



Oldham Volunteering Development

**Report to Oldham Partnership Community Engagement
Commissioning Group**

October 2007

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1 ABOUT VOLUNTARY ACTION OLDHAM

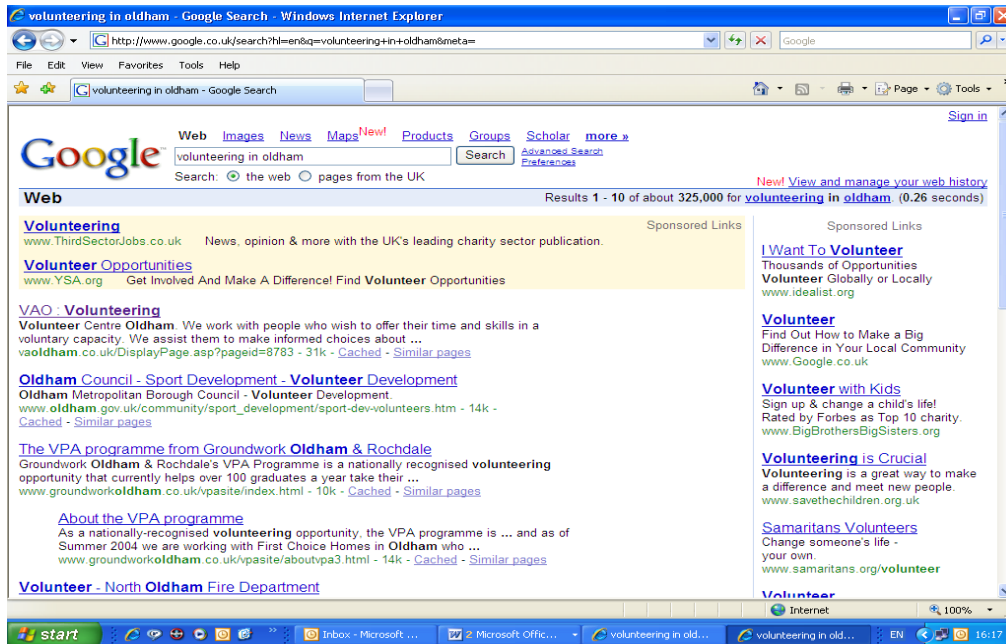
Voluntary Action Oldham is a democratic organisation owned and run by local groups to support, promote and develop local voluntary and community action. It was launched in January 2004 following a merger of Oldham Development Agency for Community Action (ODACA) and VOICE (a forum of voluntary and community organisations). Predecessor organisations had been providing capacity building support to the sector in Oldham for 90 years.

The merger has created a coherent infrastructure organisation for the voluntary and community sector that is able to do justice to contemporary challenges and opportunities. It will enable the voluntary, community and faith sectors in Oldham increasingly to have an effective voice and to participate in the regeneration and development of our Borough.

OUR AIM IS: to strengthen, develop and represent the voluntary and community sector in Oldham.

Voluntary Action Oldham contribute to all of the LAA blocks and directly to the Community Strategy, (lead delivery organisation in the strategy), through developing and building the capacity of communities to be involved, engaged and informed. We support residents of Oldham to gain skills through volunteering and we support a wide and diverse range of community groups to develop and deliver services that cut across all LAA blocks to improve the quality of life for Oldham people.

Voluntary Action Oldham's Volunteer Centre, established in 1996, is the infrastructure support organisation for volunteering, currently handling an average of 100 volunteering enquiries per month. Approximately 60% of these come via the national 'do-it' website and 40% come direct to Voluntary Action Oldham. For potential volunteers, when searching for volunteering in Oldham, Voluntary Action Oldham is the main result when using Google.



Voluntary Action Oldham's Volunteer Centre achieved the Quality Standard VCQA with distinction in May 2003 by Volunteering Development England. This affirms our standard in delivering Volunteering England's six core functions.

- BROKERAGE
- MARKETING VOLUNTEERING
- GOOD PRACTICE DEVELOPMENT
- DEVELOP VOLUNTEERING OPPORTUNITIES
- POLICY RESPONSE AND CAMPAIGNING
- STRATEGIC DEVELOPMENT

The Volunteer Centre Volunteering England has a ten year strategy for modernising the network of Volunteer Centres. It will provide an evidence base for other local authority areas and unitary authorities to examine and replicate and subsequently co-ordinate their volunteering activity.

The ten year strategy proposes that Volunteer Centres and Public Sector agencies work more closely together to consolidate and align policies and procedures and to avoid duplication and increase productivity. It advocates pooling resources to extend the reach of volunteering to increase accessibility to all people in the community.

The ten year plan has a framework for sustaining activity by producing a national guideline for long-term funding which is supported by Central Government and the Local Public Sector.

There is currently an untapped wealth of expertise within the Public Sector and the Private Sector which will be targeted to form long-term relationships with Volunteer-Involving Organisations.



2 OLDHAM VOLUNTEERING DEVELOPMENT COMMISSIONING SPECIFICATION

Introduction and context

The Oldham Partnership has established the Community Engagement Commissioning Group. It is responsible for the implementation of the Community Engagement Strategy and promotion of the awareness of the objectives of the Community Engagement and Community Cohesion Strategies (drafts) of the Oldham Partnership. Its role is to direct all cohesion, engagement and cultural activity and to consider the approval and implementation of work commissioned under Oldham's Local Area Agreement, (LAA)

Oldham Partnership, by deployment of Neighbourhood Renewal Funds (NRF) invested through the Community Engagement Commissioning Group, must achieve measurable performance against the Local Area Agreement's indicators.

The Partnership is currently seeking to develop the scope and amount of volunteering, amongst other activities, in Oldham, to address identified LAA outcomes.

This work will be divided into 3 parts:

1. Reviews of:
 - a. volunteering activity in Oldham
 - b. the infrastructure in Oldham that supports volunteering and volunteers.
2. Identification of ways to increase volunteering across Oldham especially in identified areas and amongst groups, where the level of activity needs to be brought up to a level commensurate with the Borough's LAA baseline at least, (*Safer Stronger Communities Block Outcome D*), and formulation of practical proposals to implement these findings.
3. The undertaking of activity to carry out the proposals formulated in Part 2, once they have been approved by the Community Engagement Commissioning Group. This work may also incorporate additional areas of activity agreed by the Community Engagement Commissioning Group

Oldham Partnership needs to achieve measurable performance against the LAA's indicators through activity and initiatives funded through the Neighbourhood Renewal Fund (NRF). The Partnership is keen to develop the scope and amount of volunteering, amongst other activities, in Oldham, to address identified LAA outcomes, and various objectives detailed in the Community Cohesion Strategy. The Partnership has a maximum of £75,000 to invest in this financial year and seeks well thought out proposals from potential delivery agents showing how this money can be used to secure the maximum increase in volunteering especially in areas targeted because of low current levels of activity.



The primary aim of the work is to increase the amount of volunteering in Oldham in all areas of activity and especially:

- Within Oldham's communities of place and interest, where there is no precedence or little tradition of volunteering, compared to the most active communities
- Within demographically defined sections of Oldham's communities, where volunteering rates are low, or volunteering is absent, compared with the most active communities
- Volunteering activity that directly promotes or involves community cohesion, particularly where there may have been tensions between different communities or sections of the community

Additionally, the Oldham Partnership is keen to promote:

- volunteering that will contribute to the development of social enterprise and the delivery of local services
- volunteering that entails accredited training, particularly where it develops individuals in preparation for the jobs market or provides directly transferable skills training that make individuals more competitive in the jobs market.

The purpose of the work is to enable the Partnership to promote increased volunteering in a practical, measurable way, which is socially cohesive, inclusive and equitable.

The development of volunteering in Oldham is very important to the Oldham Partnership in two ways, as part of:

- its community cohesion agenda and its delivery
- its localism agenda and its delivery.

In developing these agendas the Oldham Partnership has embarked on a wide-ranging programme of activity.

In support of this programme the Community Engagement Commissioning Group is now commissioning a number of activities and specific works needed to meet the relevant Local Area Agreement, (LAA) objectives and to contribute to the delivery of the Community Engagement Strategy. This particular commissioned activity forms part of the programme.



3 METHODOLOGY

As a review had already been carried out by Voluntary Action Oldham to the Voluntary and Community sector (537 organisations were surveyed in February of this year) it was decided that we would build on the results from that survey, in order to gain a more detailed picture especially around current infrastructure support.

We then undertook a telephone survey between 11th Sept and 25th Sept surveying 191 Voluntary & Community organisations, 20 Schools and 4 Social Enterprises. We then sent out an electronic survey, using Survey Monkey, which was circulated by OMBC to their full internal contact list, including housing and regeneration departments.

This survey was wider than the original Voluntary Action Oldham survey as it also included the Statutory sector, Social Enterprises, Schools and Faith groups. Therefore we asked 3 questions at the start of the survey monkey questionnaire asking the name and status of the organisation, and also if the organisation was a registered charity which we had not asked on the telephone survey as we already had this information from February.

The questionnaire was designed by a team of staff at Voluntary Action Oldham, using our knowledge of previous surveys undertaken, in particular:

- Voluntary Action Oldham's Voluntary Sector Survey in 2004
- Shared Intelligence report – Mapping of the Voluntary, Community & Faith Sector in Oldham, commissioned by Voluntary Action Oldham in 2005
- Voluntary Action Oldham's State of the Sector 2007

Sample size:

191 VC Organisations
19 Faith Organisations
20 Schools (10 primary/10 Secondary)
6 Housing & Regeneration
4 Social Enterprises

It should be noted that the definition of volunteering used throughout the survey is as follows:

“Formal volunteering as ‘giving unpaid help through groups, clubs and organisations to benefit other people or the environment’¹

¹ The Home Office Citizenship Survey 2003



4 REVIEW RESULTS

Part 1

(a) To review the current volunteering activity in Oldham

As Voluntary Action Oldham had carried out an extensive survey to the Voluntary and Community Sector in February this year it was decided, to avoid duplication, that we would use the respondents from that survey and build on the questions already asked regarding volunteering.

As this review would also include the statutory sector we asked the following 3 questions prior to starting the main survey.

A What is the name of your organisation/department?

73 organisations answered this question. See appendix 4 for details.

B What status is your organisation?

From the 73 organisations that started the questionnaire, 71 organisations responded.

Total responses	Stat local Authority	Stat Health Authority	Voluntary & Community	Faith
71	71.83%	4.23%	23.94%	0%
Actual number of responses	51	3	17	0

C Are you a registered charity?

Again 71 organisations responded to this question

Total responses	Yes	No
71	22.54%	77.46%
Actual number of responses	16	55

The data from here on is the combined total taken from both the online questionnaire via Survey Monkey and the questionnaire carried out by telephone.

Q1 Do you involve volunteers within your organisation?

191 organisations responded to the telephone survey including 11 schools 17 faith groups (3 mosques, 14 churches of various faiths). 73 organisations responded to the online survey consisting of 56 statutory agencies, 17 Voluntary & Community.

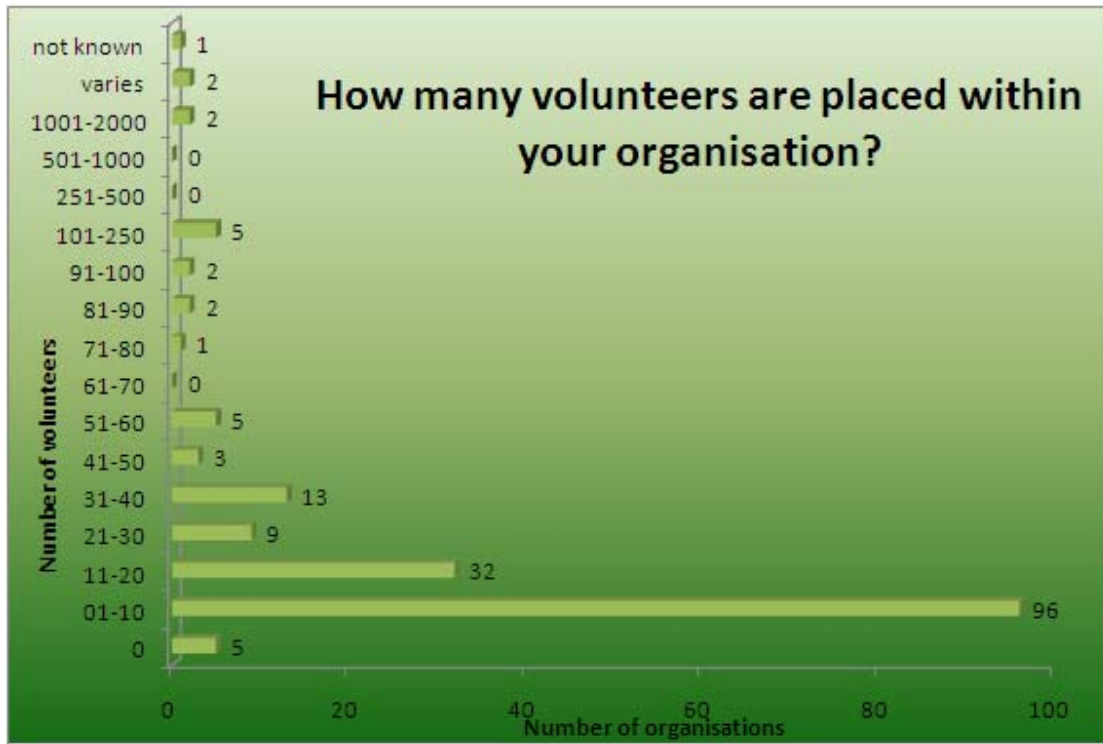
Total responses	Yes	No
264	75%	25%
Actual number of responses	200	64



Q2 How many volunteers are currently placed in your organisation?

Total responses	Total number of volunteers	Average number of volunteers per organisation
174	6719	38

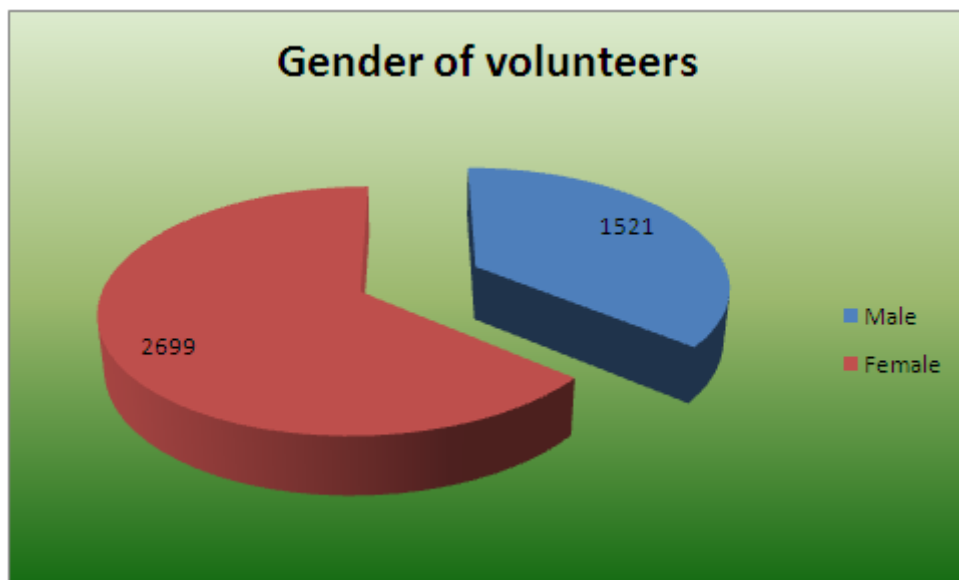
- 5 organisations currently have no volunteers, 2 answered variable and 1 organisation did not know the answer.
- It should be noted that 2 organisations have over 1000 volunteers
- The fewer numbers of volunteers an organisation involve, an exact answer was given to this question. However where an organisation involves over 20 volunteers, some of the responses suggest that the numbers could be rounded up to the nearest 5 or 10.



Q3 Of those that volunteer, how many are male or female?

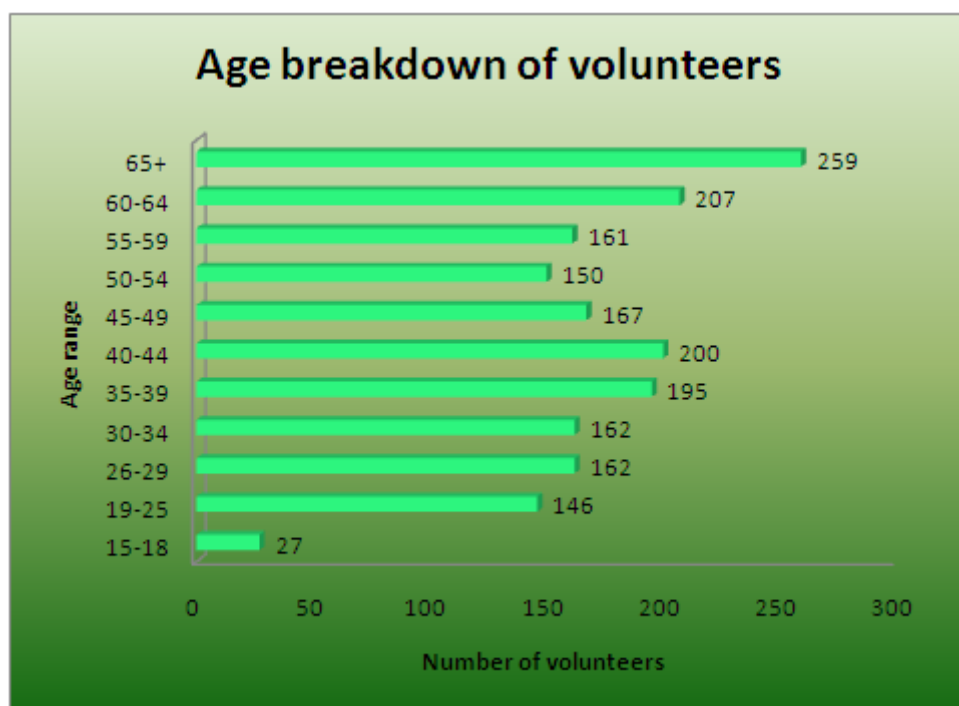
Number of responses	Online survey	Telephone
157	32	125

Total	Male	Female
157	1521	2699



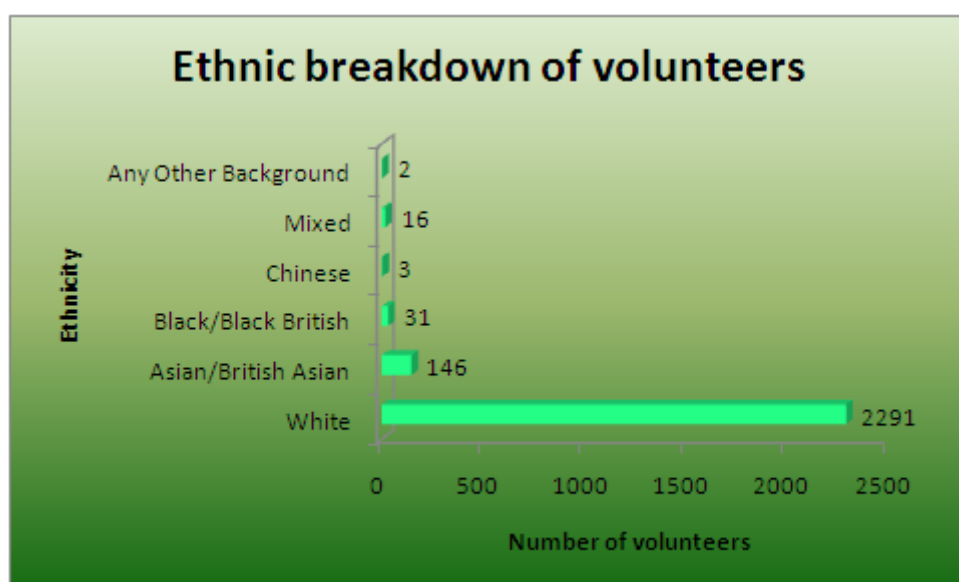
Q4 Of those that volunteer, what is the age breakdown?

Number of responses	Online survey	Telephone
135	23	112



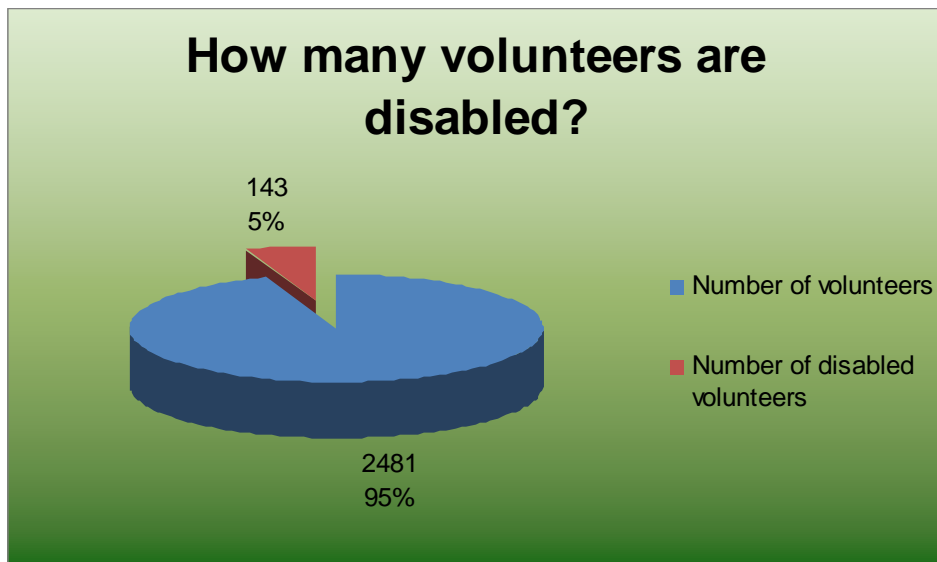
Q5 What is the ethnic breakdown of volunteers?

Number of responses	Online survey	Telephone
144	23	121



Q6 How many volunteers are disabled?

Total number of responses	Total number of volunteers	Number of disabled volunteers	Percentage of disabled volunteers
151	2481	143	5%



Part 2

To review the infrastructure that supports volunteering and volunteers

Q7 In what capacity do you use volunteers – type of opportunities offered?

Number of responses	Online survey	Telephone
168	36	132

The responses to this question could not be quantified as the answers are variable and very organisation specific. The following areas were identified:

Administration/Accounting	Churchwork
Community	Telephone Advice
Youth Work	Support work/befriending/visitors
Shop work	School governors
Scout leaders	Organising
Transport	Committee members
General help	Counsellors
Classroom Assistant	Child Care
Maintenance	Sports
Environment/Conservation	

Q8 How many different opportunities are available?

This question could not be quantified as the responses we received varied from a number to written information. Although we asked for a number, some organisations responded with a number between 1 and 20 but most organisations responded with comments for eg. many, various, open, unlimited which suggests this would change as the needs of the organisation change.

Q9 Which of the following are in place within your organisation?

Number of responses	Online survey	Telephone
130	34	96



Q10 If training for volunteers is offered, is this training accredited or informal?

Number of responses	Online Survey	Telephone
107	33	74



Q11 Please give details

Number of responses	Online survey	Telephone
110	33	77

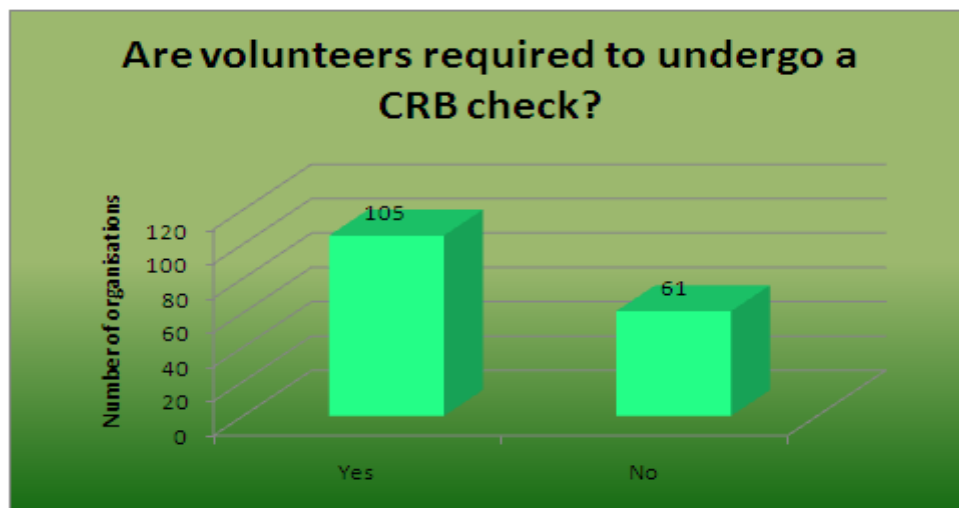
As expected, the responses to this question were again organisation specific and varied. I have listed a selection of answers below:

Informal	Accredited
Basic Road Safety Training	NVQ's Retail & Customer Service
On job and internal training	Counselling
IT systems training	Vulnerable Adult Protection
Ad hoc depending on needs	Child Protection
Induction	First Aid
Best practice	Girlguiding UK Adult Leadership
Dancing	FA Accredited Coaching
Disability Awareness	POVA training
Health & Safety	Nationally accredited training with OCN
Fire Safety	NVQ's Health & Social Care
Job Shadowing	LA & PCT training
Mediating services	Youth Work courses
Cultural/Race awareness	Basic Skills
Diabetes XPert course	Childcare
Discipleship	MIDAS
Job specific	Lifeguard course
Various	Caseworker Course



Q12 Are volunteers required to undergo a CRB check?

Number of responses	Yes	No
166	105	61



Q13 Please provide the name of organisation carrying out CRB check

Number of responses	166
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A number of organisations were identified as carrying out CRB checks. I have listed a selection below:

Police	Barnardos
OMBC	The Gaddum Centre
Connexions	Ofsted
First Choice Homes	Positive Steps
FA	Probation Service
Organisation Head Office	LEA
Church	OPAL
Girlguiding NW	

Q14
Is there any reason you do not involve volunteers within your organisation?

Not the nature of the organisation

Organisation is too small at the moment

Cannot afford to pay volunteer expenses

Not required at the moment, interested in looking into it in the future

Been let down by people in the past, do not see it through

Cannot get reliable volunteers

Too many security issues

Unsure of what roles we could offer and the amount of support needed

Roles not available within the department

Would like to involve more volunteers but unsure of where to start

No established systems or capacity to support volunteers

No access to volunteer training

No one required

Funding Changes
No capacity to support volunteers

Structure of organisation changing
Focus is now on strengthening and understanding needs of organisation before taking on volunteers

5 STATE OF THE SECTOR REVIEW RESULTS

VOLUNTEERS

How many management committee members / trustees does the organisation have?

- Committee members are volunteers – they give their time and skills freely to run an organisation for the benefit of others.

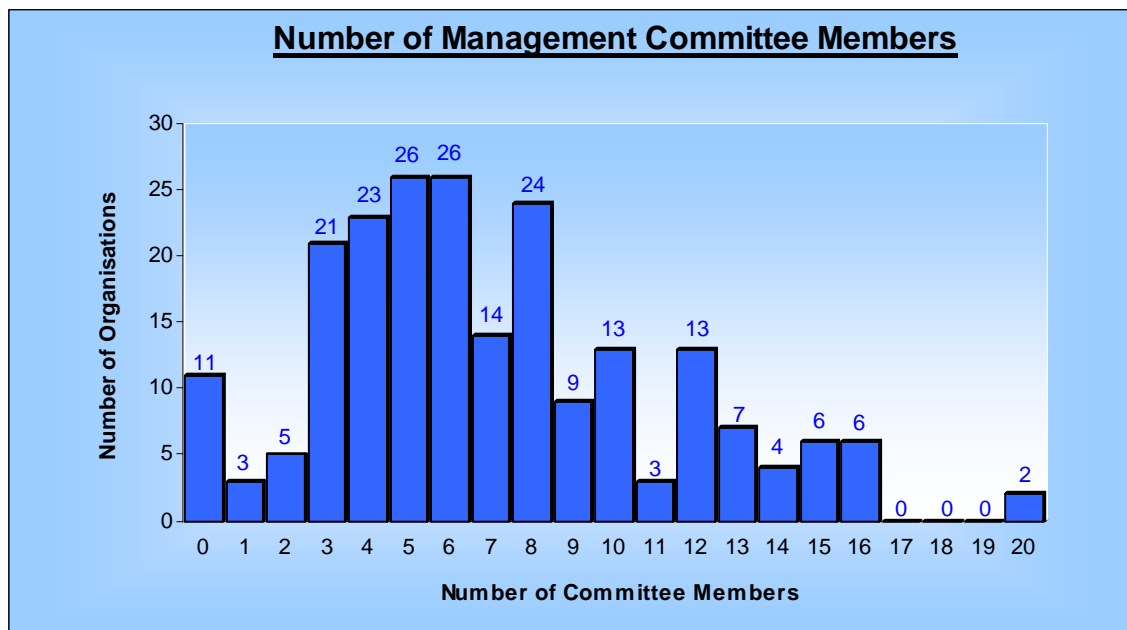
Background

'The committee, management committee members, trustees, directors, council members, executive committee members, governors' – are all terms used by voluntary and community groups to describe the members who take legal responsibility for the organisation, make key decisions about its future and ensure the organisation meets its objectives. The committee is appointed in accordance with the organisation's constitution.

We asked this question because:

- We wanted to recognise the particular contribution that committee members make as well as including them in the overall total of volunteers.

A total of 216 organisations responded to this question
Between them 95% of respondents (actual 205)
involved 1,517 committee members



Results:

- The 11 organisations who said that they had no committee members were self-help or informal leisure groups. As these groups are often characterised by one person being the 'lynch pin' and activities happen by mutual agreement, it is understandable that they describe themselves as having 'no committee members'.

Comment:

- The vital importance of high quality management committees is recognised nationally and locally.
- Recent work undertaken by Voluntary Action Oldham with local organisations has highlighted the urgent need for support and training not only for newly established organisations but also for well established voluntary organisations.
- It is essential that Committees have the opportunity to acquire and develop a range of skills in order to manage their organisation safely and effectively in what is often a harsh legal and financial climate.
- Voluntary Action Oldham is aware that currently the local response to this need is not adequate because of a lack of financial resources.

How many other volunteers have been involved at the organisation in the last 12 months?

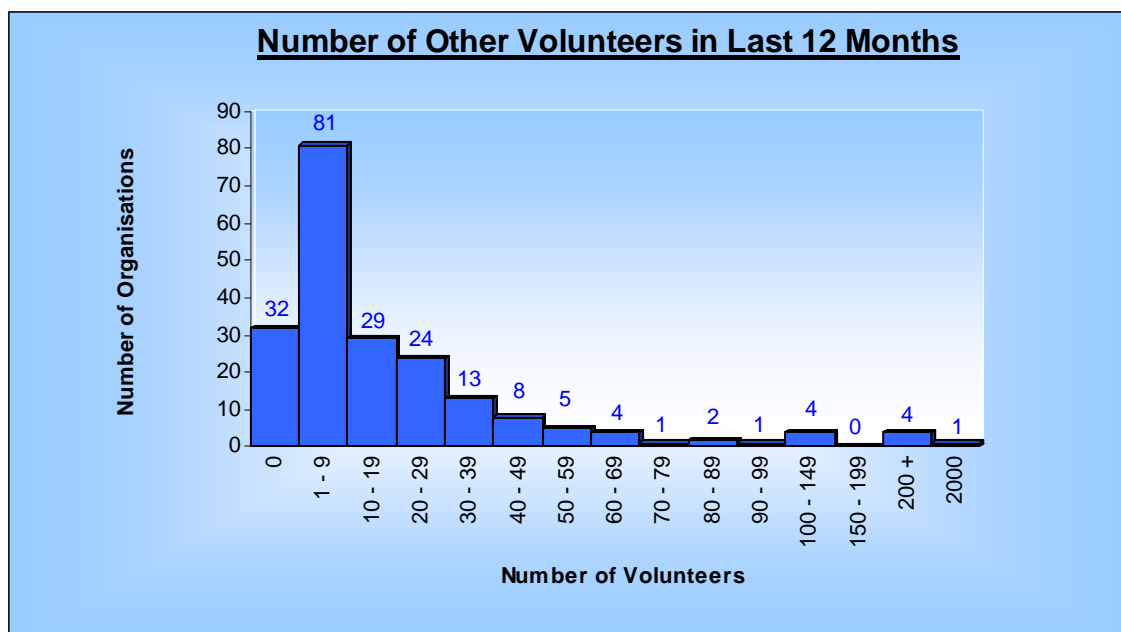
This question specifically asked about volunteers *other* than those on the management committee.

We asked this and the previous question because:

- Volunteers are the whole reason for the existence of our Sector, they are its 'life blood' – the number of volunteers is an indicator of the size and vigour of our Sector.
- Volunteers make a vital contribution to all aspects of community life.
- Voluntary Action Oldham intends to use the information to develop more volunteering opportunities and to encourage even more people to become volunteers.
- The information is relevant to Oldham targets to increase the number of people involved in (defined) volunteering activity.

<p>A total of 214 organisations responded to this question Between them 85% of respondents (actual 182) involved 6,175 volunteers</p>





Results:

- For 32 organisations the answer to this question was that they did not have volunteers. 4 of the organisations in this category were delivering specialist training and 3 were forums / networks. Many of the remaining organisations could be classified as self-help or as having a particular interest e.g. sports clubs or leisure organisations, where the activities could be organised by the committee.
- 5 respondents did not have the information.
- Respondents, particularly those who involved fewer than 30 volunteers, seem to have given exact numbers in answer to this question. However, where organisations involve larger numbers of volunteers, an examination of the responses suggests that many of the figures given could have been rounded to the nearest 5 or 10.
- The organisation involving 2,000 volunteers involved them in a range of ways – varying from a substantial number of full time volunteers attached to the organisation, to supporting groups of people to undertake one off tasks in their own locality.

Comment:

- People volunteer because they want to:
 - Give something back to the community
 - Meet people and make new friends
 - Learn new skills
 - Progress to paid employment
 - Gain experience
 - Help other people



- Contribute to positive change
- In compiling this Review it is important to recognise that it is only built on responses from voluntary, community and faith organisations included on Voluntary Action Oldham's database. There are many ways in which people volunteer in the community e.g. informal help given to elderly neighbours, fundraising for good causes along with friends from the local pub, becoming a school governor or a magistrate, joining the local neighbourhood watch scheme, running youth activities via a faith group, improving health services by active participation in user groups, etc.
- These ways of volunteering are not included in this review, with the exception of one neighbourhood watch scheme which has 146 volunteers and the recognition that, for example, a guide or scout group might be attached to a church.
- Volunteering England recognises volunteering as a powerful force for change, both for those who volunteer and for the wider community. The Government's Third Sector Review 2007 reiterates the importance of volunteering to strengthen communities, civil society and supporting others.

Total number of volunteers

Combining the responses to the questions about the total number of management committee members and the total number of other volunteers:
Between them 215* organisations involved and a sum total of 7,692 volunteers

*The average for the two questions which ranged from 214 and 216 respondents

Grossing up

The calculation makes the same assumption as Shared Intelligence, that non-respondents to the survey have 50% less volunteers than respondents. The organisation using 2,000 volunteers is treated as exceptional and added into the totals at the end of the calculation.

This calculation gives a sum total of 11,952 volunteers involved with 537 organisations

This calculation gives a sum total of 16,093 volunteers involved with 850 organisations

What is the average weekly volunteer hours (number of volunteers x number of hours) including management committee / trustees?

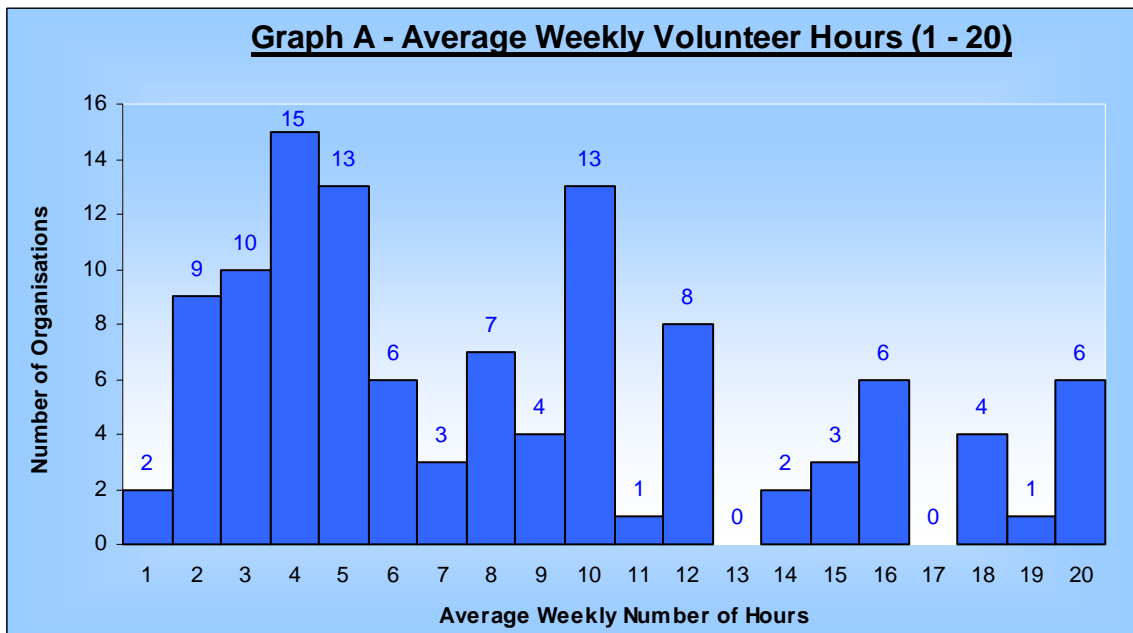
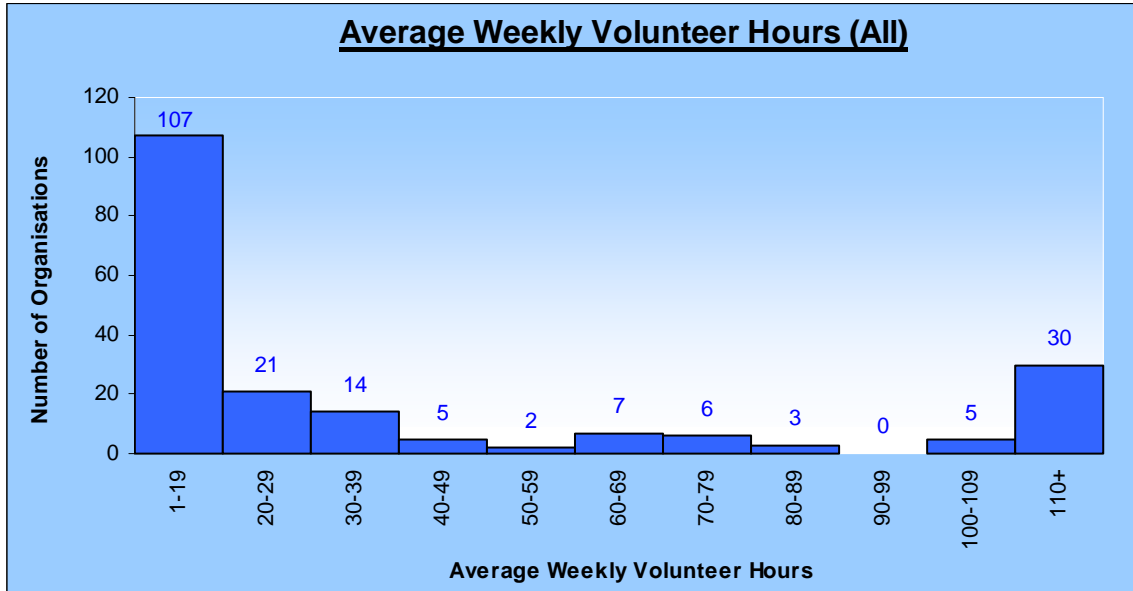
We asked this question because:

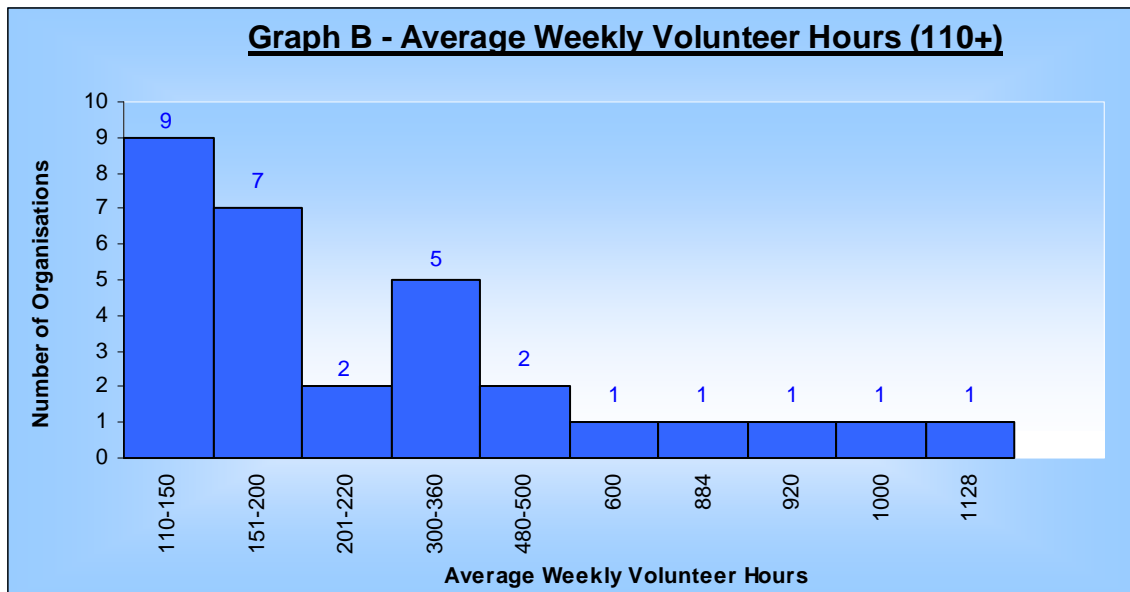
- We wanted to update Voluntary Action Oldham's information about the amount of time given by local volunteers.
- To demonstrate the importance of volunteering within the Borough.



- The information would give us a way of putting an economic value on volunteering in the Borough.

A total of 216 organisations responded to this question
The sum total of volunteer hours amounts to 13,715 hours per week





Results:

- We have shown the information as 3 graphs in order to give a deeper understanding of these results.
- 8 organisations responded with ‘none’ and 8 organisations did not have this information available.
- When considering these results it should be remembered that although some volunteers might give a regular half day / or evening a week in ‘real life’ there can also be periods of intense activity, for example around big events. At these times a lot of people ‘lend a hand’ in the preparations, or on the day. Such hours are given voluntarily and are essential to the success of the organisation, but they are hard to quantify and to represent as hours per week.
- The answers to this question ranged from 1 – 1000+. Some of the variations are explicable because the respondents covered such a large range of organisations – for example a uniformed youth organisation’s very high figure presumably represented the combined total of hours for all local units, whereas a self help groups figure of 11 hours would have reflected the number of hours for that one group.
- Some support organisations depend on very large numbers of volunteers and as these organisations also have paid staff it is likely that their responses were based on office records. However some organisations that we know involve large numbers of volunteers have responded with a figure like 3. We suspect they have misunderstood the question and that their response is the average hours given each week per volunteer.
- 29 organisations responded with numbers which ranged from 110 – 1128 hours a week. Some of these were ‘faith based’; others were sports clubs and maybe run a large number of teams; others were focused on community involvement; but there were no clear patterns on which to base conclusions.

Comment:

Volunteers are drawn from right across local society, ranging from highly skilled professionals to people in need of support.

- For some people, volunteering is ‘their life’ and they devote the majority of their time and energies to it. For others volunteering is something they do once a year in order to raise money for a ‘good cause.’
- Whatever form the commitment takes, it is clear from the results that each week the communities of Oldham are supported by generous amounts of time and skill freely given by local volunteers.

Full time equivalent jobs (including grossed up calculations)

We calculated the number of full time equivalent jobs that the number of hours given by volunteers equated to.

In doing this calculation Voluntary Action Oldham made the following assumptions:

- That individual volunteers give an average of 2 hours per week
- A working week is 40 hours

Number of Volunteers	Number of Full time Equivalent Jobs
7,692 (known number)	385
11,952 (assumed on 537 organisations)	598
16,093 (assumed on 850 organisations)	804

Value of volunteer hours (including grossed up value)

Using the average hourly pay rate for full time workers in Oldham of £9.98 per hour (*Office of National Statistics Annual Survey of Hours and Earnings – Resident Analysis – 2006*)

Number of Volunteers	Monetary Value Per Year
7,692 (known number)	£8 million
11,952 (assumed on 537 organisations)	£12.4 million
16,093 (assumed on 850 organisations)	£16.7 million

Alternatively using the average hourly rate of £7.49 for full time jobs advertised in the Oldham Job Centre:

Number of Volunteers	Monetary Value Per Year
7,692 (known number)	£5.9 million
11,952 (assumed on 537 organisations)	£9.3 million
16,093 (assumed on 850 organisations)	£12.5 million



Comment:

- Whichever set of figures are used to give a financial value to volunteering in the Borough they clearly demonstrate the very significant beneficial impact volunteering has on the local economy.

Targets for Oldham recognise the need to support and encourage volunteering and our figures clearly demonstrate that investment in volunteering will bring not only social but also economic benefits.

Over the last 12 months the number of volunteers has increased / decreased /no change?

We asked this question because:

- We wanted to be aware of trends in order to recognise changing need and inform planning.

Total	Increased	Decreased	No change
218	29%	16%	55%
Actual Number of Responses	63	35	120

Comment:

- Voluntary Action Oldham's Volunteer Centre currently handles an average of 100 enquiries per month. Approximately 60% of these come via the national 'do-it' website and 40% come direct to Voluntary Action Oldham.
- It is highly probable that in the Borough:
 - The number of people volunteering could be increased through local promotional events.
 - The number of volunteering opportunities could be increase through outreach work.
 - The benefits to the volunteers and to the organisations they volunteer with could be enhanced through development work especially around appropriate policies and training.

Voluntary Action Oldham does not currently have the capacity to undertake this work but is actively seeking funding so that these possibilities can be realised.

- A growing number of volunteers have extra support needs – a learning or physical disability, mental health, drug or alcohol related issues.
 - Over the last year the Volunteer Centre have seen approximately 50 people who have support workers or who class themselves as disabled.
 - A number of organisations are currently too stretched to accept an offer of help from a volunteer who has extra support needs.



Voluntary Action Oldham is actively seeking funding, so that, a variety of strategies can be implemented which would enable volunteers with extra support needs to gain placements.

- The spectrum of people, who volunteer, includes people from a diversity of backgrounds who are very highly skilled.
- Voluntary Action Oldham's Volunteer Centre keeps other statistics about volunteering in the Borough which have not been included in this Review.



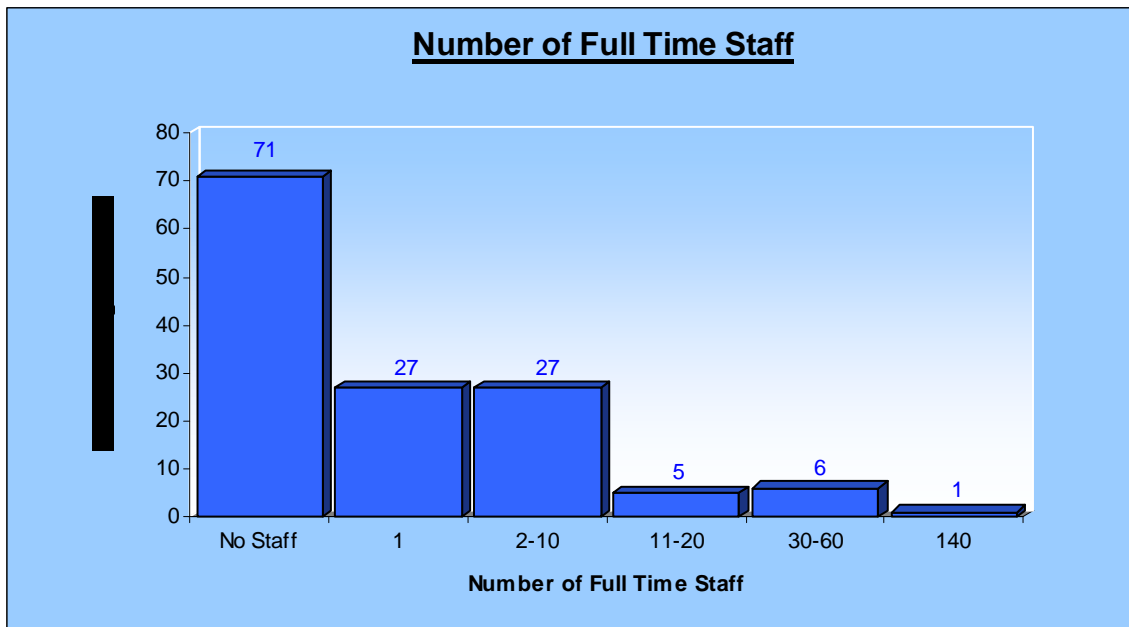
STAFFING

How many full time staff does the organisation have?

We asked questions about staffing because:

- The Sector is a significant local employer
- The responses indicate the importance of the Sector to Oldham's labour market and the wider local economy.
- The responses are an indicator of the size and vigour of the Sector.

A total of 137 organisations responded to this question
Between them 48% of respondents (actual 66) employ 598 full time staff



How many part time staff does the organisation have?

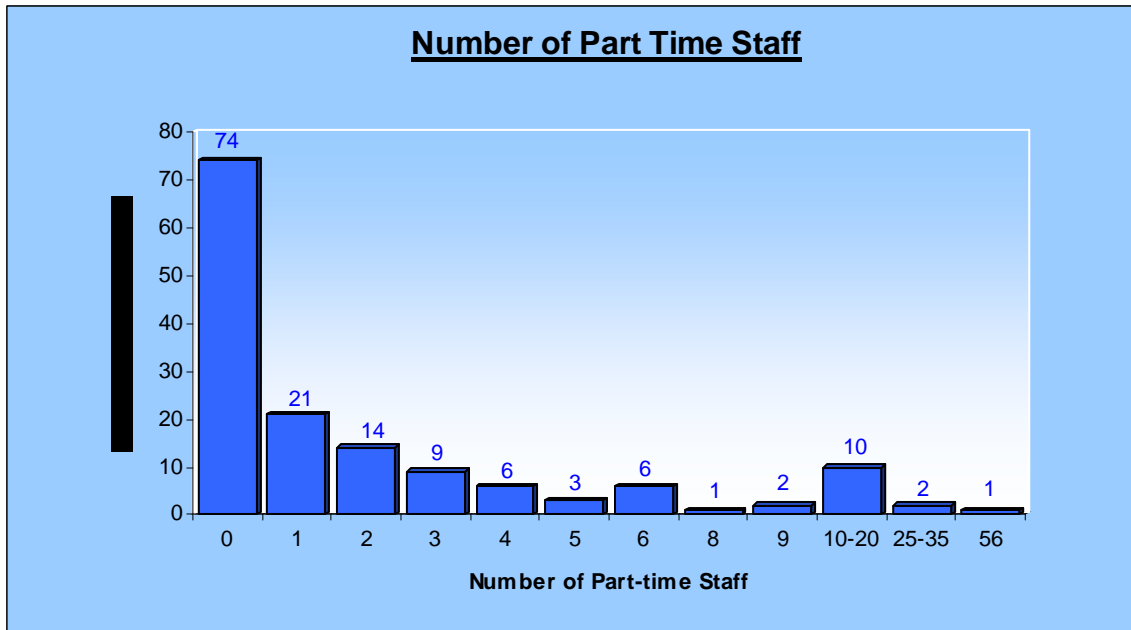
We asked this question because in addition to the reasons given above:

- We wanted to understand the composition of the Sector's workforce.
- Nationally* the Sector's fastest employment growth is in part time working. We wanted to establish baseline information in order to track this trend in future surveys.

A total of 149 organisations responded to this question

Between them 50% of respondents (actual 75) employ 417 part time staff





Results:

Nationally* 38% of the Sectors workforce is employed on a part time basis. The actual responses to our survey give a figure of 41% part time employees. These figures suggest that in Oldham the Voluntary, Community and Faith Sector is broadly in line with the national pattern.

A total of 51 organisations have both full and part time staff

Comment:

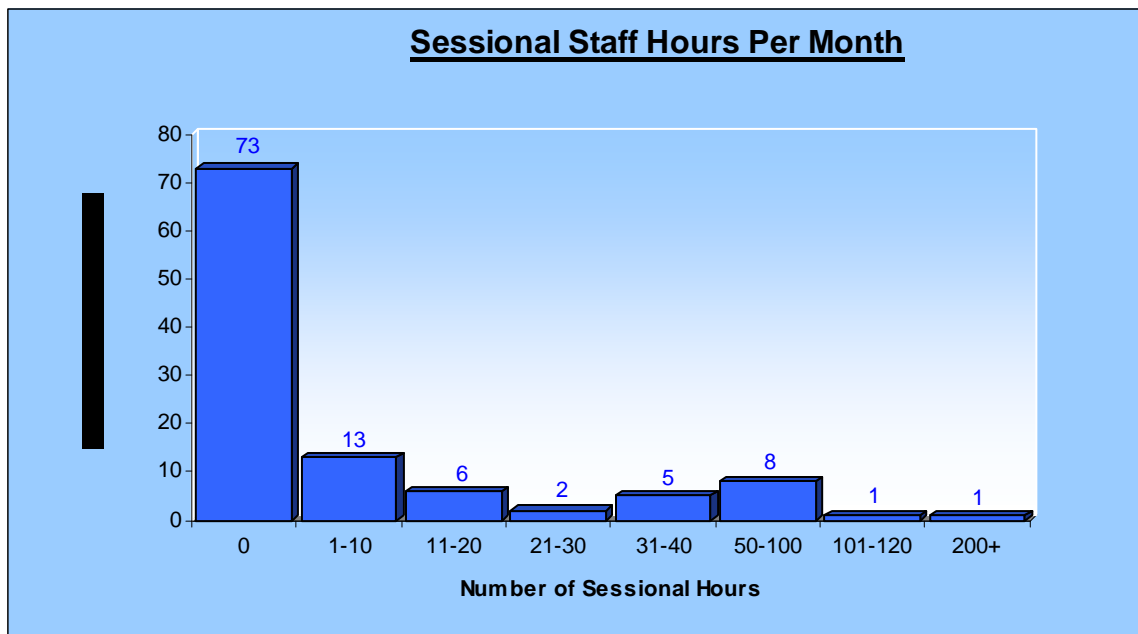
- Statutory bodies and funders are more likely to come into contact with larger organisations who employ several full time staff as these organisations will have the capacity to attend daytime meetings and to secure major funding. It is important to recognise that the majority of voluntary and community organisations employ either no staff or only a small number of staff. There is a need to structure meetings, funding application and reporting systems in ways that respect both the contribution and the capacity of smaller organisations.
- Smaller organisations are less likely to have specialist knowledge of employment law but will have to deal with a full range of employment issues e.g. contracts of employment, redundancies, TUPE, grievances, equality, maternity etc. Oldham's Voluntary Sector Infrastructure does not fully meet the Sector's need for support with employment issues.

- Particular reasons why people work in the Sector:
 - Volunteering has led onto paid work
 - They want flexible working arrangements – e.g. part time, flexi-time, family friendly
 - The work matches personal values
 - Job satisfaction:
 - ❖ Believing that the work makes a difference to the quality of people’s lives and to improving community life.
 - ❖ In small to medium organisations employees are expected to undertake a wide variety of work. Employees are likely to be exposed to a wide range of issues and responsibilities and have to develop and use their own skills in order to respond successfully.

- The reasons why people leave the Sector include:
 - Job insecurity due of unstable funding and lack of full cost recovery
 - Lower wage rates
 - A lack of training opportunities

How many hours per month are undertaken by sessional staff?

A total of 109 organisations responded to this question
 Per month – a sum total of 1424 sessional hours were worked
 across 33% (36 actual) of respondents



Results:

- Sessional workers are workers used as and when required.
- Based on Voluntary Action Oldham's knowledge of the type of work undertaken by organisations who responded to this question, these sessional workers will include tutors, playworkers, counsellors and health professionals running education and advice sessions.

The number of hours worked by sessional staff for the Sector
Equates to 10 full time equivalent jobs per week

Grossing up

Because we did not ask how many hours part-time staff worked we did not assume that all the part-time staff worked half-time. Instead we reduced the 417 part-time jobs to 139 (a third) to calculate a figure for full time equivalent jobs. This is a cautious figure as nationally* part-time hours in the Sector are 18 hours.

Based on a figure of 850 organisations we then used the same formula as the Shared Intelligence report and assumed that non respondents were less likely to have employees and therefore reducing the average level of staff by 50% i.e. from 3.2 to 1.6.

(The average of 3.2 employees includes the number of organisations who do not employ staff).

The calculation above gives a total of 1,725 full time / full time equivalent jobs, and the addition of 40 full time equivalent jobs for sessional workers, giving a total of 1,765, which on an Oldham work force of 90,000 equates to 1.96% of jobs

The UK Labour Force Survey (Office for National Statistics 2004) indicates that the Sector employs 2.2% of the overall paid workforce in the UK.

Given that a number of calculated assumptions have been made, our figures suggest that in Oldham the Voluntary, Community and Faith Sector is broadly in line with the national pattern.

*(*Figures are taken from The National Council for Voluntary Organisations UK Voluntary Sector Almanac 2006)*

**The Voluntary, Community and Faith Sector in Oldham
is a major employer and contributes
to the economic regeneration of the Borough.**



Oldham Volunteering Development
October 2007

6 KEY FINDINGS

- 1 We have found that volunteering and the structure that supports it is not consistent across the borough or communities/sector. The results of the research carried out show that the current situation with regards to volunteering in the statutory services to be ad hoc and uncoordinated.
 - i. We came to this conclusion by the number of non respondents which suggested they did not have access to all the information we were asking for.
 - ii. The answers we received to the question we asked with regard to which policies or were in place were very inconsistent. Only 20 statutory organisations answered this question and the results we did get could be relevant to OMBC policies rather than the project involving vols. See page 14 where the results for this are shown. Some departments have said they have a written volunteer policy but no induction, training etc

A volunteer development plan is needed in order to:

- Increase the number of volunteer opportunities in the public sector
- Increase the number of volunteers wishing to take up these opportunities
- To maximise the personal development of the individual volunteer and increase in skills
- To maximise the benefit to service users

- 2 There is an existing infrastructure framework of support for volunteering in the borough:

- A well used, well established and nationally accredited Volunteer Centre, currently run by Voluntary Action Oldham
- Varying levels of support within individual voluntary and community organisations and public service departments, ranging from the excellent to haphazard

These support systems need to be maintained in order to ensure current levels of volunteering are protected but they also need to be built on in order to increase the number and diversity of volunteers and volunteering opportunities throughout the borough.

Existing structures have the knowledge, experience and enthusiasm

- To develop and pilot new ideas in the short term
- To help create more far reaching solutions to meet the new challenges that face both the voluntary and public sector especially around modernising the public service
- To increase partnership working across the sector creating new opportunities to learn from each others perspectives and successes.



- 3 Volunteering in Oldham is healthy but there is potential to increase activity, particularly amongst under represented groups and communities.
- During Volunteer's Week in June 2007, Voluntary Action Oldham in partnership with Groundwork and Oldham CAB staffed a stall in spindles, we attracted over 100 new enquiries from shoppers
 - The number of people who have key workers/special needs who would like to volunteer but need extra support in order to do so, is increasing, the Volunteer Centre handled 50 of these enquires over the last year
 - From our experience as a Volunteer Centre, Voluntary Action Oldham has recognised that a proportion of volunteers, especially those currently unemployed, would benefit from pre-volunteering development. There is a need to identify how best to bridge the gap that would enable these people to successfully take up a volunteer opportunity.

There is a clear need to promote volunteering and to do so in new ways in order to ensure that the opportunities that flow from a good volunteering placement both to organisational beneficiaries and to volunteers themselves are actively promoted to everyone in the borough.



7 RECOMMENDATIONS

NEEDS

Based on these findings, the following key needs have been identified:-

1. to develop a comprehensive co-ordinated approach to volunteering across the public sector
2. to effectively profile volunteering in areas where volunteering levels are low, and to involve those groups of people who do not usually volunteer
3. to sustain existing support to volunteers and volunteer involving organisations during a period of development
4. to consider the most effective method of providing sustainable support across a range of volunteering developments during the period of this commission and beyond

THE STARTING POINT

For 11 years Voluntary Action Oldham's Volunteer Centre has supported volunteers and volunteer involving organisations, chiefly within the voluntary and community sector. There is a foundation of knowledge and expertise on which to build a sustainable future, and which can inform and support new developments across the public sector. There is considerable scope to develop and promote volunteering in the Public Sector – making community engagement in the delivery of public services both practical and meaningful. As a consequence, volunteers will access pathways into the job market, the town will grow local talent, and active citizenship via volunteering will flourish.

TIMESCALES

Our findings inform recommendations which could be implemented to the period ending 31 March 2008, yet incorporate some active learning which will inform development and delivery plans beyond that date. Given the timescale for Part 3 of the commission, these proposals utilise current provision and expertise within VAO's Volunteer Centre.



These are our key recommendations

1. DEVELOPING VOLUNTEERING ACROSS OLDHAM'S PUBLIC SECTOR

Findings reported in this document show that whilst there are many examples of volunteering within the Public Sector the situation is currently ad-hoc, informal and unco-ordinated. This means that there is great opportunity to grow the number and quality of volunteer placements, and demonstrates the need for a cohesive and comprehensive approach to developing volunteering across the Public Sector. We have used the findings as a basis for this way forward –

We propose that a 'learning partnership' be convened, a cohort of respondents to our survey within the Public Sector, supplemented by workers from those departments who do not appear to involve volunteers at present. Their focus will be to devise an effective volunteering development plan, whilst achieving buy-in and support for implementation from their directorates. The learning partnership will be supported by VAO's Volunteer Centre, utilising extensive experience and learning across all the issues, and enabling these strengths to be designed-in to the public sector volunteering development plan.

- A key first step is for the group to establish buy-in and support from their directorates, based on recognition of the valuable potential contribution made by volunteers and appreciation of the opportunities for growth
- The Partnership's key considerations will include: how to identify and create volunteer involvement opportunities; how to recruit and retain volunteers; the development of appropriate policies; the development and adoption of appropriate codes of conduct; co-ordination and parity across opportunities; support to volunteer involvers; communication across the sector; and managing risks
- The Public Sector is Oldham's largest employer, with established training and development provision, and the Partnership will consider how volunteer training and development might interface with this. It will also incorporate a pathway from early, pre-volunteering training through to accredited training which responds to the needs of both volunteers, and the involving agency.

Implementation of the public sector volunteering development plan will create a starting point from which to achieve and measure growth in Oldham's social capital through volunteering, will contribute to achievement of LAA targets and to the town's wider prosperity.



2. THE VOLUNTEER CENTRE

**We recommend that these proposals are underpinned and enhanced, in the short term, by sustaining the operation of VAO's existing Volunteer Centre which offers support to potential volunteers calling at our town centre premises, as well as to volunteer involving organisations. Existing expertise and knowledge around good practice and effective structures will therefore be incorporated within the package of proposed developments
(A way forward beyond the scope of Part 3 of the commission - i.e. after 31 March 2008 - will be informed by proposal no. 4, see below).**

- Services presently include one to one support and information for potential and existing volunteers, support for volunteer involving agencies, guidance on appropriate policies and good practice, and liaison and advocacy to retain effective volunteer placements
- The Volunteer Centre is recognised as the infrastructure support agency for volunteering issues across all sectors and has a long and successful track record. The centre is regularly approached for by individual Public Sector workers needing guidance

Utilising current expertise to maintain existing services whilst informing and supporting new developments is an effective way forward in the short term.

3. GETTING THE BUZZ - REACHING NEW VOLUNTEERS

Recorded intelligence shows differing levels of involvement in volunteering across different parts of the town and within different sections of the community. (see findings in this report)

The reasons are varied and the challenge is to create an innovative way of promoting volunteering whilst addressing the issues beneath. Our findings suggest the need for new outreach methods which take 'volunteering' to where we can reach those people we need to reach.

One suggestion is that VAO's Volunteer Centre deliver a programme of outreach sessions using a specially adapted and equipped hired bus. We will take the bus to those areas of the town (see findings) where volunteering levels are low, e.g. Shaw, Glodwick, and also to where we can most effectively reach those sections of the community who do not usually volunteer e.g. younger people and people from BME communities

- Volunteer Centre workers will staff the bus, and offer informal and friendly one to one support and information to potential volunteers. They will be assisted by existing volunteers who will 'model' the volunteering opportunity and who reflect the make up of the potential volunteers targeted at that particular session
- The sessions will provide potential volunteers with an insight into the benefits and opportunities open to them. They will learn of the range of volunteer placements here in Oldham, and leave with details of how to follow up their interest and how to register on V-Base. The organising principle will be to make volunteering an attractive, friendly proposition
- Sessions will also establish training and development needs of volunteers. This will: inform planning post 31 March 2008; demonstrate the extent of need for future provision; indicate the 'size' of the group of untapped potential volunteers and compliment the thinking and planning of the 'learning partnership' detailed at 1. above

The outreach will raise the profile of volunteering, indicate the potential numbers amongst different groups, inform planning and demonstrate needs – and engage new volunteers from groups of people and communities whom we need to reach.

4. DESIGNING THE FUTURE WE NEED

We have some key targets and challenges around developing sustainable volunteering in the future and maximising the potential benefits.

The findings from this commission will help inform a way forward.

We suggest an independent study to determine how best to support the development and sustainability of volunteering into the future, and which meets the needs of both volunteers and volunteer-involving agencies. We need a structure and organisation which: builds on the strengths of the VC Sector in accessing people and communities; acts as a feed and creates constructive links across the Public Sector also; ensures that the new, evolved provision grows to make a significant, measurable difference to those who give of their time and effort and those who involve them.

- Whilst VAO's Volunteer centre has a successful track record, the study will consider a range of options and recommend support structures into the future, taking account of key changes, targets around volunteering, and the needs of individuals, organisations and communities

The challenge is to build on existing strengths and progress whilst taking a refreshed view for a way forward which best meets need and which heralds growth, and champions volunteering as community engagement.



APPENDIX 1

EXAMPLES OF LAA BLOCKS WHICH WILL BE IMPACTED ON. –

Block	Outcome	Volunteering Activity (Examples)
SAFER & STRONGER COMMUNITIES	TO BUILD RESPECT IN COMMUNITIES, TO REDUCE CRIME AND THE HARM CAUSED BY ILLEGAL DRUGS AND TO REASSURE THE PUBLIC, REDUCING THE FEAR OF CRIME AND ANTISOCIAL BEHAVIOUR	<ul style="list-style-type: none"> ❑ GMP Specials volunteer officers ❑ Volunteers in projects supporting the victims of domestic violence (eg. Family Crisis) reduce number of repeat victims ❑ Drug advice & support projects promoting the use of treatment programmes
	TO EMPOWER LOCAL PEOPLE TO HAVE A GREATER VOICE AND INFLUENCE OVER LOCAL DECISION MAKING AND THE DELIVERY OF SERVICES	<ul style="list-style-type: none"> ❑ Volunteer members of the public who take part in the Community Councils structure. ❑ Increasing the number of people engaged in volunteering across the board
	LIVEABILITY BETWEEN THE WORST WARDS/NEIGHBOURHOODS AND THE DISTRICT AS A WHOLE	<ul style="list-style-type: none"> ❑ Local organisations having volunteers who promote recycling/composting ❑ Local organisations with volunteers taking part/leading work to have their local parks/cemeteries designated Green Flag
	TO PROMOTE CULTURE AND COHESION	<ul style="list-style-type: none"> ❑ Volunteers taking part in visual and performing arts activity ❑ Targeting adults from BME groups to either volunteer or be supported by volunteers to take part in visual & performing arts.
SAFER & STRONGER COMMUNITIES (HOUSING)	TO IMPROVE SERVICES AND PREVENT HOMELESSNESS	<ul style="list-style-type: none"> ❑ Organisations with volunteers providing Housing Advice which prevents homelessness

<p>ECONOMIC DEVELOPMENT & ENTERPRISE</p>	<p>REDUCING POVERTY AND INEQUALITIES</p>	<ul style="list-style-type: none"> ❑ Organisations providing volunteering opportunities for people claiming incapacity benefit and lone parents as a stepping stone into paid employment
<p>HEALTHIER COMMUNITIES & OLDER PEOPLE</p>	<p>SPORT AND PHYSICAL ACTIVITY</p>	<ul style="list-style-type: none"> ❑ Volunteers in roles that promote participation in physical activity ❑ Organisations with volunteers who provide mentoring and support to people who binge drink
	<p>INTEGRATED SERVICES TO SUPPORT INDEPENDENCE AND IMPROVED ENGAGEMENT OF OLDER PEOPLE AS ACTIVE CITIZENS.</p>	<ul style="list-style-type: none"> ❑ Organisations with volunteers promoting/providing carers breaks (including BME carers) ❑ Organisations with volunteers providing information & advice with regard to Pension Credit ❑ Organisations particularly targeting/supporting people 50 plus to volunteer ❑ People over 50 supported to take part in decision making structures around service planning ❑ Organisations with volunteers providing low level prevention services which would support older people to remain in their own homes
<p>CHILDREN & YOUNG PEOPLE</p>	<p>THE HEALTH OF CHILDREN AND YOUNG PEOPLE IS IMPROVED</p>	<ul style="list-style-type: none"> ❑ Schools with volunteers to help them to achieve Healthy School Status ❑ Organisations with volunteers providing sexual health advice and support to young people to reduce under 18's pregnancies and STD's ❑ Organisations with volunteers providing information and support to under 18's to reduce alcohol consumption and use of illicit substances

	<p>CHILDREN AND YOUNG PEOPLE, PARTICULARLY THOSE MOST VULNERABLE, STAY SAFE</p>	<ul style="list-style-type: none"> ❑ Schools working with volunteers to provide information and support to reduce and prevent bullying ❑ Schools working with volunteers to provide information and support to reduce racist abuse, threats or attacks in schools and other venues
	<p>PEOPLE EXCEL THROUGH FORMAL AND INFORMAL EDUCATION</p>	<ul style="list-style-type: none"> ❑ Schools working with volunteers to support Key Stage 1 children to improve Reading, Writing and English.
	<p>YOUNG PEOPLE PLAY A POSITIVE ROLE IN THE COMMUNITY</p>	<ul style="list-style-type: none"> ❑ Organisations with volunteers to contribute to Government led schemes to register on the electoral roll ❑ Organisations with volunteers increasing the Number of children and young people engaged in community cohesion activity for at least 2 hours per week

APPENDIX 2

FINANCIAL VALUE OF VOLUNTEERING

Oldham has a long and strong tradition of volunteering that contributes significantly to the development, regeneration and cohesion of our communities. Volunteering is a major contributor to the success of the economy because it allows activities to take place that have a beneficial social impact and which reduce the need for spending in other areas. The Oldham Baseline mapping survey "Mapping the Voluntary, Community and Faith Sector" estimated that the economic value of volunteering in Oldham, costed according to the minimum wage amounts to £6.7 million pounds worth of contribution to the Oldham economy per year.

Volunteer input continues to underpin the voluntary sector. The 2003 Home Office Citizenship Survey (HOCS) estimates that 42% of the population of England and Wales volunteered formerly at least once in the last 12 months, an estimated 1.1 million full-time UK workers would be needed to replace formal volunteers, well over twice the number of full-time equivalent paid employees in the voluntary sector. This would be at a cost of approximately £25.4 billion (based on the national average wage)

The economic equation of volunteering: Pilot study for Research in Social Policy (CRSP), found that:

"The value of volunteering is widely recognised and promoted, but its economic value has rarely been explored. Nor has its cost, although organisations have argued for some time that recruiting, managing and supporting volunteers all require time and money.

This study was designed to develop and pilot a method to measure these aspects of volunteering. It focused on twelve small voluntary organisations providing social welfare services, and produced estimates of their total expenditure on volunteers and the market value of their volunteers' work, the annual value of volunteering per organisation ranged from £2,000 to £14,000, with a total of £80,000 for the 12 organisations."

- Applying the National Average Wage (the only previous approach to estimating volunteer value) to the same organisations instead of local rates produced a figure 50 per cent higher, at £120,000. This highlights the advantage of the study's more precise method for calculating volunteer value.
- Adding volunteer management and organisational running costs of around £30,000 produced a figure of nearly £110,000 – a minimum 'replacement cost' of providing the twelve services.
- There is a return of between £2 and £8 for each pound invested by most organisations in their volunteers.

APPENDIX 3

BENEFITS TO BENEFICIARIES

INDIVIDUALS VOLUNTEERING

By developing a common volunteering code of conduct across sectors and developing the model established in the Volunteer Centre, we can realise the following benefits to the individual:

- ❑ information around volunteering opportunities and expectations;
- ❑ a friendly, empathetic response to their initial enquiry;
- ❑ a sensitive, non-judgmental response to personal issues discussed;
- ❑ training to develop skills and confidence;
- ❑ information/signposting on wider issues such as childcare, benefits etc;
- ❑ encouragement, general support, advice and guidance ;
- ❑ networking opportunities with other volunteers.

By appropriate matching of volunteers to volunteer placements, and with a clear understanding of that volunteer's expectations, they will develop skills and experience which will better equip them to volunteer fully, which may lead to employment opportunities and access to further education or additional training. Unlike formal training, volunteering offers a person-focused means of gaining hands on experience in ways that suit individual needs.

Significant numbers of people live in isolation for reasons that include lack of family/social networks, low levels of confidence and self esteem, health issues etc. This project addresses isolation by introducing individuals to new opportunities and by mentoring them to engage in voluntary activity.

Individuals who volunteer are better empowered and motivated to make a real difference within their communities.

All of these benefits contribute to the LAA indicators around reducing worklessness, increasing the numbers of people who feel they can influence local decision making and increasing the numbers of people involved in volunteering.

"I thought I was worthless, but volunteering gave me back some self-esteem and helped me to stop feeling so isolated,"

"When I first started to get involved at the office at Mind, it led me to do a computer training course and this was part of a process in which I started to build up my self confidence and lots of good things followed from there."

Community centres and self-help groups frequently include a variety of healthier living activities in their provision. For example, local groups have tackled healthy eating awareness, exercise for sufferers of chronic back pain, sustaining sexual health and lifestyles, walking for health, to name but a small selection. Based on the level of volunteer input across the Borough, volunteers make an invaluable contribution to making these positive initiatives happen.

ORGANISATIONS

Organisations involving themselves, particularly in the public sector will also realise a number of benefits that will contribute towards LAA outcomes, whilst generating cash saving efficiencies.

- advice and guidance on policies and good practice
- training e.g. role descriptions for volunteers; supervision and support; managing volunteer expectations; effective recruitment; dealing with problems and conflict; appropriate expenses
- publicity and referrals of prospective volunteers
- forums to exchange experiences and offer mutual support

In particular, large organisations that currently involve significant numbers of volunteers, will, through adoption of a fully developed code of practice, eliminate duplication of activity within their operations, again demonstrating cash saving efficiencies. Further benefits that will accrue through the coordination of the full package of volunteering within one project will allow the better matching up of volunteers and organisations.

Rolling out this service across the whole of the sector will allow much better economies of scale and coordination across sectors will realise a much more strategic deployment of volunteer services.

APPENDIX 4

LIST OF PARTICIPATING ORGANISATIONS

Apna -Sahara Trust
Arthritis-Enabled
Campaign For Real Ale
Chadderton Floral Art Society
Chadderton Old Peoples Welfare Committee
Chew Vale Quarterly Forum
Diggle Angling Club
Failsworth Athletic Football Club
Hollinwood Voluntary Forum
Honeybees Parent, Carers and Toddler Group
Kashmir Youth Foundation
Key to the Door
Oldham Townswomens guild
Pakistani Educational & Cultural Trust
Rathbone
Rotary Club - Crompton & Royton
Rotary Club - Oldham
Royton Town Football Club
Saddleworth Group of Artists
Saddleworth Historical Society
Saddleworth Musical Society
Saddleworth Rotaract
SEEP (Oyseter) Womens Forum
Skill Force
South Asian Cultural Association (SACA)
Starlight 60s Club
Stockfield Mount Tenants & Residents Association
Unison Table Tennis Club
Westwood & Coldhursts Womens Association
Workers Educational Association - Oldham Branch
Aspirations Project (ASGMA)
Bowling club for the visually impaired
Breast Feeding Network
Failsworth and District Bowling League
Oldham Fathers Forum
The Oldham Freecycle Group
Threshold Housing Project
Turning Point
Breast Cancer Care (North & Midlands)
Chadderton Friendship Club
Kickstart
Off the Record
Oldham Choir
Oldham Community Accountancy Service
Oldham Irish Society
Pike View Animal Rescue

Rochdale Fields Naturalists Society
Royton After School Care Association
Bardsley Residents and Community Centre
Failsworth Physically Handicapped Class
Fairbridge
Fatima Womens Association
Holts Village Playgroup
Inner Enigma
Men Behaving Dadly
NEARIS
Oldham Play Action Group
Oldham Stoma Support Group
Oldham Symphony Orchestra
Royton Townswomens Guild
Breath Easy - Oldham
Failsworth Amateur Boxing
Greenacres Community Association
Multiple Sclerosis Society
OBA Millennium Cultural Centre
Oldham Amputee Support Centre
Oldham Cancer Support Centre
Oldham Family Crisis Group
Oldham Kashmiri Association
On Track Junior Youth Club
Pakistani Cultural Association
Project Good Neighbour
Royal Artillery Association - Oldham & Rochdale Branch
Stephenson Locomotive Society (North West Area)
United Response
Walkers Road Community & Facility Centre
Werneth Park Drawing and Painting Group
Community Transport Oldham
Coppice Neighbourhood Group
Dads & Kids Group
Dobcross Youth Band
Oldham Fly Fishing Club
ARC Community Association
Catholic Handicapped Fellowship & Others (South Oldham)
Delph Senior Citizens Welfare Association
Disability Action Oldham
Friends of Dunwood Park
Learning Support Group
Oldham Aces Dance Troupe
Oldham Metropolitan Brass Band Association
Oldham Open User Forum
Pakistan Society
The Hollies Forum
The Oldham Adult & Kids Project
Three Owls Bird Sanctuary & Reserve
Indian Culture & Social Centre

Pennine Cascades Entertaining Dance Troupe
Failsworth Charities Appeals Committee
Glodwick & Clarksfield Inter-community Forum
Pakistani Community Centre
Peaceful Solutions
SEE-SAW (formally Moodswings)
Shaw & District Disabled Association
Silly Billies
Soldiers, Sailors, Airmens & Families Association Forces Help (SSAFA)
WRVS Lunch Club Victoria Gardens
Avenues & Hollins Tenants and Residents Association
Holts Village Estate Management Board
Oldham Town Sports & Leisure Football Club
Saddleworth Outdoor Pursuits Association
Friends of the Wood
Handyride Cares
Oldham Disability Arts Forum
Oldham Lifesaving Club
The Samantha Jones Trust
Oldham Geological Society
Bare Trees Tenants and Residents association
Buckley Belles Dance Troupe
Cosmopolitan Association
MIND Shop
Relate - Greater Manchester North
Scout Group - St Margarets (85th Oldham)
St Thomas Mens Fellowship
Uppermill Unfit Club
Werneth & Freehold Cricket Club
Womens Domestic Violence Helpline
HeartStart Oldham
Stroke Association - Dysphasic Support
Greenfield Lorax
Oldham & District Philatelic Society
Collettes Dance Troupe
Greenfield and Grasscroft Residents Association
Oldham Sports Project (NARCO)
Pennine Pen Animal Rescue
Rochdale , Oldham & Bury Epilepsy Society
Woodhouses Cricket Club
Oldham Federation of Allotment Societies
PDSA Shop - Oldham
Salvation Army - Failsworth
Alt Tenants & Residents Association
Asian Muslim Welfare Association
Barnardos Asha Project
Chaddy End Football Club
Dovetales International
Hollinwood ARLFC
Nrtya Jyoti

Oldham Cricket Club
Park Estate Tenants & Residents Association
Royal British Legion - Shaw
Saddleworth Civic Trust
West Pennine Group of Advanced Motorists
Festival of Diversity
Werneth Park Veterans Recreational & Boling Club
Brook (West Pennine Advisory Centre)
Just Us Players
Oldham Countryside Service
Parkinsons Disease Society - Oldham Branch
St Margaret's Gardens Residents Association
Samaritans - Rochdale, Oldham & District
Santos AFC
Weavers Lodge Tenants Group
Oldham One to One (Scope)
Silver Gems Dance Troupe
3D Dynamos Football Club
Chadderton Park Juniors FC
Gremlins Cycle Library & Workshop
Oldham Greenhill Football Club
Oldham Personal Advocacy Limited
Peoples Voice
South Lancashire Bat Group
Saddleworth Yoga Club
Victim Support & Witness Service Oldham
Hollinwood Childrens Centre
Thefaithworks
Oldham Children & Youth Alliance (OCYA)
Austerlands Cricket Club
Chernobyl Childrens Life Line - Oldham Link
Doghill Scout and Community Scout Camp
Hollinwood Bowling, Cricket & Football Club
Oldham Credit Union
Oldham Mountain Rescue Team
Young Muslim Organisation UK
HomeStart Oldham
Oldham Coliseum Theatre
Royton Cricket, Bowling Tennis & Running Club
Saddleworth Museum & Art Gallery
West Pennine Bridleways Association
The Coppice Recreational Garden Residents Community Association
Interfaith Forum
Citizens Advice Bureau Oldham
Salt Cellar
Oldham Garden Suburb Association
Oldham Bereavement Support Service
Polish Centre
Crompton Stage Society
Oldham District Scout Council

Oldham Talking Newspaper Association
Girlguiding Oldham East Division
Girlguiding Oldham West Division
STORM - Support the Oldham Rochdale and Manchester Rail Lines Group
Lees & Hey Homewatch Association
Environment Forum
Royal Oldham Hospital (General Volunteers Vacancies)
Royton Local History Society
Age Concern Oldham
Groundwork Oldham & Rochdale
Saddleworth Players
Mashal Community Development Radio
Oldham Playwork & Childcare Association
Oldham Scope - Heathbank Day Service
42nd Street
Adult Placement Team
After Adoption
Alcohol & Drugs Service
Apex Charitable Trust
Body Positive North West
Breast Cancer Campaign
British Red Cross Discharge & Escort Service
Cat Action Trust
Child Action North West
Childline North West
Community Partnership Support Team
Connexions
Contact the Elderly
Crisis Line/Crisis Point
Dance World UK
Deafblind UK
Depaul Trust
Disabled Living
Disabled Motorcyclists Association
Emmaus Mossley
Environments for All
Gallery Oldham
George House Trust
Greater Manchester Police
Happy Days for the Over 50's
Help the Aged
IMPACT Project
Leanord
Life for a Life
Making Space
Manchester & District Transport for Sick Children
Manchester Prison Visitors Centre
Marie Curie Cancer Care
Mediation Services
Oldham Athletic Football Club

Oldham Childrens Holiday Homes
Oldham Independent Housing Aid Centre
Oldham Law Centre
Oldham National Autistic Society
Oldham Unity
Oldham Young Carers
Options Counseling /Enabling Group
Oxfam Shop
Park View Pre-school Nursery
Paws for Kids
Quality Living Scheme
Radio Cavell
RAT Kidney Patient Holidays
Roshni for Women
Sue Ryder Care
The Governor Support Training Services
The Omega Research Foundation
The Terence O'Grady Social Club
Training into Employment
Young at Heart
The Enterprise Factory
Caring For Kidneys
Upturn
Denshaws Christ Church
Dobcross Holy Trinity
Friarmere St Thomas
Lydgate St Ann
Friezland Sec
Saddleworth St Chad
Bardsley Holy Trinity
St Aidan & Oswalds
St Patricks
St Annes
Holy Family
Holy Rosary
St Josephs
Sacred Heart
St Edwards
Corpus Christi
Our Ladys
St Herberts
St Marys
Sacred Heart & St William
Rev Peter Moorehouse
Rev Darren Holland
Rev. R Skinner
Rev. Paul Stringer
Rev. David Jones
Rev N Markham
Rev Jon Forester

Rev Peter Shepherd
Werneth Jamia Mosque
Jalalabad Mosque
Nusrat-ul-Islam Mosque
Tableigh-ul-Islam Mosque
Bilal Mosque
Hussaina Islamic Mission
KTEC
Masjid-E-Khizra
Nagina Jamia Mosque
Jamia Ghousia
Jamia Masjid-Ahl-e-Hadeeth
Alexandra Park School
Beal Vale Primary School
Beever Primary School
Blackshaw Lane Primary School
Broadfield Primary School
Buckstones
Byron Street
Chadderton Hall Junior School
Christ Church (Denshaw)
Clarksfield Primary School
Breeze Hill
Counthill School
Crompton House
Failsworth School
Grange School
Our Ladys RC High School
Royton & Crompton School
Saddleworth School
South Chadderton School

UnD@ground Youth Project
First 4 Disabilities
Oldham MBC
Directorate for Children Young People and Families
Oldham Carers Centre
OMBC Children, Young People and Families
Oldham NDC
1
Extended Schools
Unity Partnership Road Safety Team
Link Centre
Oldham Parent Partnership Service
Adult Placement scheme
Dr Kershaw's Hospice
Community Well-Being
Adult Placement Scheme
OLDHAM COUNCIL
Sure Start Westwood and Coldhurst

Link Centre
Oldham MBC
Oldham Libraries Information and Archives
gallery oldham
oldham lifelong learning
OMBC Adult and Community Services Community
Occupation Team
Oldham Youth Service
O.M.B.C Adult & Comm Services
OMBC - Regeneration Directorate
Mike McCabe
sure start
Oldham Youth service
oldham mbc
extended schools
THE HOLLIES RESOURCE TEAM
Chadderton F.C. Juniors
oldham countryside service
OMBC Vulnerable Adults Service
Saddleworth Rotaract
OPAL
OMBC Communities Unit
Regeneration
Oldham MBC - Housing Strategy
Community Councils
Adult & Community Services
OMBC/STRATEGY&RESOURCES
phoenix mental health day centre
OMBC - Strategy & Resources
Learning Disability Service
Opus
Training into Employment
Failsworth Carnival
Training into Employment
New Deal for Communities
Girlguiding - Hope Methodist Guides
ndc
Life for a Life Memorial Forests
Oldham Carers Centre
Oldham Division, Greater Manchester Police
Propps Hall Children's centre
Oldham District CAB
Adult and community services
British Red Cross
Oldham Metropolitan Borough Council
New Deal for Communities Regeneration Partnership
West Pennine Hsg Ass. Neighbourhood Regen
Heritage, Libraries & Arts
Street Scene
cemeteries
Companions

EMMAUS MOSSLEY
New Deal for Communities
Greenacres Community Centre
KeyRing Living Support Networks
KeyRing