LIKE TO INVITE YOU TO AN EVENING FOR 16 DAYS OF ACTION OPPOSING VIOLENCE AGAINST WOMEN

Change the World

#HearMeToo

DATE: **6th DECEMBER**
 TIME: **7PM-9PM**
 VENUE: **FALLACHT STADIUM, WHITESTOWN WAY, TALLAGHT, DUBLIN 24.**

INCLUDING PRESENTATION FROM SAOIRSE WOMEN'S REFUGE & NCCWN DUBLIN REGION, AWARD WINNING SHORT FILM 'SILENCE IS GOLDEN' WITH PERSONAL EXPERIENCE OF DOMESTIC VIOLENCE, EMMA MURPHY DVY ACTIVIST, SOLICITOR LISA QUINN O'FLAHERTY, CAROLE VIGIL & SONG.

TO REGISTER PLEASE CONTACT OELA ON 01-4534040 OR REGISTER ON OUR EVENT PAGE: SAOIRSE WOMEN'S REFUGE

NCCWN South Kerry

Ballymaloe Day Trip

for women !!

Wednesday 23rd May

Trip includes:

- Morning Coffee & Scone.
- Visit to Ballymaloe House, Kilbeggie Design Centre, Guided Tour of Ballymaloe Gardens & Two Course Evening Meal

Cost €30

Places are limited

To book your place call **044-9473047**



WOMEN & WILLS

Information Evening with **M. Vian M. Gillebakky Solicitor**

DATE: **Thursday 11th October at 7.30 pm**

VENUE: **Tech Amergin, Waterville**

FREE ADMISSION



Taking Control WORKSHOP

Meeting Life's healthiest head-on

For the uncontrolled head-on!

Tuesday 15th May
 From 10am to 4pm
 Free of charge

Places are limited - please register for this event with SEAN

16 days of Green Ribbon mental health awareness month

SWAN (Self-Help) at 2.00pm "Living Your Own" event

10.30am to 12.30pm

Followed by a light lunch

Wellness: Meditation, Guided Relaxation, Healthcheck: Arterial Health, Anxiety, Blood Pressure (15 mins maximum)

Changing minds about mental health. One conversation at a time.

Please register for this event in advance - places are limited

A small donation of €5.00 would be great

NCCWN Dublin Region

Are Hosting

A WORKSHOP ABOUT THE NEXT REFERENDUM

"WOMEN'S PLACE IN THE HOME"

The morning will be facilitated by **Ailbhe Smyth** - Feminist activist, and academic.

We will explore the idea of a replacement clause

When: **November 14th 2018**

Where: **Asss Claremont Irish Centre, Clonsilla Village**

Time: **10am-1pm**

Waterford Women's Centre

ADMISS 2006 Company Limited by Guarantee

NCCWN Waterford Women's Centre
 in association with Waterford Civic Trust

wish to invite you to attend the unveiling of a Heritage Blue Plaque to **Dr Mary Strangman**, Waterford's first woman Councillor, doctor, suffragette and public health activist

to be honoured on **7th March 2019** at 11am Parliament Street, Waterford



Questions about cancer?

Free advice on how to prevent it

Information on how to spot early signs

Free cancer community information service for both men and women. An appointment necessary.

Date: **14 June 2018**

Time: **11am - 3pm**



NCCWN 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 an 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 marginalised 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 2018, over €194,000 was leveraged to deliver education, training and supports for over 5,000 participants.

NCCWN 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, NCCWN 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.

Throughout 2018, eight NCCWN projects continued to deliver local STEPS courses for women under PEIL (Programme for Employability, Inclusion & Learning 2014-2020) a series of training opportunities on self-development and work-related skills, to assist a return to the labour market and entrepreneurship. This positive action, in line with the National Strategy for Women & Girls, seeks to increase access to training opportunities for women and to bring the employment rate for women closer to 69-71% to meet the Europe 2020 target for women.

These actions also further support NSWG' actions to improve the position of women on low pay and/or in precarious or low work hours. Furthermore, socially excluded women, particularly those living in poverty, are supported to access education, training and employment opportunities.

Courses/Programmes 2018



NCCWN Projects identify and 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 2018, committees/interagency groups with NCCWN members included 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.

Such participation of women helps put a greater focus on gender issues and not only women's participation in general, but on the voices of socially excluded women at a community level and in policy and decision-making fora. The participation of women at a community level supports the progression of the NSWG objective of ensuring the visibility in society of women and girls, and their Equal and Active Citizenship in Irish society.

NCCWN local, regional and national structures also further 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 2018, NCCWN staff supported the provision of four childcare centres with 178 childcare places.

Throughout 2018, 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/JI 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. 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.

Again, these actions also help progress NSWG actions to improve the position of women on low pay and/or in precarious or low work hours. Furthermore, socially excluded women, particularly those living in poverty, are supported to access education, training and employment opportunities.

NCCWN 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.

In 2018, NCCWN have engaged and participated in policy and equality issues/campaigns that give women the confidence to become more active citizens as they become aware of how their participation in society and their collective voice can affect policies/decisions at government level.

NCCWN Projects have the capacity and the experience to act as a link between national policy actions and what happens on the ground. The local workplans of our projects respond to locally identified needs but are also informed by national policies such as: *Better Outcomes, Brighter Futures: the national policy framework for children and young people*, *National Physical Activity Plan for Ireland*, *LGBTI Inclusion Strategy*, *Connecting for Life: Ireland's National Strategy to Reduce Suicide 2015-2020*, *National Disability Inclusion Strategy*, *Our Communities: A framework policy for local and community development in Ireland*, *Second National Strategy on Domestic, Sexual and Gender-based Violence 2016-2021*

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.

The NCCWN 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.

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

Alignment and the restructuring of local government in recent years 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 and Public Participation Networks in their area while others are members of local community development and social inclusion working groups.

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 boards and committees including LDC Boards, RAPID AITs, PPNs, Youth Forum, local education networks.

At a national level, the NCCWN are a member of the NSWG Strategic Committee and attended three Committee meetings in 2018. NCCWN were represented on the National Women's Council of Ireland (NWCI)'s Board of Management, the Women Human Rights Alliance (WHRA), Community Work Ireland (CWI), Community Platform and the Irish Observatory on Violence against Women. NCCWN were a member of the Policy Advisory Group on Women in Local Government and Development looking at women's equality, engagement and participation in local and community structures. NCCWN were also a member of the working group overseeing the Training Links Network – this project aims to bring a diversity of women who are currently involved or are interested in getting more involved in representation and participation in their local communities together, to access training, peer support and advocate for women's equality and social change. Local NCCWN Projects hosted and/or supported local workshops in their areas. At the NWCI AGM, the NCCWN' motion calling on NWCI to support women's community development organisations, specifically those outside the current structures was passed. NCCWN and NWCI jointly delivered an interactive workshop on feminism and community practice at World Community Development Conference in June 2018. NCCWN attended Oversight Group on Ireland's Women, Peace & Security meeting. Local NCCWN Project staff, with women from direct provision, participated in Women, Peace & Security Roadshow in Cork and a submission was made to the Department

NCCWN 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

Eight NCCWN Board meetings were held in 2018. Each Board meeting addressed organisational, policy and employment issues. The meetings also provided a forum to discuss any training and development needs. NCCWN AGM was held on 26th October 2018.

Organisational policies and procedures were reviewed and updated throughout 2018.

Five staff members were recruited in 2018.

In line with DJE GED internal audit recommendations, NCCWN had two meetings with DJE officials in 2018.

NCCWN made a pre-budget submission seeking support for sustainability of NCCWN

Social media training was provided for NCCWN staff across all the projects. Work also took place on the national NCCWN social media page with all local projects feeding in and posting upcoming events.

Local NCCWN projects continued to strengthen the NCCWN branding with the NCCWN logo being displayed locally on all promotional material, signage and letterheads.

DJE supported the centralisation of the NCCWN payroll by resourcing national financial coordinator to work an extra two days per week. From February 2018, the financial coordinator worked four days per week at national level and, as part of her role, centralised payroll. The centralisation of payroll freed up local administrators to work locally and support the work on the ground, which is a positive outcome for both NCCWN staff and for ensuring the sustainability of NCCWN into the future. All other aspects of local administration remained at local level. Prior to centralisation, payroll procedures had been updated and circulated to staff

NCCWN ANNUAL QUANTITATIVE REPORT 2018

ENGAGEMENT

Consultation/Needs Analysis

All NCCWN projects held events in 2018 which they also used as a means of consulting with women in their area regarding their needs, what they would like to see happening in their area etc. They also use the events to disseminate information and create awareness regarding their project or issues of relevance to women in their areas.

These events include information days/sessions, enrolment days, coffee mornings, open days, fundraisers, awareness-raising events.

Consultation/Information Meetings/Events	Numbers of participants
149 consultation/information meetings/events were held locally	4,718 women engaged through these events in 2018

Referrals

NCCWN projects refer women to other statutory agencies and services and community organisations and in turn also receive referrals from agencies.

Referrals Received From	Referrals Made To
<i>Tusla</i>	<i>ETBs</i>
<i>Social Workers</i>	<i>Free Legal Aid</i>
<i>Self-Referrals</i>	<i>University Access Officer</i>
<i>Saoirse</i>	<i>Citizen's Information</i>
<i>Women's Refuges</i>	<i>Women's Aid</i>
<i>Centre for Unemployed</i>	<i>HSE Addiction Services</i>
<i>Public Health Nurse</i>	<i>Drug & Alcohol Task Forces</i>
<i>Mental Health Service</i>	<i>CDPs</i>
<i>Clondalkin Addiction Support Programme</i>	<i>St. Vincent de Paul</i>
<i>HSE</i>	<i>HSE Social Workers</i>
<i>Employ-ability</i>	<i>Jobs Club</i>
<i>Clondalkin Mental Health</i>	<i>Alzheimer Society</i>
<i>CDPs</i>	<i>ETBs</i>
<i>FRCs</i>	<i>Childcare Services</i>
<i>Adult Guidance</i>	<i>HSE Mental Health Adult Services</i>
<i>Tusla</i>	<i>Training Services</i>
<i>Schools</i>	<i>Employ-ability</i>
<i>ETBs</i>	<i>Counselling</i>
<i>Social Services</i>	<i>FRCs</i>

<i>Haven Services</i> <i>St. Vincent de Paul</i> <i>HSE Social Workers</i> <i>HSE Addiction Services</i> <i>Barnardos</i> <i>TUS</i> <i>WIT</i> <i>Counselling Services</i> <i>Local Development Company</i> <i>DSP</i> <i>Horizon</i> <i>ACE Enterprise Centre</i> <i>Jobpath</i> <i>Home School Liaison</i> <i>Intero</i> <i>Equality Aware</i> <i>Focus Ireland</i> <i>Housing Assistance</i>	<i>Adult Guidance Services</i> <i>VTOS</i> <i>Youthreach</i> <i>Tusla Meitheal</i> <i>Pavee Point</i> <i>Local Development Companies</i> <i>MABs</i> <i>Adult Literacy Services</i> <i>Tallaght Rehabilitation</i> <i>Schools</i> <i>GPs</i> <i>Women's Groups</i> <i>Cancer Support</i> <i>Local Authority Housing Officer</i> <i>Gardai</i> <i>Rape Crisis Centres</i> <i>Women's Refuges</i> <i>Simon Community</i> <i>Women's 5050</i>
1,194 REFERRALS RECEIVED IN 2018	1,132 REFERRALS MADE IN 2018

Services/ Supports

- **11** NCCWN Projects operate a 'Drop In' service to women in their communities while the remainder all operate an 'Open Door' policy which means they welcome women into the project at any time during its open hours. At least **2,214** women availed of this service during 2018.
- **4** NCCWN Projects provide a childcare service offering **273** childcare places in their communities. These places are funded by Pobal, ECCE, HSE and fees.
- **6** NCCWN Projects provide a Counselling Service in their communities with **266** women availing of this low-cost service. **€35,900** funding for the service was leveraged from Tusla in 2018 and further funds raised by fundraising efforts in the projects providing the service. Over **1,000** sessions were delivered in 2018.
- Other supports offered by NCCWN Projects include: advice, signposting, one-to-one support and guidance, listening ear, accessing information, domestic violence clinics, mother & toddler groups, accessing community supports, making applications, admin for groups, well-woman clinic, personal development, citizens information, jobs club, digital skills training, FEAD distribution
- Over **70%** of NCCWN Projects produced a newsletter in 2018, distributing them by hand, door-to-door, mail drops, community centres, libraries and by electronic means on email and social media. All projects distribute their newsletter electronically and at least **10,000** by paper.

NCCWN Projects made **12,945** personal engagements with women in 2018 with additional engagements made by phone, text and reaching out via social media.

PARTICIPATION

70% of NCCWN Projects leveraged in funding and/or tutor hours to deliver courses/workshops/activities for women in their local areas. Local NCCWN Projects are continuously trying to source funding to provide a wide range of needs-based courses/workshops. Funding is restricted for certain activities, but these are still within our workplan.

Accredited Courses
QQI Level 3 General Learning QQI Level 3 Personal Effectiveness QQI Level 3 Word Processing QQI Level 3 Office Admin QQI Level 3 Retail Practices & Sales QQI Level 3 Communications QQI Level 3 Employability Skills QQI Level 4 ESOL QQI Level 4 Employability Skills QQI Level 4 Food Safety QQI Level 4 Retail Sales QQI Level 4 Office Skills QQI Level 4 Communications QQI Level 4 Information Processing QQI Level 5 Healthcare QQI Level 5 Childcare QQI Level 5 Information Processing QQI Level 5 Special Needs Assisting QQI Level 5 Communications QQI Level 5 Intercultural Studies QQI Level 5 IT QQI Level 5 Conflict Resolution QQI Level 5 Retail Practices & Sales QQI Level 6 Childcare QQI Level 6 Healthcare
Unaccredited Courses/Workshops
Women in the Home One to One Computers Communication Through Drama Marshall Arts Pathways to Employment Recycling & Environmental Protection Safetalk Internet & Email Career Preparation Healthy Greener You Props & Theatre Design Grow your Own

Human Rights
Equality
Living History
Women into Business
Safety on Social Media
Feminist Issues
Facilitator Training
Everyday Maths
Respecting Boundaries
Wills for Women

Women's Health & Well Being Courses/Workshops

Resilience Boosts
Mindfulness & Yoga
Intercultural Jive
Skincare
Meditation
Auricular Acupuncture
Pilates
Yoga
Balancing the Wheel of Life
Social Dancing
Skills for Confidence
Healthy Sexuality
LGBT
Fuel Food – Healthy Eating
Motion is Lotion – physio for women
Taking Control
Fashion & Frolics
Reproductive Rights
First Aid
Manual Handling
Your Mental Health

Arts/Crafts/Social Group work

DIY Woodwork
Basket making
Decoupage
Flower Arranging
Felting
Art on Canvas
Art
Quilling
Card Making
Needles & Pins
Knitting & Crochet
Christmas Workshops
Learn to Play Cards
Jewellery Making
Book Club
Quilting

Singing Social Dancing Drama Cookery

Number of courses/ workshops running in 2018	Number of participants in these courses
350 approx.	At least 3,000

- Over **50%** of NCCWN Projects offer work experience opportunities to women in their communities within their projects. This work experience includes: childcare, student placements, homecare, administration, reception, shop assistant in charity shop, volunteering at events, CE schemes and teaching practice.
- **75%** of NCCWN Projects supported women’s groups in their communities this quarter by

Total number of women’s groups supported in 2018	Number of women participating in women’s groups supported by NCCWN locally
92	At least 950

providing space, activities, administration, funding applications, facilitation of meetings etc.

There were **12,794** participants in NCCWN project activities in 2018.

POLICY & EQUALITY

Women’s Representation at Local, Regional & National Level

NCCWN Project staff represent their projects and the women of their communities on various local planning decision-making fora, committees and interagency groups. These groups include: Public Participation Networks, Childcare Centres, Family Resource Centres, Community Network Meetings, Drugs Task forces, Equality Networks, County Councils, Education & Training Boards, Migrant Support Groups, Violence Against Women Networks, Local Development Companies, Child & Family Support Networks, Meitheals, Regeneration Networks, Cultural Networks, and a wide range of local community organisations committees.

In 2018 NCCWN Project staff attended **1,069** representational meetings in their local communities.

Nationally, NCCWN representation in 2018 included:

- NCCWN are represented on the NWCI Board, Women’s Human Rights Alliance (WHRA), Irish Observatory on Violence against Women, Community Work Ireland (CWI) and the Community Platform.
- NCCWN are a member of the NSWG Implementation Committee and of the NGO Sub-Group of the Committee and attended meetings on 25th January, 13th June and 3rd October 2018.
- NCCWN are a member of the Policy Advisory Group on Women in Local Government and Development looking at women’s equality, engagement and participation in local and community structures.
- NCCWN are a member of the working group overseeing the Training Links Network – NWCI worker is the Network Coordinator. The project aims to bring a diversity of women who are

currently involved or are interested in getting more involved in representation and participation in their local communities together, to access training, peer support and advocate for women's equality and social change. Local NCCWN Projects are supporting local workshops.

- The Dublin region projects and National Coordinator met with Minister Katherine Zappone on 15th June. She recognised the value of our organisation's work and has committed her continued support to the NCCWN.
- World Community Development Conference – DJE supported NCCWN staff members to attend this conference by covering the cost of 17 tickets. The conference, organised by CWI, took place in Maynooth on 25th, 26th & 27th June. NCCWN and NWCI delivered an interactive workshop at the conference on feminism and community practice.
- The NCCWN participated in National and Community Development Policy Workshop and fed into online consultation to ensure inclusion of objectives and actions in relation to marginalised women's equality and development.
- NCCWN attended a meeting of the Oversight Group on Ireland's Women, Peace & Security. Local NCCWN Project staff, with women from direct provision, participated in Women, Peace & Security Roadshow in Cork and a submission was made to the Department
- The NCCWN motion calling on NWCI to support women's community development, specifically those outside of current structures was passed at the NWCI AGM
- Local NCCWN Projects hosted open conversations on 'Women in the Home' in their local communities.
- NCCWN sent letter to Minister of Education and Skills supporting AONTAS campaign calling for QQI fees waiver for not-for-profit organisations.

ORGANISATIONAL DEVELOPMENT & SUSTAINABILITY

- NCCWN held eight board meetings in 2018
- The 2018 NCCWN AGM was held on 26th October
- Five new staff members were recruited in 2018
- A national meeting for NCCWN staff took place on 26th February
- Training on social media was provided for NCCWN staff (30) to support staff to increase NCCWN visibility through social media
- 2017 NCCWN Audited Accounts, 2017 Annual Report and 2018 Operational Plan were submitted to DJE and the 2018 DJE Contract with NCCWN was signed
- NCCWN submitted pre budget proposal seeking support for sustainability of NCCWN.
- NCCWN Board reviewed and updated policies and procedures, including recruitment processes and procedures in 2018. Policies, including Safeguarding Children, Young People & Vulnerable Adults and Data Protection, were reviewed, updated and circulated to all Projects
- NCCWN met with DJE GED officials twice in 2018 in line with GED's internal audit' recommendations
- NCCWN Internal Audit visits – National Coordinator and Financial Coordinator carried out audit visits in NCCWN SWAN and NCCWN North Leitrim during 2018
- Gender Equality Activity of the European Social Fund (ESF) Programme for Employability, Inclusion and Learning (PEIL) 2014-2020 – NCCWN continued to deliver PEIL through seven of their local Projects. This programme was aimed at providing employment supports for women in their communities who are most distanced from the labour market.