

# Community Horizons CIO

England & Wales · Charity number 1153912

## Details

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Other names	COMMUNITY HORIZONS
Status	Registered
Legal form	CIO
Registered	2013-09-23
Register	<a href="#">View on the Charity Commission register</a>

## Contact

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Website	<a href="http://communityhorizons.wordpress.com">http://communityhorizons.wordpress.com</a>

## Activities

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**Objects:** THE PROMOTION OF EQUALITY AND DIVERSITY FOR THE PUBLIC BENEFIT BY [FOR EXAMPLE];(A) THE ELIMINATION OF DISCRIMINATION ON THE GROUNDS OF RACE, GENDER, DISABILITY , SEXUAL ORIENTATION OR RELIGION;(B) ADVANCING EDUCATION AND RAISING AWARENESS IN EQUALITY AND DIVERSITY;(C) PROMOTING ACTIVITIES TO FOSTER UNDERSTANDING BETWEEN PEOPLE FROM DIVERSE BACKGROUNDS;(D) CONDUCTING OR COMMISSIONING RESEARCH ON EQUALITY AND DIVERSITY ISSUES AND PUBLISHING THE RESULTS TO THE PUBLIC;(E) CULTIVATING A SENTIMENT IN FAVOUR OF EQUALITY AND DIVERSITY.

**Activities:** We support disadvantaged women to build confidence in accessing groups and services in Plymouth, Cornwall and Devon. Our work addresses barriers to education and social mobility. Through confidence building, targeted social activities and community research we promote better lives for marginalised peoples and support services to improve their practice by sharing insights of often unheard voices,

## Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** Education/training, Arts/culture/heritage/science, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity, Recreation
- **Who:** People Of A Particular Ethnic Or Racial Origin, Other Charities Or Voluntary Bodies, The General Public/mankind

## Geography

- Ethiopia
- Cornwall
- Devon
- Plymouth City

## Finances

Period end	Income	Expenditure	Assets	Employees
2025-05-01		£0	£0	-
2024-05-01	£12,966	£36,464	-	-
2023-05-01	£3,599	£16,903	-	-
2022-05-01	£22,543	£16,821	-	-
2021-05-01	£22,479	£19,064	-	-

## Trustees

Name	Role	Appointed
PHYLLIS MCNALLY	Chair	2023-06-06
Mariam Juma Khamis		2022-06-06

**Community Horizons CIO**

England & Wales - Charity number 1153912

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# Accounts

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# Annual Report and financial accounts 2024-2025

Index

introduction

-aim and objectives

Feedback and STATISTICS

Recommendations and Future plans

Financial accounts

Appendix

**Author and Co-authors of this document:**

**Phyllis McNally** BAhons Youth and Community Work, PGcert Social Work, MSc Business and Management –  
Community Horizons CIO Organisational Lead and Safeguarding Officer

**Pantelis Chaviaras** BSC Business and Management – Community Horizons CIO – Office Manager and Care  
bag Co-ordinator

Terminology



-Forcibly displaced people (FDP) respectfully refers to asylum seekers, refugees, stateless people, resettled persons and those who migrated through family reunion (joining a family member that has received refugee status).

-People of the global South / Global majority people or minority people instead of formerly using the term BAME = Black, Asian and minority ethnic

## **Ethical Considerations**

*‘With refugees in particular, ethics are concerned with research that is a positive intervention in the lives of people forcibly displaced, objectified and misrepresented, often as victims or problem (Bellinger and Ford, 2022: p. 125)’*

Engaging vulnerable people in research not only holds researchers to utmost ethical approaches (Bellinger and Ford, 2022) but also demands creativeness in obtaining data that otherwise would be difficult to capture. Ethical guidelines of included institutions and organisations will be adhered.



## 1. CH CIO Introduction

Women of FDP and minority backgrounds have different needs and face gender specific adversities for instance maternity needs (<https://www.gov.uk/government/>), period poverty, disproportionate caring responsibilities, less access to digital means (<https://webfoundation.org>) and gender-based violence.

FDP and minority women are systemically disadvantaged (<https://cityofsanctuary.org>). More must be done to bridge gaps in service provisions and create equity in access to support, education and autonomy.

### **Community Horizons CIO - Who are we and what do we do?**

Our core work consists of confidence and intercultural competence development in

vulnerable minority women. Our steering group works together with community leaders to support the most vulnerable in practical ways. This has led to a decision to

apply for funding for a two-year period, after continued interest of women in the

community. Through our steering group and community leaders in the wider network

we know where support is required. We extend the impact and reach of active community supporters who work to improve lives for all.

We meet regularly with community leaders and individuals to bring together engaged,

passionate people that are part of positive changes.

We bring together women from diverse ethnic, professional and English proficiency

backgrounds. Plymouth's population is becoming increasingly diverse. There are 43

main languages spoken citywide and nearly 100 languages spoken in Plymouth schools. Plymouth is a dispersal area for asylum seekers with around 300 people

accommodated at any given time (Plymouth City Council Report 2017). This does



not include Ukrainian, Syrian and Afghan refugee resettlement.

**Our Aim:** Confidence building through peer-to-peer learning, empowerment through autonomous women's network, steered by FDP and minority women and promote best organisational practice across Plymouth.

**Our Objectives:**

1. Combating isolation by creating a community space with FDP and minority women, from women for women.
2. Enable confidence building through peer-to-peer learning and informal learning based on intercultural citizenship and intercultural competence (ICC) development.
3. Supporting vulnerable women through better understanding their needs by using mapping exercises that draw out their expert knowledge of their needs and what they perceive as accessible.
4. Recording feedback and insights by unheard voices of women through community research.

**1.2 Progress**

We are in the process of relocation and restructuring our micro-charity. To align closer with our aims and objectives we will be working closer with community leaders and women from minority backgrounds. Sustainability and organisational development will take up all focus going forward with a view to establish follow up projects of previous successes.

**Outcomes and Future Plans**

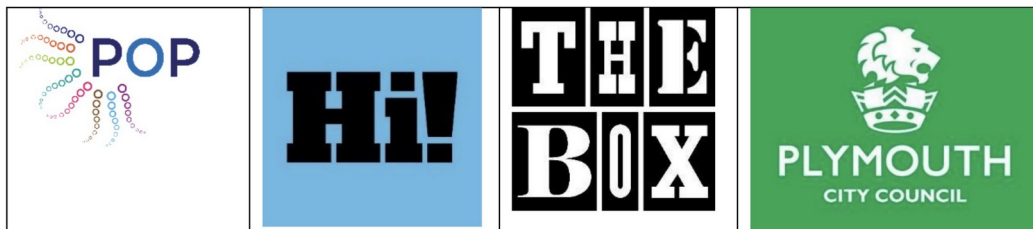
Outcomes of project:

- By enabling a space created together it builds a bridge for improved autonomy. Engaging women who want to access self-development, groups, services, but lack confidence. Create paid work opportunities for community caterers to help them build confidence in their skills.



- Generating real equity for the most vulnerable members of our society.
- Collating data through mapping exercises that will give unique insights to women's understanding of their needs and what they are aware is available in their environment with the aim to contribute, share and expand each other's knowledge of existing opportunities.
- Engagement sessions on crocheting and other activities
- Women Merging Cultures Art project to make space for women of the global south to fairly participate in the arts, particularly those who also share displacement backgrounds. Art mediums will be painting, photography and filmography.

## A big thank you to our funders



UNIVERSITY OF  
PLYMOUTH



Devon  
Community  
Foundation  
*Giving more locally*





ANNUAL ACCOUNTS 2024 – 2025

Payments and Receipts	
Balanced carried forward from financial year 2023/2024	£2533. 25
TOTAL INCOME	£0
TOTAL EXPENDITURE	£0
TOTAL INCOME BALANCE	£0
Free reserves	£2533. 25

CH Trustee Signature  
Date

Phyllis McNally  
01/01/2026

Accounts prepared by TS Partners  
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**Community Horizons CIO**

England & Wales - Charity number 1153912

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# Accounts

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# Annual Report and financial accounts 2023-2024

## Index

### introduction

- Project aim and objectives
- Pilot projects overview
- Pilot projects and outcomes

### Feedback and STATISTICS

### Recommendations and Future plans

### Financial accounts

### Appendix

#### **Author and Co-authors of this document:**

**Phyllis McNally BAhons Youth and Community Work, PGcert Social Work, MSc Business and Management** – Community Horizons CIO Organisational Lead and Safeguarding Officer

**Pantelis Chaviaras BSC Business and Management** – Community Horizons CIO – Office Manager and Care bag Co-ordinator

**Margaret Rose McNally BA Education, TESOL Level 5** – Community Horizons CIO Trustee and Chair  
Professional experience:

15 years experience as TESOL teacher and EAL Co-ordinator at Stoke Damarell Community College  
2 years ESOL teaching adults for Plymouth City Council Adult Education at Stoke Damarell Community College  
7 years ESOL teaching at OASIS

## Terminology



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People of the global South / Global majority people Formerly addressed as BAME = Black, Asian and minority ethnic

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## **1. Introduction**



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FDP BAME women are systemically disadvantaged (<https://cityofsanctuary.org>). More must be done to bridge gaps in service provisions and create equity in access to support, education and autonomy.

### **Community Horizons CIO – Who are we and what do we do?**

Our core work consists of confidence and intercultural competence development in vulnerable minority women. Our steering group works together with community leaders to support the most vulnerable in practical ways. This has led to a decision to apply for funding for a two year period, after continued interest of women in the community. Through our steering group and community leaders in the wider network we know where support is required. We extend the impact and reach of active community supporters who work to improve lives for all. Throughout 2019 until now we met regularly with community leaders and individuals to bring together engaged, passionate people that are part of positive changes.

We bring together women from diverse ethnic, professional and English proficiency backgrounds. Plymouth's population is becoming increasingly diverse. There are 43 main languages spoken citywide and nearly 100 languages spoken in Plymouth schools. Plymouth is a dispersal area for asylum seekers with around 300 people accommodated at any given time (Plymouth City Council Report 2017). This does not include Ukrainian, Syrian and Afghan refugee resettlement.

**Our Aim:** Confidence building through peer to peer learning, empowerment through autonomous women's network, steered by FDP and BAME women and promote best organisational practice across Plymouth.

### **Our Objectives:**

1. Combating isolation by creating a community space with FDP and BAME women, from women for women.
2. Enable confidence building through peer to peer learning and informal learning based on intercultural citizenship and intercultural competence (ICC) development.



- 3. Supporting vulnerable women through better understanding their needs by using mapping exercises that draw out their expert knowledge of their needs and what they perceive as accessible.
- 4. Recording feedback and insights by unheard voices of FDP and BAME women to promote best practice in all provisions. Through community education unknown knowledge will be diffused, enhancing accessibility of services across Plymouth. Better Access to Education (BAE) Agenda set to assist in this.

## 1.2 Projects leading up and into Stepping Stones (BAE Agenda)

Previous projects and ongoing projects have developed and merged as set out below:

### Women Merging Cultures — Engagement through art and photography / women’s advocacy and autonomy enhancement

- Women Merging Cultures project 1 2019-2021
- Women Merging Cultures project 2 2022
- Beneficiary trustees 2022

### Stepping Stones - Care bags and informal Education

- Staying Safe Together (SST)
- Remaining Safe Together (RST) 2021-2022
- Plymouth Sharing Roots (PSR) 2022-2024
- BAE strategy meetings links from communities and professionals to form a network 2022
- Baby and Mum English club 6 weeks 2022
- BAE meetings to for a collective re. Community Crèche 2022

Mapping out the work we have undertaken since 2019 to demonstrate why and how we are restructuring our work becomes clearer considering feedback we collated.

## Projects and Funding

How they were financed	Projects	When
Vital Sparks, The Box and Plymouth City Council	WMC 1	2019



<b>COVID-19 Government and Awards for All National Lottery Fund</b>	SST	2020-2021
<b>Awards for All National Lottery Fund</b>	RST	2021-2022
<b>Donations</b>	WMC 2	April 2022
<b>Jubilee Communities Funding National Lottery</b>	PSR	April 2022
<b>Open Hearts Open Borders</b>	SS and BAE	Oct 2022

Each funded project is culminating into a larger, focused endeavour we have termed Stepping Stones. By creating engagement to community members that would otherwise not happen with existing services and initiatives, we are able to get insights from people on why they are not accessing or taking part in what is available in Plymouth.

From 2019 onward, through community engagement projects like Women Merging Cultures, an organic process developed that brought about the understanding of what communities raised were their biggest needs. We responded to those needs which has progressed to a focus on addressing these needs in a holistic way systematically. The target group became

## 1.2 **Aim and Objectives of BAE**

### Aim

Identifying barriers to education and informal learning (social) activities for women from forcibly displaced backgrounds to develop practical, long term solutions in collaboration with local groups and services.

### Objectives



- Establishing what hinders FDP women from accessing educational courses and taking part in informal learning activities.
- Investigating what educators and service providers perceive to be barriers for FDP women to participate in offered courses or activities.
- Developing open communication channels and a long term professional network linked to communities to ensure solutions to BAE
- Putting in place identified solutions in collaborative efforts that will address isolation and hard ship for the most vulnerable families in the city

### 1.3 Project feedback and statistics

Numbers total Overview:

	Office Hours	volunteers	Care Bags	Care Bag Delivery	Group Likes	FB Group Members	WhatsApp group Members	Stepping Stones Register
Jun 22	131	10	450+	26	153	78	44	9
Oct 22	331	24	700+	58	217	115	65	12

#### Numbers Update OCT 22

**Office hours:** 331 hours of office use

**Volunteers:** 24 (20 students and 4 others) including people that have volunteered their time through other organisations 50

**Care bags:** 700+ bags, this includes bags for women, babies and with generic cleaning products.

**Care bag Deliveries:** 58

**Baby & mum English Club:** 8 participants in 14 sessions

**Engagement Activities:** 68 people attended our activity groups including photography, dance, painting and food events

**Women's fb group:** 115



**Post Engagement:** Average of 40 views on each post, 217 group likes and 115 group members

**WhatsApp group:** 65 members

**Stepping Stones Registrations:** 11 women 1 man

**CPD online courses provided:** 62

## 2. Feedback

### During Activities:

Our women's group project has involved our participants in various activities including dancing, food sharing, painting and photography. Our photography sessions were the most popular ones but also where food was a part of the session. The majority of our participants attended almost all of the sessions where people brought in food and some food was also provided and a lot of their feedback reflects that it was a key reason for the session's success and overall enjoyment. Our painting sessions had great success at also involving children letting them make their own paintings and take part in the session.

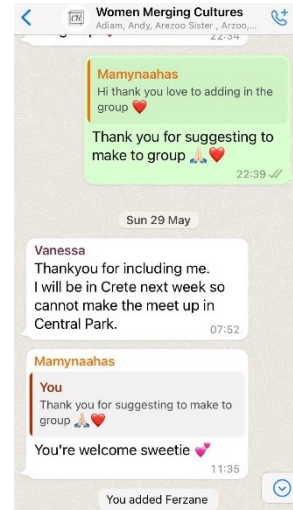
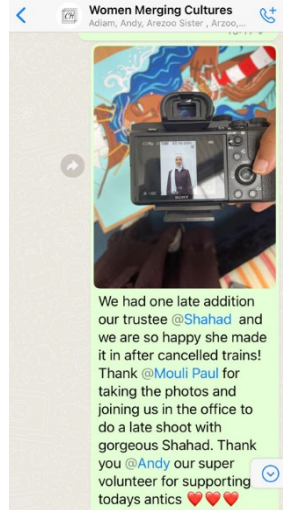




### **WhatsApp group:**

The WhatsApp group was a great way to reach and connect people, it allowed all of the women to stay up to date with what was happening (dates, times and attendance for any of the meet ups). Additionally, the group was used to post and inform people about our other available activities that could benefit them including our English groups and any other outings.

The group was also an amazing way to not only deliver information but share pictures and thoughts about the events that took place. It was a space where women could interact freely and a lot of members had the confidence to become a part of it and join in the conversation. It offered a way to connect people who were in similar life situations. Overall, the women who joined the group were actively engaging with one another and coming to any of our activities they were able to attend and it greatly helped coordinate everything.



## Numbers from June 22

**People signed into the office:** 382

**Office hours:** 131 hours of use

**Volunteers signed up:** 10 volunteers (8 students, 2 that are not) this does not include the number of volunteers that worked with us through Plymouth STAR unless they directly signed up as our volunteers so the overall number of individuals that have volunteered for us including through other organisations is 30

**Bags given out:** 252 bags out of the office during the sessions and including ones delivered is just over 300

**Women group sessions:** 5

**Care bag handout sessions:** 13

**Care bag Deliveries:** 26

## Women Merging Cultures FB group:

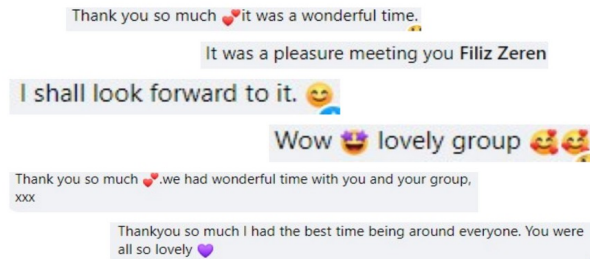
**Post Engagement:** Average of 30 views on each post

153 group likes



78 group members

### Comments:



## Feedback From staff

### Pantelis:

Could've been more on top of advertising and engaging other organizations or groups to get a stronger start. Of course this is hard as even with doing things to promote I noticed it takes people a week or two of constant reminders to actually get engaged.

Our other projects really helped drive up engagement both of people and volunteers for this project

It was extremely rare for people to show up from 3-4pm all other hours were a lot busier

A 2<sup>nd</sup> volunteer or staff member in the office meant we could help people carry the bags to their cars which was extremely helpful for big families as there were a lot of bags

Some of the mums that came with the bus had some trouble if they were picking up for multiple people (problem sorted since we are only doing it for whoever is there now)

There has been some confusion about what sessions are when mostly with people rather than volunteers

Organisations were really helpful in terms of getting the word out to the people involved with them which really helped promote our projects and get more people to turn up

There were very few cases where people had a hard time understanding information even when it was in English so translations and such were not needed

It was a bit hard to get volunteers to come in and sit for 4 hours with the hope some people turn up as some days it was busy with multiple big groups coming and others very quiet



Volunteer engagement on sessions that they did turn up was good but supervision and coordination was definitely needed especially for the bag packing sessions

## **Volunteers:**

Not as exciting to volunteer for the handout sessions as it can be quiet and not a lot needs to be done (were happy to do it when we had other jobs for them to get on with such as packing bags etc)

Many female students were happy to see that our project really had women's needs in mind and as its core and got more excited and involved about it after knowing that we were targeting mostly women.

Most of the female volunteers were very happy to see that our female hygiene bags included pads and mentioned that it must be a big relief for a lot of families

Students were interested in the concept of the project but attendance was lower during times of exams or uni holidays and also some students didn't come again after coming to one of the not busy sessions

Some of the international student volunteers were happy to be able to practice their English during the project and excited to meet other people that spoke their language

## **Feedback from Organisations**

Took a while to get them on board but once they started were regularly coming and taking fair amounts of bags

A lot of their community got the word going around and a fair amount of our bags has been distributed through them

They were very happy with the contents of the bags only real feedback was that we should have engaged them sooner and properly have explained it was not a one-time event but an ongoing project

## **Feedback from people we helped**

Most people that came seemed very grateful for whatever they were given and some even surprised by how much

No complaints were made about the quantity or quality of what was included in the bags and no one needed to come get a 2<sup>nd</sup> bag sooner than the 1 month we set.



A few exceptions did exist of some people that came picked up their bags and run away after although this could very well be because of the language barrier or lack of confidence for a conversation

A lot of people were very interested to come again and a lot of the ladies that came were directed to us through the women's project and other women that came and did not know about it got engaged with it

A change in behaviours of some people that got engaged in a lot of our projects, a lot of the ladies are a lot more friendly and try to have proper conversations rather than keep things short.

Most people were smiling.

People that took bags were also interested in hearing about our other projects and particularly interested in anything that would give them a chance to practice their English or anything that they could bring their children along.

### **3. Outcomes and Future Plans**

Outcomes of project:

- By enabling a space created together it builds a bridge for improved autonomy. Engaging women who want to access self-development, groups, services, but lack confidence. Create paid work opportunities for community caterers to help them build confidence in their skills.
- Generating real equity for the most vulnerable members of our society.
- Collating data through mapping exercises that will give unique insights to women's understanding of their needs and what they are aware is available in their environment with the aim to contribute, share and expand each other's knowledge of existing opportunities.
- Community crèche
- Engagement sessions on crocheting and other activities
- Women Merging Cultures Art project to make space for women of the global south to fairly participate in the arts, particularly those who also share



displacement backgrounds. Art mediums will be painting, photography and filmography.

#### Plymouth Sharing Roots (PSR) 2023:

2020-2021 After our family BBQ on the Queen's Jubilee, we grew a very nice crop of various foods in the allotment and partaking in 11 family events set up by the Pioneer CIC. The Pioneers have decided to bring the family events to an end and let plot keepers take care of their own plots. This reduces the number of events we can bring communities together significantly. Additionally, it has been costly to transport people to the allotment. The distance for people to travel appears to be somewhat off putting considering the changeable weather. We ran a number of engagement events including a Baby and Mum English club that ran for 6 sessions in the summer at no extra cost thanks to our dedicated volunteers. This was not only for engagement but also to work towards our group members to confidently take part in the allotment booklet we will be putting together. The PSR project team came together to discuss the best way forward considering some of the challenges we face and decisions were made to build closer relationships to City College Plymouth (CCP) who have an allotment space and a wild flower meadow. This allotment was set up almost a decade ago and was award winning, however has gone untouched for a number of years now. This applies to the meadow too. We engaged award winning CIC Pollenize to collaborate with us on some of our activities.

A great many people of the demographic we target in this project attend the college for ESOL courses. It is easy to reach from the city and an agreement has been made for us to assist in creating a community space in the allotment space for organisations and groups to use for social activities. Our resources are best placed here for the remainder of the project. Beyond this, in order to maximise our reach and help this project have a bigger impact we have held various meetings with other organisations around Plymouth both to gain a deeper understanding of what is available in the city but also to see how we can work along those organisations or in some cases together through this project. We have been in contact with Devon and Cornwall Refugee Service (DCRS) who have been running a lot of outdoor activities groups every Monday. Their funding is coming to an end and the opportunity to collaborate on the sessions is a great way to reach a broader number of very vulnerable



people in the city. Part of the grant money that is allocated for our outdoor activities such as picnics . The outdoor sessions were primarily intended to get members of the community out of the house, make them feel less isolated and focus on well being. This allows us to bring new members into the CCP allotment space and expand the impact of PSR.

English Language Support It became clearer to us when building and strengthening our network that there is a crisis in the city in accessing education for forcibly displaced people. This applies especially to mothers as CCP has closed their crèche permanently and Open Doors (EAL provider) has lost some of their funding and had to reduce the crèche to three days. Therefore, we will make efforts to assist in offering informal English sessions continuously as this ensures participation not only in social sessions but importantly in the creation of our PSR booklet. We believe the English conversation club will have a great impact on the community as it will also help build greater confidence in women and provide a space where they can freely practise their English with no pressure. In turn this allows better participation in other activities we provide. CCP allotment The CCP are very keen on us working together. At this time, they were still in the process of cleaning up and redoing their space, but they were interested in both allowing us to use a space for our gardening but also possibly setting up a community space for events which we could use. They estimate for their allotment to be ready roughly about the same time as the English conversation club would be coming to an end so we would not be losing any momentum in the project and hopefully engaging all of our club participants in the gardening. We can also make use of their community space to set us events as a lot of our participants tend to be very keen on attending especially if food is involved which is something we could look into further. Bee Keeping and Pollenize CIC In terms of other activities, we reached out and arranged a meeting with Owen from Pollenize CIC which is a social enterprise that utilises technology to combat urban pollinator decline. We were interested in setting up an event with our community members where we go out and spread pollen, possibly in Plymouth City College as they also mentioned they have a wild meadow area that they would like to use more. Pollenize CIC have an app where people can keep track of where they spread pollen all over the UK so it would be a great opportunity for us to organise a community walk and have a chance to talk a little bit about bees and their importance to our ecosystem which we think would tie in with the project overall and could be part of the gardening too. To gain a better understanding of bees one of our trustees (chair) attended a workshop by Tim Payne on howtogrowfoodmoresuccessfully. Tim is also an avid beekeeper who runs workshops on bees and their vital role in ecosystems. Tim is joining future sessions for us to talk about bees, their importance and how that fits in with running your own plot. Care bags Before we were able to engage the newly dispersed forcibly displaced people in Exeter the Home



Office swiftly moved them on into a variety of locations outside the Southwest. Nonetheless, there is a great number of Ukrainian refugees in Plymouth as well as increasing numbers of asylum seekers throughout the year with the estimate to keep growing exponentially.

We have continued to provide our care bags throughout the year and will focus on offering them to increase engagement to PSR whether it is the allotment or other sessions. This month we have prepared over 100 care bags with the help of the student Feminist society of Plymouth University who were happy to get in touch with us and help our and are now also signed up as our volunteers. These bags will be either handed out to community members that are already signed up with us and participate in our projects which would also include the attendants of the English conversation clubs but we have also agreed to hand some of the bags out to organisations who also deal with forcibly displaced women such as Open Doors. The University students have also expressed a great interest in being involved in our events in the future.



### Community focus groups





**2022-2023 Staff Change Over** During the early months of 2023 we hired a member of the community who owns his own plot to give us help and tips for maintaining and planting crops. **Plot Change Over** Over the winter of 2023 there was an error from the plot management team, which had led us to relocate to a neighbouring plot. Thankfully this did not affect any plants, as we were in the process of clearing out the plot so we could replant crops down.

**Plot Progress Update** After switching to the new plot we gathered together with our participants in order to clear it and prepare the ground for crops. Once that was done with the help of our employed community member we made a plan for the crops that we wanted to buy and how to arrange them. Once we had a plan in mind we started to plant the crops in their designated places. For the first week we helped our members by going to the plot on days they were unavailable since the crops have to be watered daily, after the first week we organised a schedule with participants to water the plants every two days along with a weekly gathering, for us to talk about the development of the crops and any further actions needed for specific crops. **Plans For Summer 2023** Over the summer we have planned to look over our crops and watch them grow, taking any necessary action to help them thrive - this included protecting the plants from garden pests and setting up bamboo poles to support our tomato plants. Once all of the crops are ready to be harvested, we will gather our participants and go over how to properly harvest the plants by doing it under the guidance of our trained community member. With the crops we have harvested we plan to cook for the community using our fresh ingredients. Depending on the weather and availability of our community members we will either do a barbeque or a community day at the plot during one of our weekly gatherings. **Focus On Key Participants And Maximum Impact On Their Lives Through PSR** This project has proven to be a relaxing and social activity for the participants that have engaged in the process of planting down the crops and learning how to care for them. This has been an exciting experience, seeing how our crops have developed from seedlings to full grown plants and how our empty plot has turned into a community garden. This project has been a great opportunity for our participants to socialise and partake in activities that otherwise would have not been able to partake in. **Planning The PSR Booklet** With the help and knowledge from our hired community member we aim to make a detailed booklet/guide on how to grow, take and harvest your own crops. We will be going over: what could be planted in each season, how to prepare your garden, along with what tools and



materials you need. Furthermore, we will go over how to take care of your crops while they are still growing and finally how to harvest them.

## ANNUAL ACCOUNTS 2022-2023

### Payments and Receipts

Balanced carried forward form financial year 2021/2022	£28,784.08
Balance on 26/09/23	£15,480.03
<b>TOTAL INCOME</b>	<b>£3,599.13</b>
<b>TOTAL EXPENDITURE</b>	<b>£16,903.18</b>
<b>TOTAL INCOME BALANCE</b>	<b>-13304.05</b>
Surplus	-15837.3
Free reserves	2533.25

<b>Staff wages</b>	£11,010.09
<b>Rent</b>	£2,331.25
<b>Light and heat</b>	£-
<b>Insurance</b>	£462.71
<b>Rates/Council tax</b>	£153.00
<b>Volunteer expenses and hardship fund</b>	£23.50
<b>Project costs</b>	£2,922.63
<b>Equipment</b>	
<b>TOTAL</b>	<b>OUT £16,903.18</b>
<b>Surplus/(Deficit)</b>	<b>-£13,304.05</b>



# Appendix



## **Appendix 1**

### **BAE Meetings minutes 26.09.22 12pm HQ Unit 24**

BAE Meeting ODILS PRO Mentor, CCP access adult ed

#### **Agenda topic**

What does adult education at city college do? | Presenter Jane

A change in CEO at city college is welcoming strategic changes in how city college operates and welcomes connections in the community to improve the courses they offer and the ways in which they are delivered.

City College adult education focuses on offering a wide range of access to higher education courses, including

- Science (Chemistry, Math and Biology)
- Health, Social Care and Social Work
- Nursing and science
- Art and Design
- And further access courses online

#### Access

building confidence in IT skills, learn how to study, how to write academically and makes links to functional skills. City College are keen to improve community links across the college and can do this by delivering pre- access courses in community settings.

The adult education department will be bringing in ESOL , Careers, Functional skills, GCSE's and other departments at City College to ensure all that are relevant to a wider network are included.

City College have an allotment that is linked to a food-bank and community fridge which is available to their students. They are also setting up their own bee hives. to higher education includes a pre-access course (lasts 6 week 1 day a week). This course focuses on

#### **Agenda topic**

What is the PRO project? | Presenter Sidonia

Currently PRO mentors are working on engagement with clients by offering a range of social events and outings. The PRO programme is open to anyone who has been granted refugee status in the last 18 months, having previously received Sec 95 asylum support. This programme cannot help people who came to the UK by



resettlement or family reunion. In partnership between ODILS, START and Plymouth Hope there are three different aspects covered by the PRO project.

- Housing

A PRO caseworker from START helps find accommodation when people leave their asylum

accommodation. They also help to:

- organise a bank account and benefits, for example Universal Credit - understand other UK systems, for example health services, schools

- Employment

An ODILS PRO employment mentor helps advise on employment plans. They can: - arrange volunteering or work placements

- help you find suitable courses

- support you if you want to be self-employed or help you apply for jobs

- prepare for and attend interviews and speak to employers

PRO employment mentoring can run on for up to 2 years, even after clients start working, to receive support and guidance.

- Integration

A Plymouth Hope integration coordinator will work with you to develop a plan to help you settle in the city, become a member of the community, and form local connections. They stay in contact with clients throughout the programme.

Agenda topic What does Community Horizons do? | Presenter Phyllis

Community Horizons (CH) is a micro charity that is based in HQ. It is an initiative for women from women. We provide opportunities to build confidence in vulnerable women on a peer to peer basis. We are a stepping stone for women into other services and into education. We offer baby and mum English club outside of term times (there are request from clients to run this club in term time which needs considering how it can be delivered) and women's socials that invite them to engage in different art mediums. Currently we are setting up an exhibition advocating for BAME women in the arts and making arts more accessible to vulnerable women. This is in The Plot in Union Street for the rest of the summer.

To engage women from challenging circumstances we have to support them in tackling the socio- economic problems they face. Since the onset of the COVID pandemic in 2020 we distributed 632 care bags with essential hygiene items, 220 packs of nappies, 302 packets of wipes and 1022 period products. 88 CPD accredited online courses were subscribed to promoting employability.

Earlier this year we supported the set up of STAR (Students Action for Refugees) Plymouth by linking students to the STAR base in London a national organisations that offers students the framework and resources to set up student societies that advocate for refugees (There are over 40 STAR initiatives at universities across the whole of UK). Other societies at Plymouth University also show a great interest to be more involved in community services such as the Feminist Society who advocate for period products and support us in offering resources in different languages. Marjon and their students are also interested in organising more student volunteering opportunities and support students with bus passes to be able to travel into the city centre to do so. The Dance and Theatre department at Marjon are open to host community groups in their spacious premises.



By encouraging information sharing not only do we combat duplication, but we ensure resources are best used or put together they deliver the support needed in the city. Better communication across institutions and organisations will support that. CH has made great efforts over the years around engagement and gathering feedback and data from women who have not or have in a lesser part accessed opportunities, services and social events in Plymouth. Creating a larger network focused on access to education, career advice and employability is desired by all organisations and professionals we have spoken to to date. We view ourselves as a stepping stone for our beneficiaries in accessing services and opportunities in Plymouth and would like to extend this role between student groups and organisations while playing a small role in assisting a larger network to come about.

### **Agenda topic**

Networking meeting | Group discussion

For the longest time people from forcibly displaced backgrounds have been pinged across the city of Plymouth from service to service to find out about education and employability pathways. The PRO project is delivering this in a fantastic way, albeit only to a restricted client group as much as the collaborating organisations would want to open this up.

A variety of efforts and conversations are already taking place across Plymouth and it is worthwhile to draw this in closer to connect in a variety of ways.

The demand for crèches to support mums into education is seeing a greater demand than can be met by current provisions. CH knows from recent meetings at city college that the crèche there has been permanently closed and will not be opened again. Although, CH has been told by clients there are discretionary payments available to those parents who can find their own childcare from city college. It is vital to create more transparency in the city of what support is available and where education can be best accessed.

What city college will consider doing:

- Delivering information sessions in community settings on 'What is an access course?' – it is possible to deliver this in smaller groups in community spaces.
- Making adjustments to level 3 courses to accommodate students that do not want to go to university.

This would allow students to get on access courses with less requirements and would allow them to

achieve a pass on access courses rather than distinction to go into specific higher.

- Coffee and cake for introductions would make a great icebreaker if this was set up specifically for women from forcibly displaced backgrounds.

- It is worth exploring different engagement events at City College - 'Engagement day'

This could give a chance to get students to come in to represent different departments across the college and to give 'tasters' to prospective students. A food stall and activities can be organised to run for a whole day.



It can involve community cooking where food is shared (small food festival).

Organisations would like to know more about:

Apprenticeships

Promoting opportunities for people to work while they learn is a great chance for anyone who has an interrupted life path who in particular interested in working again quickly but need qualifications to do so. Understanding more about the wide range of apprenticeships available will help match clients better to education and employability paths.

Special notes

- City College also offers a wide range of level 2 courses, the dance department would be happy to prepare a 6 week level 2 dance course specifically for forcibly displaced people.

- There is already a sewing course level 2 at the college – Community Horizons has been made aware a good number of people from forcibly displaced backgrounds are keen to learn sewing

Notes to prior meeting with CEO Cassie at ODILS

- ODILS is directly linked to adult education at plymouth city council who could also be linked into the wider network

- ODILS are aware of the increased needs for mum's to have childcare for under 4's and have limited crèche time available to support mums to access English support – Community Horizons Baby and Mum English club also has been made aware by mum's that they require additional support and especially childcare to attend educational opportunities. CH has been approached by mums to run the English Club during term time.

- Cassie believes in systemic change is needed in order to improve access to education across Plymouth. The PRO project is a collaboration that enabled the meaningful steps towards that, however the remit is heavily restricted by the home office.

- DBI chair the Asylum and Refugee Network which will be certainly essential to draw into the discussion. They are Diversity Business Incubator and do amazing things like link entrepreneurs to useful sources to set up their own business and so much more.

Sidonia mentioned James Blake – lead coordinator at launch pad in city council  
A new free one-stop shop skills service aimed at helping Plymouth residents has been launched. The launch of Skills Launchpad Plymouth comes at a time of uncertainty surrounding grades, jobs and employment and aims to help people to build the skills that employers need both today and in the future. The service launched by the City Council and its partners across the city includes targeted support for young people through the new Youth Hub and for those who are facing redundancy through the new Adult Hub.

It will be an idea to find out more about what launch pad does and how it fits in with these discussions.

Meeting with Tania from DBI

Plymouth Hope and DBI deliver a homework club weekly for BAME and forcibly displaced families which is fantastic for mothers with children 4 years old and older.



Mothers have the opportunity to access the Plymouth Hope gym downstairs in the HQ building during this time if they want to.

>>>>Note from CH - This is a club that many families still do not know about but would benefit from in particular if it can be combined with city college or other education providers coming in to run sessions in community settings in a partnership using HQ premises potentially?

Photos:

**Before clearing the ground:**



**After clearing:**



**Preparing the ground and plants:**



Planting:





Plant Progress:

**Community Horizons CIO**

England & Wales - Charity number 1153912

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# Accounts

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# Annual Report and financial accounts 2022-2023

## Index

### introduction

- Project aim and objectives
- Pilot projects overview
- Pilot projects and outcomes

### Feedback and STATISTICS

### Recommendations and Future plans

### Financial accounts

#### **Author and Co-authors of this document:**

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**Pantelis Chaviaras BSC Business and Management** – Community Horizons CIO – Office Manager and Care bag Co-ordinator

**Margaret Rose McNally BA Education, TESOL Level 5** – Community Horizons CIO Trustee and Chair  
Professional experience:

15 years experience as TESOL teacher and EAL Co-ordinator at Stoke Damarell Community College  
2 years ESOL teaching adults for Plymouth City Council Adult Education at Stoke Damarell Community College  
7 years ESOL teaching at OASIS

## Terminology

Forcibly displaced people (FDP) respectfully refers to asylum seekers, refugees, stateless people, resettled persons and those who migrated through family reunion (joining a family member that has received refugee status).



People of the global South / Global majority people Formerly addressed as BAME = Black, Asian and minority ethnic

## **Ethical Considerations**

*'With refugees in particular, ethics are concerned with research that is a positive intervention in the lives of people forcibly displaced, objectified and misrepresented, often as victims or problem (Bellinger and Ford, 2022: p.125)'*

Engaging vulnerable people in research not only holds researchers to utmost ethical approaches (Bellinger and Ford, 2022) but also demands creativeness in obtaining data that otherwise would be difficult to capture. Ethical guidelines of included institutions and organisations will be adhered.

## **1. Introduction**

Women of FDP and BAME backgrounds have different needs and face gender.



specific adversities for instance maternity needs (<https://www.gov.uk/government/>), period poverty, disproportionate caring responsibilities, less access to digital means (<https://webfoundation.org>) and gender-based violence.

FDP BAME women are systemically disadvantaged (<https://cityofsanctuary.org>). More must be done to bridge gaps in service provisions and create equity in access to support, education and autonomy.

### **Community Horizons CIO – Who are we and what do we do?**

Our core work consists of confidence and intercultural competence development in vulnerable minority women. Our steering group works together with community leaders to support the most vulnerable in practical ways. This has led to a decision to apply for funding for a two-year period, after continued interest of women in the community. Through our steering group and community leaders in the wider network we know where support is required. We extend the impact and reach of active community supporters who work to improve lives for all. Throughout 2019 until now we met regularly with community leaders and individuals to bring together engaged, passionate people that are part of positive changes.

We bring together women from diverse ethnic, professional and English proficiency backgrounds. Plymouth's population is becoming increasingly diverse. There are 43 main languages spoken citywide and nearly 100 languages spoken in Plymouth schools. Plymouth is a dispersal area for asylum seekers with around 300 people accommodated at any given time (Plymouth City Council Report 2017). This does not include Ukrainian, Syrian and Afghan refugee resettlement.

**Our Aim:** Confidence building through peer-to-peer learning, empowerment through autonomous women's network, steered by FDP and BAME women and promote best organisational practice across Plymouth.

### **Our Objectives:**

1. Combating isolation by creating a community space with FDP and BAME women, from women for women.
2. Enable confidence building through peer to peer learning and informal learning based on intercultural citizenship and intercultural competence (ICC) development.
3. Supporting vulnerable women through better understanding their needs by



using mapping exercises that draw out their expert knowledge of their needs and what they perceive as accessible.

4. Recording feedback and insights by unheard voices of FDP and BAME women to promote best practice in all provisions. Through community education unknown knowledge will be diffused, enhancing accessibility of services across Plymouth. Better Access to Education (BAE) Agenda set to assist in this.

## **1.2 Projects leading up and into Stepping Stones (BAE Agenda)**

Previous projects and ongoing projects have developed and merged as set out below:

Women Merging Cultures — Engagement through art and photography / women's advocacy and autonomy enhancement

-Women Merging Cultures project 1 2019-2021

-Women Merging Cultures project 2 2022

-Beneficiary trustees 2022

Stepping Stones - Care bags and informal Education

-Staying Safe Together (SST)

-Remaining Safe Together (RST) 2021-2022

-Plymouth Sharing Roots (PSR) 2022-2024

-BAE strategy meetings links from communities and professionals to form a network 2022

-Baby and Mum English club 6 weeks 2022

-BAE meetings to for a collective re. Community Crèche 2022

Mapping out the work we have undertaken since 2019 to demonstrate why and how we are restructuring our work becomes clearer considering feedback we collated.



## Projects and Funding

How they were financed	Projects	When
Vital Sparks, The Box and Plymouth City Council	WMC 1	2019
COVID-19 Government and Awards for All National Lottery Fund	SST	2020-2021
Awards for All National Lottery Fund	RST	2021-2022
Donations	WMC 2	April 2022
Jubilee Communities Funding National Lottery	PSR	April 2022
Open Hearts Open Borders	SS and BAE	Oct 2022

Each funded project is culminating into a larger, focused endeavour we have termed Stepping Stones. By creating engagement to community members that would otherwise not happen with existing services and initiatives, we are able to get insights from people on why they are not accessing or taking part in what is available in Plymouth.

From 2019 onward, through community engagement projects like Women Merging Cultures, an organic process developed that brought about the understanding of what communities raised were their biggest needs. We responded to those needs which has progressed to a focus on addressing these needs in a holistic way systematically.



## 1.2 Aim and Objectives of BAE

### Aim

Identifying barriers to education and informal learning (social) activities for women from forcibly displaced backgrounds to develop practical, long-term solutions in collaboration with local groups and services.

### Objectives

- Establishing what hinders FDP women from accessing educational courses and taking part in informal learning activities.
- Investigating what educators and service providers perceive to be barriers for FDP women to participate in offered courses or activities.
- Developing open communication channels and a long-term professional network linked to communities to ensure solutions to BAE
- Putting in place identified solutions in collaborative efforts that will address isolation and hard ship for the most vulnerable families in the city

## 1.3 Project feedback and statistics

Numbers total Overview:

	Office Hours	volunteers	Care Bags	Care Bag Delivery	Group Likes	FB Group Members	WhatsApp group Members	Stepping Stones Register
Jun 22	131	10	450+	26	153	78	44	9
Oct 22	331	24	700+	58	217	115	65	12

### Numbers Update OCT 22

**Office hours:** 331 hours of office use



**Volunteers:** 24 (20 students and 4 others) including people that have volunteered their time through other organisations 50

**Care bags:** 700+ bags, this includes bags for women, babies and with generic cleaning products.

**Care bag Deliveries:** 58

**Baby & mum English Club:** 8 participants in 14 sessions

**Engagement Activities:** 68 people attended our activity groups including photography, dance, painting and food events

**Women's fb group:** 115

**Post Engagement:** Average of 40 views on each post, 217 group likes and 115 group members

**WhatsApp group:** 65 members

**Stepping Stones Registrations:** 11 women 1 man

**CPD online courses provided:** 62

## 2. Feedback

### **During Activities:**

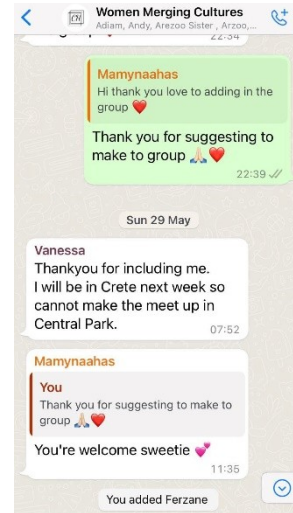
Our women's group project has involved our participants in various activities including dancing, food sharing, painting and photography. Our photography sessions were the most popular ones but also where food was a part of the session. The majority of our participants attended almost all of the sessions where people brought in food and some food was also provided and a lot of their feedback reflects that it was a key reason for the session's success and overall enjoyment. Our painting sessions had great success at also involving children letting them make their own paintings and take part in the session.



**WhatsApp group:**

The WhatsApp group was a great way to reach and connect people, it allowed all of the women to stay up to date with what was happening (dates, times and attendance for any of the meet ups). Additionally, the group was used to post and inform people about our other available activities that could benefit them including our English groups and any other outings.

The group was also an amazing way to not only deliver information but share pictures and thoughts about the events that took place. It was a space where women could interact freely and a lot of members had the confidence to become a part of it and join in the conversation. It offered a way to connect people who were in similar life situations. Overall, the women who joined the group were actively engaging with one another and coming to any of our activities they were able to attend, and it greatly helped coordinate everything.



## Numbers from June 22

**People signed into the office:** 382

**Office hours:** 131 hours of use

**Volunteers signed up:** 10 volunteers (8 students, 2 that are not) this does not include the number of volunteers that worked with us through Plymouth STAR unless they directly signed up as our volunteers so the overall number of individuals that have volunteered for us including through other organisations is 30

**Bags given out:** 252 bags out of the office during the sessions and including ones delivered is just over 300

**Women group sessions:** 5

**Care bag handout sessions:** 13

**Care bag Deliveries:** 26

## Women Merging Cultures FB group:

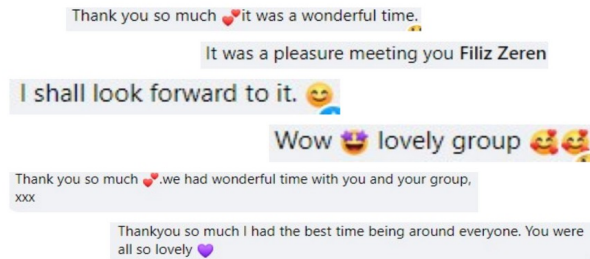
**Post Engagement:** Average of 30 views on each post

153 group likes



78 group members

### Comments:



## Feedback From staff

### Pantelis:

Could've been more on top of advertising and engaging other organizations or groups to get a stronger start. Of course this is hard as even with doing things to promote I noticed it takes people a week or two of constant reminders to actually get engaged.

Our other projects really helped drive up engagement both of people and volunteers for this project

It was extremely rare for people to show up from 3-4pm all other hours were a lot busier

A 2<sup>nd</sup> volunteer or staff member in the office meant we could help people carry the bags to their cars which was extremely helpful for big families as there were a lot of bags

Some of the mums that came with the bus had some trouble if they were picking up for multiple people (problem sorted since we are only doing it for whoever is there now)

There has been some confusion about what sessions are when mostly with people rather than volunteers

Organisations were really helpful in terms of getting the word out to the people involved with them which really helped promote our projects and get more people to turn up

There were very few cases where people had a hard time understanding information even when it was in English so translations and such were not needed

It was a bit hard to get volunteers to come in and sit for 4 hours with the hope some people turn up as some days it was busy with multiple big groups coming and others very quiet



Volunteer engagement on sessions that they did turn up was good but supervision and coordination was definitely needed especially for the bag packing sessions

## **Volunteers:**

Not as exciting to volunteer for the handout sessions as it can be quiet and not a lot needs to be done (were happy to do it when we had other jobs for them to get on with such as packing bags etc)

Many female students were happy to see that our project really had women's needs in mind and as its core and got more excited and involved about it after knowing that we were targeting mostly women.

Most of the female volunteers were very happy to see that our female hygiene bags included pads and mentioned that it must be a big relief for a lot of families

Students were interested in the concept of the project but attendance was lower during times of exams or uni holidays and also some students didn't come again after coming to one of the not busy sessions

Some of the international student volunteers were happy to be able to practice their English during the project and excited to meet other people that spoke their language

## **Feedback from Organisations**

Took a while to get them on board but once they started were regularly coming and taking fair amounts of bags

A lot of their community got the word going around and a fair amount of our bags has been distributed through them

They were very happy with the contents of the bags only real feedback was that we should have engaged them sooner and properly have explained it was not a one-time event but an ongoing project

## **Feedback from people we helped**

Most people that came seemed very grateful for whatever they were given and some even surprised by how much

No complaints were made about the quantity or quality of what was included in the bags and no one needed to come get a 2<sup>nd</sup> bag sooner than the 1 month we set.



A few exceptions did exist of some people that came picked up their bags and run away after although this could very well be because of the language barrier or lack of confidence for a conversation

A lot of people were very interested to come again and a lot of the ladies that came were directed to us through the women's project and other women that came and did not know about it got engaged with it

A change in behaviours of some people that got engaged in a lot of our projects, a lot of the ladies are a lot more friendly and try to have proper conversations rather than keep things short.

Most people were smiling.

People that took bags were also interested in hearing about our other projects and particularly interested in anything that would give them a chance to practice their English or anything that they could bring their children along.



## **Plymouth Sharing Roots (PSR) 2023:**

2020-2021 After our family BBQ on the Queen's Jubilee, we grew a very nice crop of various foods in the allotment and partaking in 11 family events set up by the Pioneer CIC. The Pioneers have decided to bring the family events to an end and let plot keepers take care of their own plots. This reduces the number of events we can bring communities together significantly. Additionally, it has been costly to transport people to the allotment. The distance for people to travel appears to be somewhat off putting considering the changeable weather. We ran several engagement events including a Baby and Mum English club that ran for 6 sessions in the summer at no extra cost thanks to our dedicated volunteers. This was not only for engagement but also to work towards our group members to confidently take part in the allotment booklet we will be putting together. The PSR project team came together to discuss the best way forward considering some of the challenges we face, and decisions were made to build closer relationships to City College Plymouth (CCP) who have an allotment space and a wildflower meadow. This allotment was set up almost a decade ago and was award winning, however has gone untouched for a number of years now. This applies to the meadow too. We engaged award winning CIC Pollenize to collaborate with us on some of our activities.

A great many people of the demographic we target in this project attend the college for ESOL courses. It is easy to reach from the city and an agreement has been made for us to assist in creating a community space in the allotment space for organisations and groups to use for social activities. Our resources are best placed here for the remainder of the project. Beyond this, in order to maximise our reach and help this project have a bigger impact we have held various meetings with other organisations around Plymouth both to gain a deeper understanding of what is available in the city but also to see how we can work along those organisations or in some cases together through this project. We have been in contact with Devon and Cornwall Refugee Service (DCRS) who have been running a lot of outdoor activities groups every Monday. Their funding is coming to an end and the opportunity to collaborate on the sessions is a great way to reach a broader number of very vulnerable people in the city. Part of the grant money that is allocated for our outdoor activities such as picnics. The outdoor sessions were primarily intended to get members of the community out



of the house, make them feel less isolated and focus on well being. This allows us to bring new members into the CCP allotment space and expand the impact of PSR.

English Language Support It became clearer to us when building and strengthening our network that there is a crisis in the city in accessing education for forcibly displaced people. This applies especially to mothers as CCP has closed their crèche permanently and Open Doors (EAL provider) has lost some of their funding and had to reduce the crèche to three days. Therefore, we will make efforts to assist in offering informal English sessions continuously as this ensures participation not only in social sessions but importantly in the creation of our PSR booklet. We believe the English conversation club will have a great impact on the community as it will also help build greater confidence in women and provide a space where they can freely practise their English with no pressure. In turn this allows better participation in other activities we provide. CCP allotment The CCP are very keen on us working together. At this time, they were still in the process of cleaning up and redoing their space, but they were interested in both allowing us to use a space for our gardening but also possibly setting up a community space for events which we could use. They estimate for their allotment to be ready roughly about the same time as the English conversation club would be coming to an end so we would not be losing any momentum in the project and hopefully engaging all of our club participants in the gardening. We can also make use of their community space to set up events as a lot of our participants tend to be very keen on attending especially if food is involved which is something we could investigate further. Bee Keeping and Pollenize CIC In terms of other activities, we reached out and arranged a meeting with Owen from Pollenize CIC which is a social enterprise that utilises technology to combat urban pollinator decline. We were interested in setting up an event with our community members where we go out and spread pollen, possibly in Plymouth City College as they also mentioned they have a wild meadow area that they would like to use more. Pollenize CIC have an app where people can keep track of where they spread pollen all over the UK so it would be a great opportunity for us to organise a community walk and have a chance to talk a little bit about bees and their importance to our ecosystem which we think would tie in with the project overall and could be part of the gardening too. To gain a better understanding of bees one of our trustees (chair) attended a workshop by Tim Payne on how to grow food more successfully. Tim is also an avid beekeeper who runs workshops on bees and their vital role in ecosystems. Tim is joining future sessions for us to talk about bees, their importance and how that fits in with running your own plot. Care bags Before we were able to engage the newly dispersed forcibly displaced people in Exeter the Home Office swiftly moved them on into a variety of locations outside the Southwest. Nonetheless,



there is a great number of Ukrainian refugees in Plymouth as well as increasing numbers of asylum seekers throughout the year with the estimate to keep growing exponentially.

We have continued to provide our care bags throughout the year and will focus on offering them to increase engagement to PSR whether it is the allotment or other sessions. This month we have prepared over 100 care bags with the help of the student Feminist society of Plymouth University who were happy to get in touch with us and help our and are now also signed up as our volunteers. These bags will be either handed out to community members that are already signed up with us and participate in our projects which would also include the attendants of the English conversation clubs, but we have also agreed to hand some of the bags out to organisations who also deal with forcibly displaced women such as Open Doors. The University students have also expressed a great interest in being involved in our events in the future.



### Community focus groups



2022-2023 Staff Change Over During the early months of 2023 we hired a member of the community who owns his own plot to give us help and tips for maintaining and planting crops. Plot Change Over Over the winter of 2023 there was an error from the plot management team, which had led us to relocate to a neighbouring plot. Thankfully this did



not affect any plants, as we were in the process of clearing out the plot so we could replant crops down.

**Plot Progress Update** After switching to the new plot we gathered with our participants in order to clear it and prepare the ground for crops. Once that was done with the help of our employed community member we made a plan for the crops that we wanted to buy and how to arrange them. Once we had a plan in mind we started to plant the crops in their designated places. For the first week we helped our members by going to the plot on days they were unavailable since the crops must be watered daily, after the first week we organised a schedule with participants to water the plants every two days along with a weekly gathering, for us to talk about the development of the crops and any further actions needed for specific crops.

**Plans For Summer 2023** Over the summer we have planned to look over our crops and watch them grow, taking any necessary action to help them thrive- this included protecting the plants from garden pests and setting up bamboo poles to support our tomato plants. Once all of the crops are ready to be harvested, we will gather our participants and go over how to properly harvest the plants by doing it under the guidance of our trained community member. With the crops we have harvested we plan to cook for the community using our fresh ingredients. Depending on the weather and availability of our community members we will either do a barbeque or a community day at the plot during one of our weekly gatherings.

### **Focus On Key Participants And Maximum Impact On Their Lives Through PSR**

This project has proven to be a relaxing and social activity for the participants that have engaged in the process of planting down the crops and learning how to care for them. This has been an exciting experience, seeing how our crops have developed from seedlings to full grown plants and how our empty plot has turned into a community garden. This project has been a great opportunity for our participants to socialise and partake in activities that otherwise would have not been able to partake in.

**Planning The PSR Booklet** With the help and knowledge from our hired community member we aim to make a detailed booklet/guide on how to grow, take and harvest your own crops. We will be going over: what could be planted in each season, how to prepare your garden, along with what tools and materials you need. Furthermore, we will go over how to take care of your crops while they are still growing and finally how to harvest them.



### 3. Outcomes and Future Plans

Outcomes of project:

- By enabling a space created together it builds a bridge for improved autonomy. Engaging women who want to access self-development, groups, services, but lack confidence. Create paid work opportunities for community caterers to help them build confidence in their skills.
- Generating real equity for the most vulnerable members of our society.
- Collating data through mapping exercises that will give unique insights to women's understanding of their needs and what they are aware is available in their environment with the aim to contribute, share and expand each other's knowledge of existing opportunities.
- Community crèche
- Engagement sessions on crocheting and other activities
- Women Merging Cultures Art project to make space for women of the global south to fairly participate in the arts, particularly those who also share displacement backgrounds. Art mediums will be painting, photography and filmography.



## ANNUAL ACCOUNTS 2022-2023

### Payments and Receipts

Balanced carried forward from financial year 2021/2022	£28,784.08
Balance on 26/09/23	£15,480.03
TOTAL INCOME	£3,599.13
TOTAL EXPENDITURE	£16,903.18
TOTAL INCOME BALANCE	-13304.05
Surplus	-15837.3
Free reserves	2533.25

<b>Staff wages</b>	£11,010.09
<b>Rent</b>	£2,331.25
<b>Light and heat</b>	£-
Insurance	£462.71
Rates/Council tax	£153.00
Volunteer expenses and hardship fund	£23.50
Project costs	£2,922.63
Equipment	
<b>TOTAL</b>	<b>OUT £16,903.18</b>

**Surplus/(Deficit)** -£13,304.05

**SIGNED**

**DATE** 01/05/23

**ROLE** Organisational Lead



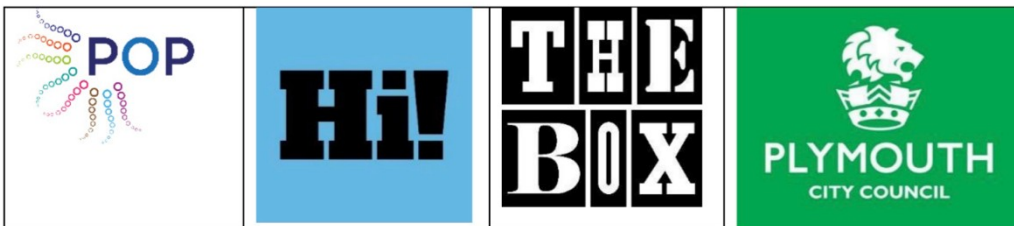
We want to thank everyone who supported us in achieving so many amazing goals.

Thank you to our funders and those who collected donations for us.

It is greatly appreciated.



UNIVERSITY OF  
PLYMOUTH



Devon  
Community  
Foundation  
*Giving more locally*

**Community Horizons CIO**

England & Wales - Charity number 1153912

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# Accounts

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# ANNUAL REPORT 2021-2022



INDEX

INTRODUCTION

- PROJECT AIM AND OBJECTIVES
- PILOT PROJECTS OVERVIEW
- PILOT PROJECTS AND OUTCOMES

FEEDBACK AND STATISTICS

RECOMMENDATIONS AND FUTURE PLANS



**Author and Co-authors of this document:**

**Phyllis McNally** BAhons Youth and Community Work, PGcert Social Work, MSc Business and Management – Community Horizons CIO Organisational Lead and Safeguarding Officer

**Pantelis Chaviaras** BSC Business and Management – Community Horizons CIO – Office Manager and Care bag Co-ordinator

**Margaret Rose McNally** BA Education, TESOL Level 5 – Community Horizons CIO Trustee and Chair  
Professional experience:

15 years experience as TESOL teacher and EAL Co-ordinator at Stoke Damarell Community College  
2 years ESOL teaching adults for Plymouth City Council Adult Education at Stoke Damarell Community College

7 years ESOL teaching at OASIS

## **Terminology**

Forcibly displaced people (FDP) respectfully refers to asylum seekers, refugees, stateless people, resettled persons and those who migrated through family reunion (joining a family member that has received refugee status).

People of the global South / Global majority people Formerly addressed as BAME = Black, Asian and minority ethnic

## **Ethical Considerations**

*‘With refugees in particular, ethics are concerned with research that is a positive intervention in the lives of people forcibly displaced, objectified and misrepresented, often as victims or problem (Bellinger and Ford, 2022: p.125)’*

Engaging vulnerable people in research not only holds researchers to utmost ethical approaches (Bellinger and Ford, 2022) but also demands creativeness in obtaining data that otherwise would be difficult to capture. Ethical guidelines of included institutions and organisations will be adhered.



## 1. Introduction

Women of FDP and BAME backgrounds have different needs and face gender specific adversities for instance maternity needs (<https://www.gov.uk/government/>), period poverty, disproportionate caring responsibilities, less access to digital means (<https://webfoundation.org>) and gender based violence.

FDP BAME women are systemically disadvantaged (<https://cityofsanctuary.org>). More must be done to bridge gaps in service provisions and create equity in access to support, education and autonomy.

### **Community Horizons CIO – Who are we and what do we do?**

Our core work consists of confidence and intercultural competence development in vulnerable minority women. Our steering group works together with community leaders to support the most vulnerable in practical ways. This has led to a decision to apply for funding for a two year period, after continued interest of women in the community. Through our steering group and community leaders in the wider network we know where support is required. We extend the impact and reach of active community supporters who work to improve lives for all. Throughout 2019 until now we met regularly with community leaders and individuals to bring together engaged, passionate people that are part of positive changes.

We bring together women from diverse ethnic, professional and English proficiency backgrounds. Plymouth's population is becoming increasingly diverse. There are 43 main languages spoken citywide and nearly 100 languages spoken in Plymouth schools. Plymouth is a dispersal area for asylum seekers with around 300 people accommodated at any given time (Plymouth City Council Report 2017). This does not include Ukrainian, Syrian and Afghan refugee resettlement.

**Our Aim:** Confidence building through peer to peer learning, empowerment through autonomous women's network, steered by FDP and BAME women and promote best organisational practice across Plymouth.

### **Our Objectives:**

1. Combating isolation by creating a community space with FDP and BAME women, from women for women.



2. Enable confidence building through peer to peer learning and informal learning based on intercultural citizenship and intercultural competence (ICC) development.
3. Supporting vulnerable women through better understanding their needs by using mapping exercises that draw out their expert knowledge of their needs and what they perceive as accessible.
4. Recording feedback and insights by unheard voices of FDP and BAME women to promote best practice in all provisions. Through community education unknown knowledge will be diffused, enhancing accessibility of services across Plymouth. Better Access to Education (BAE) Agenda set to assist in this.

## 1.2 Projects leading up to 2021 and current projects

Previous projects and ongoing projects have developed and merged as set out below:  
Women Merging Cultures — Engagement through art and photography / women's advocacy and autonomy enhancement

-Women Merging Cultures project 1 2019-2021

-Women Merging Cultures project 2 2022

-Beneficiary trustees 2022

Stepping Stones - Care bags and informal Education

-Staying Safe Together (SST)

-Remaining Safe Together (RST) 2021-2022

-Plymouth Sharing Roots (PSR) 2022-2024

-BAE strategy meetings links from communities and professionals to form a network 2022

-Baby and Mum English club 6 weeks 2022

-BAE meetings to for a collective re. Community Crèche 2022

Mapping out the work we have undertaken since 2019 to demonstrate why and how we are restructuring our work becomes clearer considering feedback we collated.

## 1.3 Projects and Funding

How they were financed	Projects	When
------------------------	----------	------



<b>Vital Sparks, The Box and Plymouth City Council</b>	WMC 1	2019
<b>COVID-19 Government and Awards for All National Lottery Fund</b>	SST	2020-2021
<b>Awards for All National Lottery Fund</b>	RST	2021-2022
<b>Donations</b>	WMC 2	April 2022
<b>Jubilee Communities Funding National Lottery</b>	PSR	April 2022
<b>Open Hearts Open Borders</b>	SS and BAE	Oct 2022

Each funded project is culminating into a larger, focused endeavour we have termed Stepping Stones. By creating engagement to community members that would otherwise not happen with existing services and initiatives, we are able to get insights from people on why they are not accessing or taking part in what is available in Plymouth.

From 2019 onward, through community engagement projects like Women Merging Cultures, an organic process developed that brought about the understanding of what communities raised were their biggest needs. We responded to those needs which has progressed to a focus on addressing these needs in a holistic way systematically. The target group became

### 1.4 Project feedback and statistics

Numbers total Overview:

<b>Office Hours</b>	<b>volunteers</b>	<b>Care Bags</b>	<b>Care Bag Delivery</b>	<b>Group Likes</b>	<b>FB Group Members</b>	<b>WhatsApp group Members</b>	<b>Stepping Stones Register</b>
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May 22	131	10	450+	26	153	78	44	9
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## 2. Feedback

### During Activities:

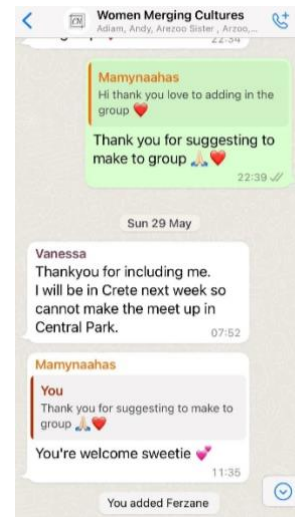
Our women's group project has involved our participants in various activities including dancing, food sharing, painting and photography. Our photography sessions were the most popular ones but also where food was a part of the session. The majority of our participants attended almost all of the sessions where people brought in food and some food was also provided and a lot of their feedback reflects that it was a key reason for the session's success and overall enjoyment. Our painting sessions had great success at also involving children letting them make their own paintings and take part in the session.



The WhatsApp group was a great way to reach and connect people, it allowed all of the women to stay up to date with what was happening (dates, times and attendance for any of the meet ups). Additionally, the group was used to post and inform people about our other available activities that could benefit them including our English groups and any other outings.



The group was also an amazing way to not only deliver information but share pictures and thoughts about the events that took place. It was a space where women could interact freely and a lot of members had the confidence to become a part of it and join in the conversation. It offered a way to connect people who were in similar life situations. Overall, the women who joined the group were actively engaging with one another and coming to any of our activities they were able to attend and it greatly helped coordinate everything.



## Numbers from June 22

**People signed into the office:** 382

**Office hours:** 131 hours of use

**Volunteers signed up:** 10 volunteers (8 students, 2 that are not) this does not include the number of volunteers that worked with us through Plymouth STAR unless they directly signed up as our volunteers so the overall number of individuals that have volunteered for us including through other organisations is 30

**Bags given out:** 252 bags out of the office during the sessions and including ones delivered is just over 300

**Women group sessions:** 5

**Care bag handout sessions:** 13

**Care bag Deliveries:** 26

**Women Merging Cultures FB group:**

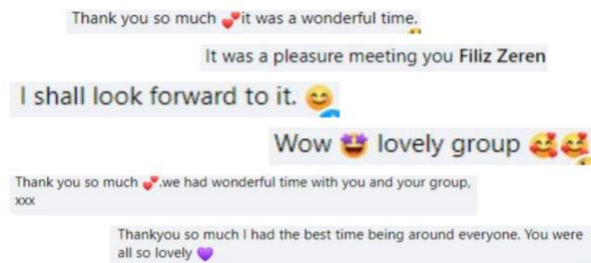


**Post Engagement:** Average of 30 views on each post

153 group likes

78 group members

**Comments:**



## Feedback From staff

**Pantelis:**

Could've been more on top of advertising and engaging other organizations or groups to get a stronger start. Of course this is hard as even with doing things to promote I noticed it takes people a week or two of constant reminders to actually get engaged.

Our other projects really helped drive up engagement both of people and volunteers for this project

It was extremely rare for people to show up from 3-4pm all other hours were a lot busier

A 2<sup>nd</sup> volunteer or staff member in the office meant we could help people carry the bags to their cars which was extremely helpful for big families as there were a lot of bags

Some of the mums that came with the bus had some trouble if they were picking up for multiple people (problem sorted since we are only doing it for whoever is there now)

There has been some confusion about what sessions are when mostly with people rather than volunteers

Organisations were really helpful in terms of getting the word out to the people involved with them which really helped promote our projects and get more people to turn up

There were very few cases where people had a hard time understanding information even when it was in English so translations and such were not needed



It was a bit hard to get volunteers to come in and sit for 4 hours with the hope some people turn up as some days it was busy with multiple big groups coming and others very quiet

Volunteer engagement on sessions that they did turn up was good but supervision and coordination was definitely needed especially for the bag packing sessions

## **Volunteers:**

Not as exciting to volunteer for the handout sessions as it can be quiet and not a lot needs to be done (were happy to do it when we had other jobs for them to get on with such as packing bags etc)

Many female students were happy to see that our project really had women's needs in mind and as its core and got more excited and involved about it after knowing that we were targeting mostly women.

Most of the female volunteers were very happy to see that our female hygiene bags included pads and mentioned that it must be a big relief for a lot of families

Students were interested in the concept of the project but attendance was lower during times of exams or uni holidays and also some students didn't come again after coming to one of the not busy sessions

Some of the international student volunteers were happy to be able to practice their English during the project and excited to meet other people that spoke their language

## **Feedback from Organisations**

Took a while to get them on board but once they started were regularly coming and taking fair amounts of bags

A lot of their community got the word going around and a fair amount of our bags has been distributed through them

They were very happy with the contents of the bags only real feedback was that we should have engaged them sooner and properly have explained it was not a one-time event but an ongoing project

## **Feedback from people we helped**

Most people that came seemed very grateful for whatever they were given and some even surprised by how much



No complaints were made about the quantity or quality of what was included in the bags and no one needed to come get a 2<sup>nd</sup> bag sooner than the 1 month we set.

A few exceptions did exist of some people that came picked up their bags and run away after although this could very well be because of the language barrier or lack of confidence for a conversation

A lot of people were very interested to come again and a lot of the ladies that came were directed to us through the women's project and other women that came and did not know about it got engaged with it

A change in behaviours of some people that got engaged in a lot of our projects, a lot of the ladies are a lot more friendly and try to have proper conversations rather than keep things short.

Most people were smiling.

People that took bags were also interested in hearing about our other projects and particularly interested in anything that would give them a chance to practice their English or anything that they could bring their children along.

### **3. Outcomes and Future Plans**

Outcomes of project:

- By enabling a space created together it builds a bridge for improved autonomy. Engaging women who want to access self-development, groups, services, but lack confidence. Create paid work opportunities for community caterers to help them build confidence in their skills.
- Generating real equity for the most vulnerable members of our society.
- Collating data through mapping exercises that will give unique insights to women's understanding of their needs and what they are aware is available in their environment with the aim to contribute, share and expand each other's knowledge of existing opportunities.
- Community crèche
- Engagement sessions on crocheting and other activities
- Women Merging Cultures Art project to make space for women of the global south to fairly participate in the arts, particularly those who also share



displacement backgrounds. Art mediums will be painting, photography and filmography.

#### A BIG THANK YOU TO EVERYONE INVOLVED

We thank all our volunteers, supporters, people in the community and community leaders to trust us, share their needs and challenges and support each other throughout a very difficult stretch of time due to the global pandemic. We also thank our trustees, staff and partners who worked through this difficult time with us.

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#### AND A BIG THANK YOU TO OUR FUNDERS



This project has been made possible by our funders from the National Lottery Awards For All Fund and Community Fund. Thank you to everyone who offered personal donations to us.

. A great big thank you to all our funders and donors that helped bring this project to life and have enabled us to continue our work despite challenging times. We would not have been able to support so many people without you.





Trustee board

<b>Treasurer since 2013</b>	<b>Margaret McNally</b>	
<b>Chair since 2018</b>	<b>Lilly Sartison</b>	
<b>New trustee in 2022</b>	<b>Tereza Vranova</b>	
<b>New trustee in 2022</b>	<b>Eryk K. Ostrowski</b>	
<b>New trustee in 2022</b>	<b>Daisy Birkenhead</b>	



02.02.2023

**Community Horizons CIO**

**Annual Accounts 21.05.2021-21.05.2022**  
**Payments and Receipts**

<b>£13,628.74</b>	<b>Balanced carried forward form financial year 2019/2022</b>
<b>£22,543.00</b>	<b>TOTAL INCOME</b>
<b>£16,820.92</b>	<b>TOTAL EXPENDITURE</b>
<b>£19,350.82</b>	<b>TOTAL INCOME BALANCE</b>

**Surplus £18,650.82**

**Free reserves £670**

<b>Grants and donations we received in financial year 2021-2022</b>	
TNL Awards for All / COVID—19 for 'Remaining Safe Together'	£10,000
TNL Sharing Roots	£12,363
Donations	£180
<b>TOTAL</b>	<b>£22,543</b>

<b>How we spent funding in in the financial year 2021-2022</b>	
Staff wages	£6,913.27
Insurance	£300
Volunteer expenses and hardship fund	£4,443.07
Project costs	£5,164.58
Equipment	£0
<b>TOTAL</b>	<b>£16,820.92</b>



Time volunteered 244h - Equivalent to expenditure of: £4655.56



- 3 Volunteer community practitioners 120h £20.97/h
- Facilitator volunteer 80h £20.97/h
- Project volunteer 44h £10.49/h

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**Please note: in accordance with charity regulations this payment and receipts is not externally audited due to the annual income not exceeding the threshold of £25,000.**

'Only charities with a gross income of more than £25,000 in their financial year are required to have their accounts independently examined'

<http://www.slsqb.org.uk/wp-content/uploads/2017/04/CIO-Accounting.pdf>.

Authorised by (role)	Name	Signature	Date
<b>Organisational Lead</b>	Phyllis McNally		02.02.2023
<b>Office Manager</b>	Panteleimon Chaviaras		27.02.2023

**Community Horizons CIO**

England & Wales - Charity number 1153912

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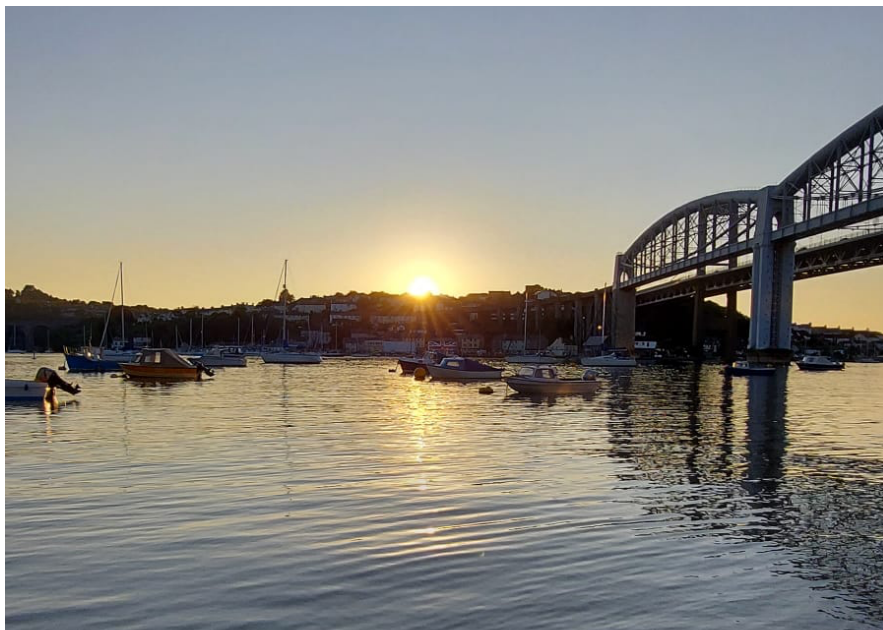
# Accounts

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# COMMUNITY HORIZONS CIO

ANNUAL REPORT March 2020– March 2021



**Authors of this publication**

Phyllis McNally

Panteleimon Chaviaras

Ivan Leon Sartison

**Image by Joseph McNally Jr.**



## **OUR AIMS:**

The aim of Community Horizons CIO is to develop the capacity and skills of the members of the socially and economically disadvantaged community of Plymouth and surrounding areas in such a way that they are better able to identify, and help meet, their needs and to participate more fully in society by:

- Providing opportunities for people to learn through experience – opportunities which otherwise would not be available to them; and
- Involving people in a collective effort so that they gain confidence in their own abilities and their ability to influence decisions that affect them.

## **WHAT WE DO:**

### **Our core work:**

We support disadvantaged women to build confidence in accessing groups and services in Plymouth. We achieve this through activities that promote intercultural competence (ICC) development. ICC is an exploration of people's particular expertise and skills based on their cultural make-up through interactions with others, uplifting and empowering women of diverse backgrounds in our case. There are many excellent projects and services in Plymouth which we compliment by linking with 'hard to reach' women through community leaders. Women we support can feel engaged taking part in activities and share knowledge about what support is available and where in Plymouth. Our projects and workshops are forums for participants to express themselves creatively through artistic means and share their knowledge and experiences of their journeys, their personal cultures and their lives in the UK. By developing intercultural communication skills, projects and workshops assist participants to engage with the communities they live in.

### **Our wider reach:**

We use reflective and reflexive practice and collate feedback at all sessions from all participants to shape and form all our activities with direct input from everyone involved. We share our feedback throughout the city with other services and in our social media to promote best practice.



### **Beyond our core work:**

Since the COVID-19 pandemic began we have made concerted efforts to aid existing services in promoting community safety and delivering hygiene products throughout the pandemic to people that are forcibly displaced in Plymouth. Families received vital cleaning and personal hygiene items including nappies for under twos. People struggling to access formal education and employment during lock downs were assisted in accessing and achieving online qualifications at Level 2. We also supported entrepreneurs in practical ways in opening their food businesses during the pandemic.

### **OBJECTIVES:**

We use creative and innovative methods to engage people of diverse backgrounds through non-formal and informal learning in order to:

- Build good relations / encourage interaction / build trust between individuals and the community they live in
- Communications: belonging / valuing diversity
- We facilitate intercultural dialogue and learning / dispel myths / challenge misconceptions
- We support small projects and groups in their work to offer a helping hand, securing success.

### **BENEFICIARIES:**

Displaced people and services who work with displaced people and the communities they live in, in Plymouth and surrounding areas. Predominantly, we engage East African communities and more isolated Kurdish community members, but also people with diverse migration backgrounds where appropriate.

### **Our core work:**

There is a persistent lack of women initiatives in Plymouth that attract women from broader diverse backgrounds. Women projects and initiatives are often still tag ons of existing support services rather than a primary focus in Plymouth. We would like to continue to initiate change here.

We plan on taking a more strategic approach to receiving insights to the women that work with us. Participant action research is a useful approach in community education. We use academic theory linked to practice knowledge to form a solid foundation for



our work. Our steering group works together with community leaders to support the most vulnerable in practical ways. This has led to a decision to apply for funding for a two to three year period, after continued interest from women in the community. Through our steering group and community leaders in the wider network we know where and what support is required. We extend the impact and reach of active community supporters who work to improve lives for all. Throughout 2019 until now we met regularly with community leaders and individuals to bring together engaged, passionate people that are part of positive changes.

There are no official initiatives run in Plymouth set up by FDP and BAME women. Women focused work is too often an add on to core services. We believe women, especially from disadvantaged backgrounds, benefit from more specialised responses. Ethical, confidential, respectful approaches that uphold women's autonomy and empower are essential in creating safe spaces. We understand this as we are led by women who kindly shared their stories and needs with us.

The women's group is a social innovation with all input sourced directly with and from our Plymouth communities, empowering and bringing together people in a new, creative way expanding a network through regular sessions in which we address women's identity, domestic abuse, FGM, intercultural development, women entrepreneurs and human rights. Feedback we received of women in the community is the desire to join an open welcoming group and to feel comfortable in a space and during activities. All women will be engaged in setting out the group space and set out how and when it will be used. We will rotate displays of cultural outfits, organise swimming pool visits and picnics in the park and continue educational confidence building workshops catered by community cooks.

**Beyond our core work:**

- We plan to deliver one more round of COVID-19 support in form of hygiene products and online training, based on feedback and requests from the community.
- Another endeavour will be possibly accessing a gardening plot and offer some family activities to combat isolation and offer relaxing support sessions that allow for confidence building.



### **Additionally:**

With new funds we can set up a professional website to promote, diffuse and offer greater transparency on the things we do, with who and how. It is vital to strategically promote best practice for initiatives that work with vulnerable members of society and we want to support this as best as we can. We have WordPress as a main site at present which hugely limits our digital output to other services, while our social media is well presented and reaches a significant number of people. A more professional website would also allow for us to provide the community with straight forward help and information on how to take part in our activities or access other services in Plymouth.

### **OUR FINANCES**

Our projects 2020/2021 are funded through the TNL Awards for All Fund with HM Government, Mayflower 400, Vital Sparks, Plymouth Culture, The Box, Plymouth City Council, Plymouth University Formationzone and the National Lottery Community Fund. Our total income came from grants only and was £21,799.

### **OUR ETHOS, STRATEGY AND POLICIES**

Community Horizons strategy is to build relationships and form networks between local organisations to improve accessibility and awareness of services and aid in up-keeping quality of services as well as promoting best practice. All our work is based on the direct feedback from communities we work with and their community leaders that generously invest time and effort to help improve lives. We have a range of policies in place and have these available on our website and social media.

### **STRUCTURE, GOVERNANCE AND MANAGEMENT**

Our trustee board guides the organisational lead Phyllis McNally with their wisdom and insights on the annual meetings. Panteleimon Chaviaras is the marketing manager, trainer aid and support staff for projects. Panteleimon works closely with our project coordinators and trainers to ensure best practice. Sami Woldemedhin is a project coordinator and trainer for SST. Sami engages and trains our volunteers and ensures safe practice especially regarding COVID-19. Ivan Leon Sartison is project



support and manages all training materials, supplies and storage as well as developing our social media content for SST and MC.

We have a number of volunteers, including our trustees, who we could not provide our services without and we are very appreciative of their efforts and time donated to good causes. More details on who we are is at the end of this report.

## **FUTURE PLANS**

Community Horizons CIO is working towards scaling up and expanding our reach. Our projects have set the foundation for a collaboration with University of Plymouth and other support services in Plymouth to diffuse our expertise and share best practice examples.

We will be undertaking participatory community action research with our community leaders and beneficiaries to deepen our insights and share these throughout the city to support better access to events, groups, organisations and services as well as promote best practice across services and initiatives working with vulnerable people from diverse backgrounds. We will link this with socially engaging activities that combat isolation and economic challenges for women to take part for example in swimming in the swimming pool.

As part of our strategic planning we will be setting up a community space for women sessions that will be created from women for women. Taking space and shaping identity is essential for everyone but particularly for the forcibly displaced. Through setting up a space we will be able to bring together women from all walks of life to enable activities women suggest and design together.

With the prevailing pandemic it is essential we continue our efforts to hand out hygiene items to help vulnerable stay safe and help all communities in Plymouth to prevent avoidable spread of COVID-19. Therefore, we will be offering drop in hours for people to attend the community space to access hygiene support as well as online course access help for those that cannot access education temporarily any other way.

Community Horizons CIO has had a significant impact on people's lives in Plymouth and will continue doing so. Thank you to everyone supporting our efforts.



## PROJECTS 2020/2021

### Women's Project - Merging Cultures

Terminology FDP=forcibly displaced people BAME= Black, Asian, Minority, Ethnic

*Our Aim: Confidence building through peer to peer learning, empowerment through autonomous women's network, steered by FDP and BAME women and promote best organisational practice across Plymouth.*

**Objectives:**

- *Enable confidence building through peer to peer learning and informal learning based on intercultural citizenship and ICC development by creating a women's only activities and a space, set up and guided together.*
- *Supporting vulnerable women through better understanding their needs by using mapping exercises that draw out their expert knowledge of their needs and what they perceive as accessible.*
- *Applying an appreciative inquiry approach to grow a sustainable organisation based on a strength approach and positive perspectives that will allow recording feedback and insights by unheard voices of FDP and BAME women to promote best practice.*

In our planning processes we use a variety of programs like this mind map of what we would do in Merging Cultures which helped us understand how and what we want to achieve. Estimated timeframes were flexible and were adapted as the project flowed. This map was a useful tool and we plan to expand on the use of mapping.



We support women in their skills development. We created a series of educational community workshops which will culminate into an awareness raising photo exhibition



for women from women in Plymouth later in 2021. This project is a new project to create the first community exhibition of its kind with the plans to establish regular workshops and establish a diverse women's network throughout 2021 by bringing together women to form a women's community group network. As we engage community members already in the planning process word is already spreading with people showing a great interest. The women's group is a social innovation with all input sourced directly with and from our Plymouth communities, empowering and bringing together people in a new, creative way producing a network like we have never had before, through regular workshops which will consist of a range of presentations about women's identity, domestic abuse, FGM, intercultural development, women entrepreneurs and human rights. We engage a wide variety of women including refugee women from dominant ethnic communities such as Eritrea, Sudan, Kurdish and others, migrant women from Poland, Romania, Bulgaria, Thailand and others as well as local women which we are interlinked with in our social and professional networks. We met regularly in a small group due to the pandemic and enjoyed sharing foods from different cultures, sharing our migration or travel stories, discussed issues on domestic abuse and FGM and looked at what is inter-cultural education and why does it matter. We paid community cooks, with vulnerable backgrounds, to cater for our group after completing CPD online courses Level 2 in Food Hygiene, Health and Safety and COVID-19 awareness. On the right is one of our trustees, Margaret McNally, attending one of our workshops. As our longest sitting trustee we thank her for all her assistance and valuable input. This will be Margaret's last year with us as she will have served 10 years as a trustee with CH CIO by 2023.





There are a great many talented, skilled and ambitious women in Plymouth who can forge strong support networks.



This combats isolation due lack of confidence, the pandemic and lack of finances. We bring together women from diverse ethnic, professional and English proficiency backgrounds.

Plymouth's population is becoming increasingly diverse. There are 43 main languages spoken citywide and nearly 100 languages spoken in Plymouth schools. Plymouth is a dispersal area for asylum seekers with around 300 people accommodated at any given time (Plymouth City Council Report 2017). This does not include Syrian and Afghan refugee resettlements. Plymouth must make efforts to catch





up in its provisions in services, representation of its communities and education to reflect its diversity. We want to contribute to this effort and set positive examples making links throughout communities. Part of our workshops were goodie bags to engage participants in different ways and give incentives to open up, chat about different things. Small items such as charger cables or salad boxes are useful and also offer opportunities for ice breakers.



Women of FDP and BAME backgrounds have different needs and face gender specific adversities for instance maternity needs (<https://www.gov.uk>), period poverty, disproportionate caring responsibilities, less access to digital means (<https://webfoundation.org>) and gender based violence. FDP and BAME women are systemically disadvantaged (<https://cityofsanctuary.org>). More must be done to bridge gaps in service provisions and create equity in access to support, education and autonomy. Addressing such sensitive topics is vital but challenging. Breaking bread, eating together and sharing foods while sharing cultures breaks down barriers and creates a mutual understanding while forging bonds. While we aren't able to share all images from the workshop we are just giving a little insight into how we set up our get together. It was a fabulous time and we look forward to create spaces for women to



meet more regularly. Participants, volunteers and staff were all vaccinated or took LFT. All COVID rules were factored into all meetings when doing risk assessments. Bridging not only cultural but also age differences our workshops engaged women from all walks of life. We are very grateful to especially the hosts, but also all our participants. The photo guide was well received and we will make more copies available during the photo competition that will still take place as soon as all COVID-19 restrictions are lifted and we secure a communal space in which we can all meet to share images, vote and hand

our prizes to winners. Winners will have their images displayed in our community space and online. We will be giving away gift baskets and everyone will receive a small participation gift for attending our competitions. Watch our space for updates.

**This project reach and statistics:**

Through our Merging Cultures project we have a social media group that is private and only for women. We have approximately 100 women active in our Facebook (Meta) group. We brought together small groups of women to community catered group workshops throughout the project and gathered feedback using participants input to shape the project activities as they were running.

We had 12 workshops over the project cycle, with attendee numbers between four to eight. Due to the pandemic our health and risk assessments determined numbers that will abide by governmental rules and prevent putting any participants at risk.

We have reached 44 more women through informal community channels to reach out and help make links within our project. We learnt from this that there is a great need for targeted work to help overcome isolation for vulnerable women.



We had women introduce themselves and share some of their imagery in our Facebook group. Three images posted in the group just give a peek into the group.





## Merging Cultures

Merging Cultures is a **women only** photography project, so get your camera ready!

Submit your photos on our Facebook Group and get a chance to participate on our photography workshops and for your work to be featured in our online gallery

- <https://www.facebook.com/groups/2779714778956470>
- Community Horizons CIO

Email:

[info.communityhorizons@gmail.com](mailto:info.communityhorizons@gmail.com)

Website:

<https://communityhorizons.wordpress.com/>



We created a photo guide that is available digitally and has been distributed in print to all participants in workshops. This guide was put together by a professional, award winning photographer and an experienced community photographer in conjunction with project coordinations, volunteers and women in the community. The guide was then translated in Amharic and Arabic. Despite translations distributing material online is hugely a hit and miss endeavour considering our primary target group, their access to electronic devices or the internet. We had built rapport and developed

relationships, engaging women who would not otherwise take part in such a project. This project was a hugely ambitious undertaking since we had not calculated the pandemic nor did we know how much outreach work is required to engage hard to reach individuals within vulnerable communities. Part of our project plan was initially a public exhibition, then we amended this to a digital exhibition and found if we were to take this route we will not engage our target beneficiaries. Despite engaging a great number of diverse women we found a real push and pull between what could be termed class backgrounds possibly more so than cultural. It was also evident as work proceeded that a great many women from vulnerable communities were immensely interested in workshops and photography, however lacked confidence to par-take in larger or more mixed groups. We adapt our working methods to be highly sensitive and guided through the expertise of experienced professionals in this field. The interest was greater in numbers than attendance and

This is a preview to our photography guide WHAT I SEE - WOMEN MERGING CULTURES and is part of our Merging Cultures photography project. It is a women's only workshop series that focuses on photography and intercultural exchanges. This project was made possible by our generous funders at The National Lottery Community Fund, Mayflower 400 UK, Plymouth Culture, The Box Plymouth, Vital Sparks and Plymouth City Council.



## WHAT I SEE

**WOMEN MERGING CULTURES**

PHOTOGRAPHY PROJECT



ما از اهدام النساء  
التلفات  
التصوير  
المشروع  
وتضمن دليل الصور هذا أمثلة للتصور مثل  
الطعام والملابس والمكياج والمنزل و / أو  
الإضاءة والأثاث، كما أنه يقدم تلميح حول  
التصوير، والتعليق، والتصور.  
بالتفاهت المنصور  
مهم

oto guide includes ph  
es such as Food, Clotl  
Jp, Home and or Obj  
spiration. It also gives  
ighting, posing, came  
photography.

የሌሎች የስልጣን ገቢዎች የሚገኙ ሲሆኑ  
ፕሮጀክቱ ይህ የሚገኘው በወይን እንደ ምግብ  
፣ ልብ ፣ ማህን፣ ቤት እና ወይን ለተገኘው  
ይህ የሚገኘው የገንዘብ ፣  
በተጨማሪም ለሌሎች ፣ ለሌሎችም ፣  
የሌሎች እና ለሌሎችም የሚገኘው  
(የሚገኘው) የገንዘብ ፣  
እንደሌሎችም የሚገኘው የገንዘብ  
ሆኖ የሚገኘው የገንዘብ ፣ ይህንን



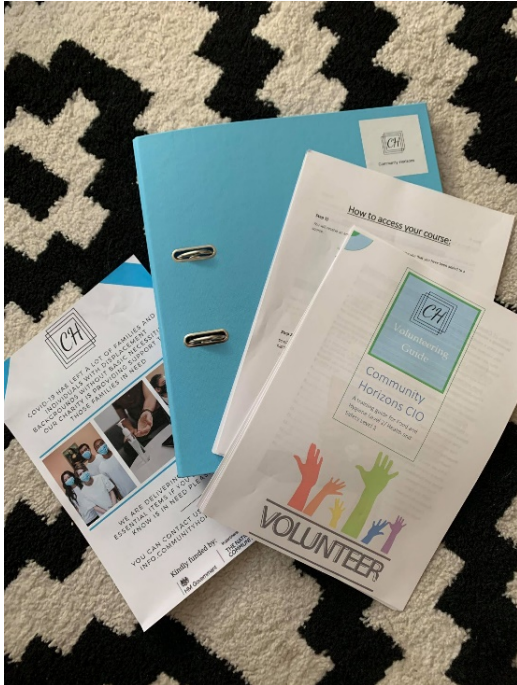
interactions which told us we must work harder in how we engage people and how we bring them together. Frequent engagement was seen on our private facebook group of women sharing and posting photos they take. We will undertake a little competition with prizes later in 2021, to encourage more interaction which will offer images that can be exhibited.

With all the challenges we faced in Merging Cultures, the project was a success and a positive impact was evident from feedback we received and continued interest in more activities specifically for women is recorded. We look forward to delivering more positive, impactful projects in co-operation with our communities.



## **COVID-19 response**

### **Staying Safe Together (SST)**



Plymouth is a dispersal area for asylum seekers with around 300 people accommodated at any given time (Plymouth City Council Report 2017). People in BAME communities are disproportionately affected by Covid-19 and are twice as likely to die (<https://www.hsj.co.uk/coronavirus/>). Significant income challenges are faced by BAME with forced displacement backgrounds. For instance, asylum seeker receive no additional benefit top up in this period as did people receiving Universal Credit, despite the asylum support payments being very small and barely covering

living costs as it is. We support communities to work together to respond to COVID-19 and make a difference in expanding supporters reach while offering active members opportunities for personal and professional development.

#### **We supported vulnerable through the pandemic in two ways:**

- Distribute care parcels with cleaning and hygiene products (including feminine hygiene products) accompanied by information about Covid-19 and ways to continue to stay safe.
- Offer active volunteer supporters training opportunities such as Level 2 Food Hygiene and Level 2 Health and Safety certified online courses as well as supervisory support.



This is achieved by helping volunteer supporters expand their skills by preparing and helping them through online courses while offering supervision, emotional support and guidance by experienced coordinators and trainers. With detrimental job losses through Covid-19 individuals who face many obstacles into secure employment already will benefit from the training we provide as well as the jobs our project creates. It is expensive to purchase face masks, disinfectant, soaps, nappies, wipes



and household cleaning products when asylum seeker receive just under £40 a week per person in their household. Some hygiene items are depicted on page 14 in storage waiting to be bagged and distributed. We initially had a storage chest but quickly found during lockdowns that it would not suffice and we needed to rent storage space. Accessing education and employment remains challenging with re-occurring lockdowns and strained services adapting to new ways of working due to COVID-19. Reduced volunteering opportunities leave many FDP isolated or limited in opportunities for integration. We combat this by working with participants expand their skills by helping them access online courses while offering supervision, emotional support and guidance by experienced coordinators and trainers. In SST we supported 2 refugees in opening and running their own food businesses despite the pandemic challenges. We strengthens vulnerable communities, improves how they organise themselves, helps them minimise the virus spread and remain safe.

We use reflective and reflexive practice to collate feedback from all involved to shape and form all our activities with direct input from everyone. This is in verbal form obtained by our volunteers when delivering parcels and recorded by our project coordinator. Due to the lockdowns and the spread of Coronavirus we met a tremendous amount of challenges and had to be flexible in our delivery. Word of mouth and community support was a vital way we managed to deliver our project outcomes.

Part of the overall projects were monthly Zoom meetings with all steering members and community leaders who form a support network help uplift those people keen to help and seek opportunities to develop themselves and further their communities. Minutes are taken at all meetings and shared with all members. Social media is used to communicate and share information. We use all feedback to shape and advance the way we work and strongly believe in uplifting and supporting other services in the city by promoting best practice. We apply a bottom-up approach (Bellinger and Ford, 2022; Mulgan, 2006) to our socially innovative initiatives that ensures we operate from our beneficiaries perspective first and loop this through volunteer, staff and leadership. This ensures we deliver what people require the most, while respecting their autonomy and ensuring we use resources to the best of our ability.



**This project reach and statistics:**

40 online courses were delivered and 332 bags of hygiene articles were delivered to families and individuals in need during the first year of the COVID-19 pandemic. We were also able to supply 55 packets of nappies to those with children under 2 years of age. 4,448 people were reached through our Facebook updates.

Yellow bags hold feminine hygiene items for menstruation, while blue bags hold items for community cooks that ensure better food hygiene for those who supplied different foods to people in their communities. The largest number of bags were the natural coloured ones since they had items for cleaning and personal hygiene, including toothpaste, soaps, showered, hand sanitiser, face masks and many more things. These bags were distributed throughout the city to the most vulnerable community members based on community leader referrals. Our trusted volunteers and staff who all had COVID-19 awareness training CPD accredited shared out the bags abiding by governmental COVID-19 pandemic rules.





## A BIG THANK YOU TO EVERYONE INVOLVED

We thank all our volunteers, supporters, people in the community and community leaders to trust us, share their needs and challenges and support each other throughout a very difficult stretch of time due to the global pandemic. We also thank our trustees, staff and partners who worked through this difficult time with us.

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## AND A BIG THANK YOU TO OUR FUNDERS

This project has been made possible by our funders from the National Lottery Awards For All Fund, Mayflower400, Plymouth Culture, Plymouth City Council, The Box and Vital Sparks. A great big thank you to all our funders that helped bring this project to life and have enabled us to continue our work despite challenging times. We would not have been able to support so many people without you.





## COMMUNITY HORIZONS CIO - VOLUNTEERS

### **Semrat AND Emebet**

Not only are Semrat and Emenbet incredibly generous with their time and expertise, but they are knowledgeable and dependable community leaders. Without their support and inspiration it would not have been possible to come this far in supporting vulnerable people, especially women in our communities. We are very lucky to have their vital input and collaboration.



### **Habtam**

Outreach and translations – community supporter



### **Andy**

Skilful, clever and passionate media artist who kindly put together for us fantastic short videos available on YouTube.



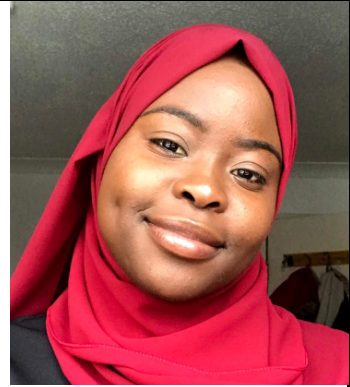
### **Zoi**

EAL and project consultant



### **Rahema**

Translations – community supporter



### **Simon**

SST volunteer



### **Abdu**

Training content and education consultant







## COMMUNITY HORIZONS CIO - STAFF

<b>Project and digital media co-ordinator</b>	<b>Ivan</b>	
<b>Marketing and project application manager</b>	<b>Panteleimon</b>	
<b>Project Co-ordinator, volunteer manager and trainer</b>	<b>Sami</b>	
<b>Organisational Lead and Safeguarding Officer</b>	<b>Phyllis</b>	



## COMMUNITY HORIZONS CIO - CHARITY TRUSTEES

<b>Treasurer since 2013</b>	<b>Margaret McNally</b>	
<b>Chair since 2018</b>	<b>Lilly Sartison</b>	
<b>New trustee in 2022</b>	<b>Tereza Vranova</b>	
<b>New trustee in 2022</b>	<b>Eryk K. Ostrowski</b>	
<b>New trustee in 2022</b>	<b>Daisy Birkenhead</b>	



March 2021

**Community Horizons CIO**  
**Annual Accounts 2020- 2021**  
**Payments and Receipts**

**TOTAL INCOME BALANCE £22,479.00**

**TOTAL EXPENDITURE £19,064.89**

**Surplus £2,924.11**

**Free reserves £490**

<b>Grants we received in financial year March 2020- March 2021</b>	
TNL Awards for All / COVID—19 for 'Staying Safe Together'	£9,999
TNL Awards for All 'Merging Cultures'	£9,000
The Box and Plymouth City Council 'Merging Cultures'	£2,800
Plymouth University Formationzone	£180
<b>TOTAL</b>	<b>£21,979</b>

<b>How we spent funding in in the financial year March 2020- March 2021</b>	
Staff wages	£9,738.44
Insurance	£211.44
Volunteer expenses and hardship fund	£1889
Project material and stationary	£2,691.02
Project cost (community catering and guide translations)	£4,265.19
Equipment	£269.80
<b>TOTAL</b>	<b>£19,064.89</b>



Time volunteered 244h - Equivalent to expenditure of: £4655.56

- 3 Volunteer community practitioners 120h £20.97/h
- Facilitator volunteer 80h £20.97/h
- Project volunteer 44h £10.49/h

**Please note: in accordance with charity regulations this payment and receipts is not externally audited due to the annual income not exceeding the threshold of £25,000.**

'Only charities with a gross income of more than £25,000 in their financial year are required to have their accounts independently examined'

(<http://www.slsgb.org.uk/wp-content/uploads/2017/04/CIO-Accounting.pdf>).