

COMMUNITY ANCHOR ORGANISATIONS ACTION PLANS



EAST BIRMINGHAM SHARED PROSPERITY FUND, COMMUNITY PILLAR

READY 2 LEVEL PROGRAMME

DISABILITY RESOURCE CENTRE

OVERVIEW OF THE CAO

The Disability Resource Centre (DRC) is a leading Disabled People's Organisation led by, run by and working for disabled people in Birmingham, Solihull and the West Midlands Region.

We work for an inclusive society where disabled people and those with health conditions are empowered to take control of their own lives and achieve their full potential.

The social model of disability underpins all our work, and we recognise that disabled people experience vast and varied barriers. These are frequently compounded depending on their identity. DRC is inclusive to and works for the equality of all disabled people – regardless of their gender identity, race, sexuality, or religion.



We are committed to improving representation across the board within our organisation and aim to take an intersectional approach in all we do. We understand that, although our barriers and experiences may differ, our work for inclusion and equality benefits everyone.

We are also a Community Anchor Organisation rooted in Birmingham and in the local communities of Yardley and Hodge Hill surrounding our Information, Health and Wellbeing Centre. Where we can, we work to build the local community response to address areas of inequality and for the benefit of disabled people and those with health conditions, including those in older age. We also act as a lead provider for funding and contracting opportunities enabling smaller organisations to be able to access funding which they may not otherwise be able to secure working alone.

What We Do:

- We raise awareness and provide insight to effect change.
- We work with Disability Rights UK and the Disabled Peoples Organisations (DPO) Network on national campaigns
- We respond to local, regional and national government consultations
- We work directly with local, regional and national government to shape service design, system change and future policy direction

- We deliver services and programmes to improve outcomes for disabled people, those with health conditions and their support networks.
- Information, advice and advocacy services to enable them to make informed choices and decisions, exercise their rights, get access to services and maximise their income.
- Personal and life skills development to enable them to build confidence, learn skills required to do things for themselves and to live independently and safely.
- Health and wellbeing services to promote healthy living and lifestyle choices and to enable them to better manage their own health condition or impairment. Talking therapy services are also available.
- Social and leisure activities to help improve social skills and combat social isolation.
- Employment and skills services to support them towards economic participation and sustainable employment.



We are a community anchor organisation and work with local communities to develop innovative solutions to local issues.

- We and are the Lead Provider organisation in Yardley for the Neighbourhood Network Scheme (YNNS) where we develop the community response to meet the needs of disabled and older people with low level care and support needs using strengths-based and prevention-first approaches.
- We provide YNNS grants funding to community organisations and groups (known as community assets) to deliver inclusive activities and programmes aligned with adult social care outcomes and priorities.
- From 2024/2025, we will be providing Fairer Futures small grants funding to community organisations and groups to deliver inclusive activities and programmes aligned with health outcomes and priorities.
- e are the East Locality Lead for the Community Care Collaborative and will shortly be developing a community-led investment approach on behalf of the Birmingham and Solihull Integrated Care System (ICS) to meet the health needs of particular groups living in East Birmingham.

We deliver bespoke training and consultancy services for business and employers.

- Disability Equality Training
- Safeguarding Training
- Access Audit Support
- Validating the government's Disability Confident Level 3 award
- We also work with employers to better understand and support the needs of women, trans men and non-binary people experiencing menopausal hormonal health issues in the workplace. This is a pilot partnership project funded by Department of Health in partnership with BVSC and Salus Fatigue Foundation.



CONTEXT

We set out to engage 2 interrelated groups through our project: local citizens and local groups/organisations. These are interrelated as due to the nature of community groups in the area, they are most often led by local citizens as well. These groups will engage through our consultation and research phase of our project to ensure that the plan for the area is owned by and reflects what local citizens and groups have told us they need. This will be presented with them at our community event to ensure all views and ideas are reflective of community needs. We will continue to engage with these stakeholders over the life of the project including the implementation of the action plan to ensure their ownership and continued agency within the plan.

Working with the community, we will develop a practical action plan that has clear steps we can take to ensure it is implemented within potential resources available. This might mean changing how we and others deliver services and activities and/or how we use our fundraising resource within DRC and NNS to bring in additional resources to support the implementation of the plan. Where identified within the plan, this will include working with groups to build capacity where required and providing fundraising

support. We recognise elements of our plan will most likely be aspirational and require multiple agencies involvement, particularly around transport. We will be honest about this and use the Levelling Up Zone as a lever to begin these conversations.

Our project will engage and consult local citizens and local groups and organisations and as part of this, we want them to become engaged in, and take ownership of the action plan for the area including becoming involved in delivery and management of the project and action plan implementation in the medium to longer term. The main aim of the action plan development phase will be to engage with and capture residents and groups views, experiences and ideas and continuing this relationship to ensure these remain current and valid. As this project will also link to certain NNS priority activities, we also want to engage the NNS steering group to capture their views and experiences.



APPRECIATIVE INQUIRY PROCESS SUMMARY

It was overwhelmingly clear what the passion is within DRC; Improving lives, and in particular disabled people, those with health conditions, mental health, older people and women. The organisation has been in existence for a long-time, and the values are deeply rooted. Over that period the organisation has grown to a significant size, and also has a breadth of experience, capacity, strengths, and has built up a lot of trust with people, with local authority, funders, commissioners and other organisations.

It emerged there are 3 key themes for the organisation:

- 1 Supporting people with complex lives & disabilities
- 2 Older People, and
- 3 Community Development

It feels something unique to have clear specialisms alongside a passion for community development, and a passion to be rooted in Yardley.

Discovery



Dream

In a dream day in 10 years time:

- DRC being in a new venue – hopefully back in Yardley – used by the community, as well as specific groups (disabled people, older people) – bringing together all the strands of our work in one place.
- There are more amazing projects & activities in our new hub, in wider Yardley, and wider across East Birmingham.
- Innovative work is happening to tackle health inequalities - we are working in collaboration with doctors, pharmacies, other organisations across East Birmingham.
- There are improved parks & community places
- There is more of a sense of pride in community and place
- A more connected Yardley and wider East Birmingham – cycling, walking, public transport, roads.
- We are working with smaller assets, groups, organisations – bringing people together and harnessing community activists.
- We are playing a connecting role and an enabling role with assets around Yardley (and wider East Birmingham)
- People are being prepped and prepared for the new employment opportunities and existing employers
- More people have moved from the grey economy into creating small businesses and/or employment
- People are using their potential and unleashing their potential
- The power has shifted into the hands of community, citizens, and local organisations – things are done differently – led by the community – communities and citizens have been empowered and inspired to make change happen for themselves – not reliant on the council



Design

It emerged that DRC could (and already do) play 4 key roles in Yardley, and possibly wider across East Birmingham:

DELIVERY 'OF SERVICES' ROLE



Growing delivery of high quality 'person centred' services for people

Specific specialisms & Passion for:

- Disabled people
- Older People
- Women (e.g. menopause)
- Employment and Skills
- Health and Wellbeing

AWARENESS, ADVOCACY AND EDUCATION ROLE



Focus on equity & inclusion

Having specific specialisms in disability, older people, women's health

Improving services, policy, practice, working environments, local environment

Work in collaboration with other organisations who have other specialisms e.g. race

ENABLING 'COMMUNITY' ROLE



Energy and passion for Yardley – and to support work across East Birmingham (in collaboration/partnership). The NNS type role of connecting assets, supporting and developing assets, growing community activity, responding to ideas and energy & passion

Harnessing community activism, activists, community efforts

Holding funding and distributing funding to smaller assets

STRATEGIC ROLE



High-Level view point – East Birmingham wide

Building consortia

Providing infrastructure and leadership for bigger pieces of work

Established track record of partnership building and collaborative working across East Birmingham

Possible lead role for Employment & Skills and Health & Wellbeing

Delivery

We believe our delivery within East Birmingham, will enable:

AT THE MACRO-LEVEL – HIGH LEVEL ACROSS EAST BIRMINGHAM

- There is a consortia of organisations – the go to people/organisations to make things happen – trusted – track record – well respected
- Being a voice for East Birmingham
- Bigger and Stronger together – collective effort – big and small organisations
- Providing infrastructure, investment vehicle, strategic leadership

AT THE MICRO-LEVEL – NEIGHBOURHOOD LEVEL

- More people are employed
- More people are volunteering, getting involved in community, more community efforts and activities
- People feel connected to their community, to each other, feel proud of where they live and know their neighbour
- We are driving change in the inequalities. People are living longer, better housing, better physical environment, improved health

The Action plan lays out some more specific plans for how we would achieve this.



RECOMMENDATIONS

Recommendations for the CAO by the learning mentor

I believe DRC are in a good position to lead some of the work in East Birmingham, and use their role, position, capacity and relationships to lead on a consortia or partnerships around key themes. I am encouraged by the passion for community development and a rootedness in East Birmingham, and a desire to be back in Yardley (the spiritual home of the organisation). The possibilities that could emerge from a new purpose-built or re-designed space could be a game changer for Yardley and for the DRC offer.

I do believe some further thinking needs to be done about the role that DRC could play in a more 'community' space compared to 'service' delivery space. Wanting to have a blend of service delivery and community development brings a number of opportunities & challenges, including:

- The opportunity to enable people with disabilities/health conditions, mental health, older people and women to be more connected to their wider community and place. Playing a role in supporting people to access activities close to where they live as a way of bridging the services to the community, enabling people to be connected to their neighbours & their community, bringing their gifts and skills to where they live, and also encouraging groups

and places in communities to be more accessible and welcoming.

- Working with community groups to think about how accessible and supportive they are, and whether people who access the DRC service can be involved in community activities that a programme like NNS are supporting. Also helping people to start new projects and activities
- DRC is not well placed to be doing the street level / neighbourhood level community building work that is needed in East Birmingham. When a new building comes this may change, but I also am wondering if still DRC would be the best to lead on community development itself. I do believe they can play a role in the enabling space, helping to bring groups together, providing some capacity building, being able to access bigger funds and re-distribute to smaller organisations, and bring coalitions together for larger contracts (e.g. public health).
- I wonder if the language that is dominant within DRC (Service user, client, and a more needs focused approach) would become challenging and uncomfortable in community space and especially if more work was done to bring the service work and community work together. Within the service delivery I believe this is harder to move away from, although some conversations with users about language could be beneficial.



But I believe in community this language would need to be thought about.

- I wonder if a more partnership approach could be taken to drive this. If DRC focused on its core service offer and advocacy work, and they either set-up a sister charity or found 1 or 2 community development organisations to lead on the enabling community work.

Recommendations for being Ready to Level Up

We are excited about the possibility of anchor organisations having the opportunity to play a bigger role and a wider role in East Birmingham.

Anchor Organisations being well established in the locality – there is an opportunity for bigger things to be inside-out rather than outside-in (where bigger organisations would come in and dominate). The local knowledge, rootedness and commitment to East Birmingham (and Yardley in particular) being able to drive and enable bigger initiatives.

Possibly lead/co-lead on a consortia/partnership bringing together the anchor organisations. This could be to enable some work across East Birmingham on key themes like Health & Wellbeing, and Employability.

Taking the findings from our project (transport) to effect some change in East Birmingham – growing active travel – change that is influenced (and possibly led) by ourselves & community.

This is with a particular focus on the barriers for people with disabilities, but also the issues faced by all people in East Birmingham.

We want assistance with Community Asset transfer or a purpose built building in Yardley (Poolway/Meadway). We know other organisations are looking for a building. We would be up for talks about collaboration and other organisations working together on a building in Yardley.

Leading on funding applications and tender-bids – recognising the unique value of each anchor organisation – bringing together the organisations – playing to people's strengths – offering infrastructure to manage a programme/tender/contract.

We need to work a bit more on our unique strengths and offers – particular specialisms health and wellbeing & employability, and our skills, knowledge and capacity to work with people with Disabilities, Long-term health conditions, poor mental health and menopause.

To get ourselves ready to level up, we will need to:

- Set aside some resource to do this work – e.g. building a consortium
- Define our offer and also the opportunities we see
- Define who we are, what we want to offer, how we market ourselves
- Feed in the findings of the transport survey to the wider East Birmingham Team
- Think more about the premises – not fit for purpose in modern world (e.g. remote • working), understanding the hub model the council are bringing forward, look at asset • transfer opportunities.
- Identify routes to market – what are the opportunities

THOUGHTS ON LEGACY

We see the legacy of this programme, and the East Birmingham Levelling up zone as:

- Working collaboratively with the other anchor organisations to produce solutions to some of the issues/challenges that East Birmingham is facing. Anchor Organisations have been capacity built and are trusted to lead on key strategic work, and can influence the future of East Birmingham.
- Anchor Organisations are ready and organised (through collaboration / consortia) to receive, access and lead on funding opportunities.
- Genuine collaboration / partnership / born from passion, commitment, rootedness and integrity – with the best placed organisations leading, involved, playing to strengths.
- A continuing & sustainable network, and having the leadership to convene, and have continued dialogue with East Birmingham Team & Loconomy
- The first cohort joining with the second cohort – continuing a growing network
- A mapping exercise of the consortia / anchor organisations to understand if there are any gaps – understand the offers from different organisations – organisations being clear about what they do and building good partnerships based on strengths.



COMMUNITY ORGANISATION ACTION PLAN

Introduction

What we have learnt from the Appreciative Inquiry (summary)

The Appreciative Inquiry exercise has given us the opportunity to take time out to work on the organisation, identify our key strengths, our vision for the future, and how we can align and best support the aims of the East Birmingham Inclusive Growth Strategy.

We used the Appreciate Enquiry process to inform how we can best support East Birmingham as a well rooted Community Anchor Organisation.

More specifically, we have learnt:

- what a Community Anchor Organisation is and the various roles we play, together with the different spaces we operate in
- how we can build on this playing to our strengths working (i) on our own with our unique specialisms and (ii) collaboratively with others
- from people with disabilities/health conditions who currently use our services and existing Information Health and Wellbeing Centre how they see us and what they want from us in the future

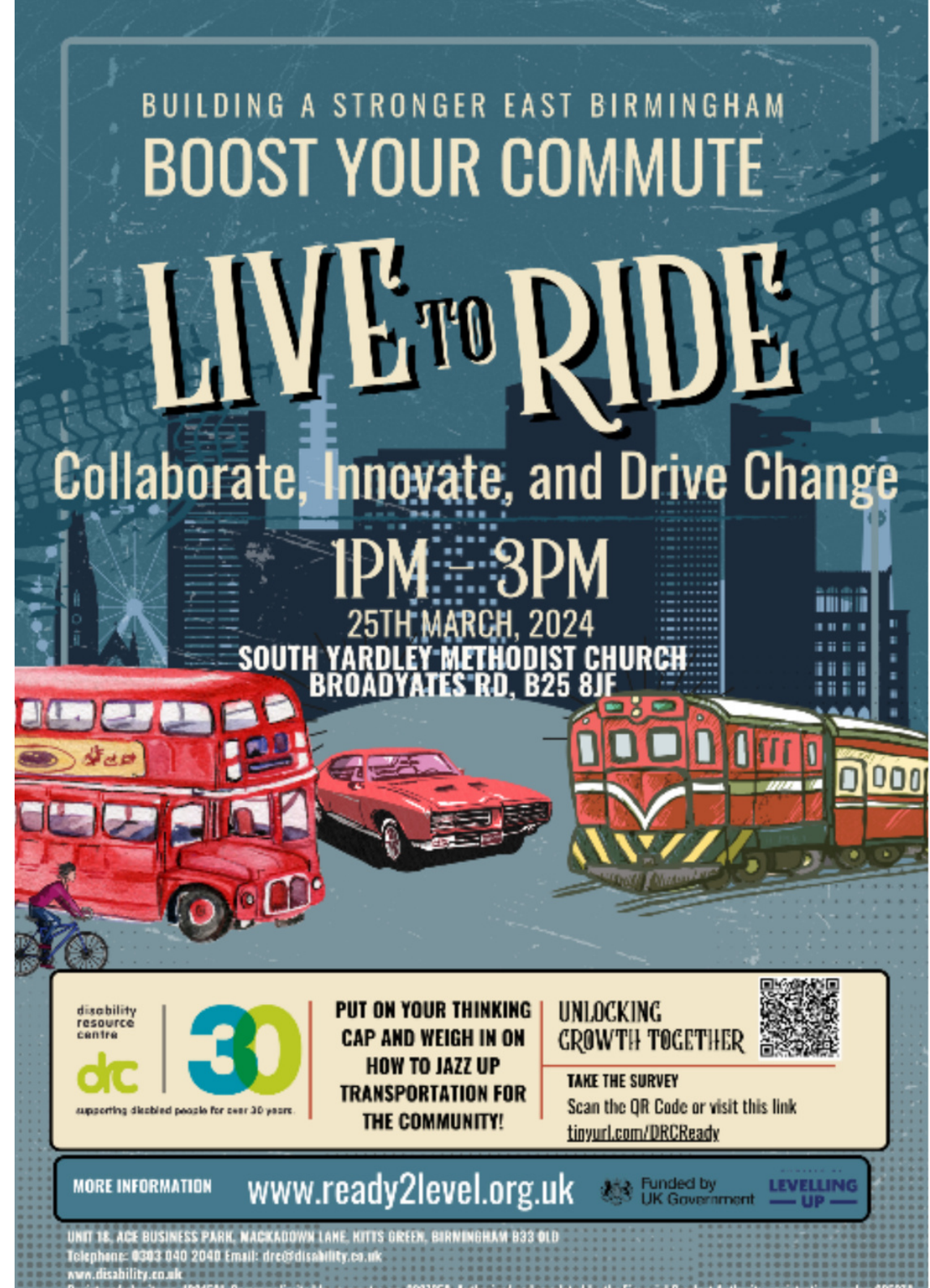


Summary of the Programme delivered

As part of the wider ready the level program which included the collaborative learning for 10 anchor organisations in the east, the disability resource centre conducted a community event, and this event was aimed at mapping transport challenges in east Birmingham, sparking ideas for improvement and creating an action plan to take forward.

We actively engaged a wide range of stakeholders including our NNS partners in Yardley, transport organisations, community groups and organisations as well as citizens. Our initial target for event attendance was 20 participants and we reported 19 participants feed into this transport feedback event. This turnout demonstrates the strong interest in improving transportation options in East Birmingham.

To supplement this in-person event, we designed a comprehensive survey to collect information of transport barriers and ideas for improvement from a broader segment in East Birmingham. In high achieving spirits, we engaged 80 participants to get their feedback.



The poster features a stylized illustration of a city skyline at night. In the foreground, there is a red double-decker bus, a red classic car, and a red and yellow train. A person is riding a bicycle in front of the bus. The text is overlaid on the illustration.

BUILDING A STRONGER EAST BIRMINGHAM
BOOST YOUR COMMUTE
LIVE^{TO} RIDE
Collaborate, Innovate, and Drive Change
1PM – 3PM
25TH MARCH, 2024
SOUTH YARDLEY METHODIST CHURCH
BROADYATES RD, B25 8JF

disability resource centre
drc
supporting disabled people for over 30 years.

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PUT ON YOUR THINKING CAP AND WEIGH IN ON HOW TO JAZZ UP TRANSPORTATION FOR THE COMMUNITY!

UNLOCKING GROWTH TOGETHER

TAKE THE SURVEY
Scan the QR Code or visit this link
tinyurl.com/DRCReady

MORE INFORMATION www.ready2level.org.uk

UNIT 18, ACE BUSINESS PARK, MACKADOWN LANE, HITTYS GREEN, BIRMINGHAM B33 0LD
Telephone: 0303 040 2040 Email: drc@disability.co.uk
www.disability.co.uk

Funded by UK Government

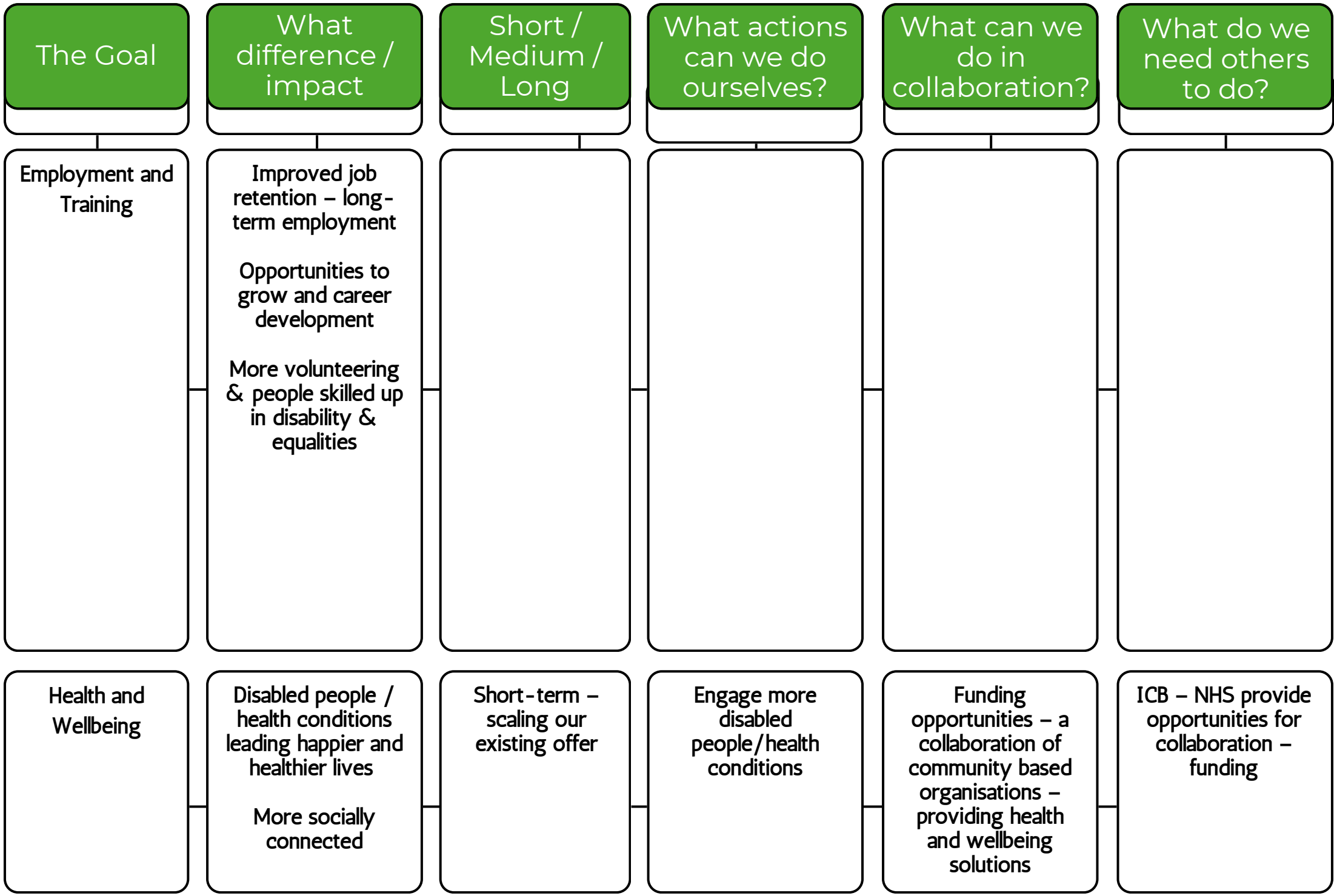
LEVELLING UP

COMMUNITY ANCHOR ORGANISATION ACTION PLAN

The Goal	What difference / impact	Short / Medium / Long	What actions can we do ourselves?	What can we do in collaboration?	What do we need others to do?
Having a new base	Addressing shortcomings of existing premises Being back in Yardley Accessible and open to a wider range of individuals Serving disabled people & wider community Sustainable - building and running costs Lots of activities are going on Welcoming atmosphere Improved awareness and visibility for DRC. Physically more present	1 - 2 years (don't want to renew lease in existing premises)	Start to actively look at viable options / opportunities We have a brief of what we want Identify funding opportunities in readiness and prepare funding applications	Talk to other organisations about what they might need / want Speak to other organisations about possible collaborations	Need to know what buildings could be available / asset transfers Understand what plans are for council place based services Technical expertise on asset transfers Surveys & support with fees What are the plans for the Meadway (Poolway) – could something be purpose-built

The Goal	What difference / impact	Short / Medium / Long	What actions can we do ourselves?	What can we do in collaboration?	What do we need others to do?
Community Development	Creating more inclusive communities for people with disabilities / health conditions / older people Working with other organisations who have specialisms Developing a Universal offer across EB Develop consortia / collaboration / co-creation opportunities		Continue to deliver YNNS ICB NHS consortia opportunity to develop a Business Investment Plan for East Birmingham Working better and more collaboratively with other groups Mapping – with a purpose	Connect with other organisations – finding commonality Nurture Social Innovation – seeking to nurture co-created solutions Training for other organisations – taking on volunteers / volunteering Training for other organisations – disability awareness	Recognising mutual working together Knowing what others can do – being clear about offers from other organisations
Employment and Training	Improving the economic participation of disabled people / health conditions	Short-term – scaling our existing offer	Scaling what we do More funding – engage more disabled people	Work in collaboration with others who have other specialisms More comprehensive offer with other partners who have specialisms	Working with employers to invest their recruitment budgets to support recruitment of local people – disabled people / health conditions

The Goal	What difference / impact	Short / Medium / Long	What actions can we do ourselves?	What can we do in collaboration?	What do we need others to do?
Employment and Training	Financial security / improved financial security for disabled people / health conditions Changing attitudes of employers working with / employing disabled people / health conditions / Menopause – ensuring women don't drop out of the workplace Supporting disabled people and women to set-up their own business Improving confidence, skills (pre-employment) Preparing more people for employment		Job preparation for people Job Match More work with employers Improving knowledge & work environment / practices Volunteer opportunities & volunteering pathways Work experience placements Work with people who are not ready for employment support (pre-work)	Capacity Building – individuals and smaller groups Training for other organisations – taking on volunteers / volunteers Training for other organisations – disability awareness	Funding opportunities / commissioning opportunities that provide an opportunity for collaboration / working together Other organisations being open to collaboration



The Goal	What difference / impact	Short / Medium / Long	What actions can we do ourselves?	What can we do in collaboration?	What do we need others to do?
Health and Wellbeing	Improved health and wellbeing More active physically & mentally Improved resilience to cope with complex crisis Improving the social determinants of poor health & wellbeing People being better able to manage health conditions		Deliver meaningful health and wellbeing solutions e.g. talking therapies, Fit for Life courses, walking groups Linking people into other meaningful activities in the community – being more connected to communities Linking people to other services Pre-work - preparing people to engage in other activities IAG work – building financial resilience and supporting with crisis management	Cross-referring people into our services & also our people/clients to wider community Bridging some of the gaps between NNS & core services	Other services – mental health, doctors, pharmacies Social Prescribers – being open to collaboration & partnership Exploring whether there is a system or model that would bring all this together

The Goal	What difference / impact	Short / Medium / Long	What actions can we do ourselves?	What can we do in collaboration?	What do we need others to do?
Active Transport	Improved social mobility. More accessible transport options More people using public and other transport options		Identification of barriers to accessing/using public transport (survey / focus group / R2L event) Understanding transport barriers for people living in East Birmingham Development and co-production of transport solutions Identification of funding opportunities and preparation of funding applications	Work with larger employers, shopping centre managers and transport providers to develop wider solutions Working with community organisations, TfWM, WMCA, BCC (East Birmingham Growth Strategy) to provide intelligence and solutions for Active transport schemes in East Birmingham	Allocation of Funding to support impactful active travel / transport programmes for East Birmingham

DISSEMINATION

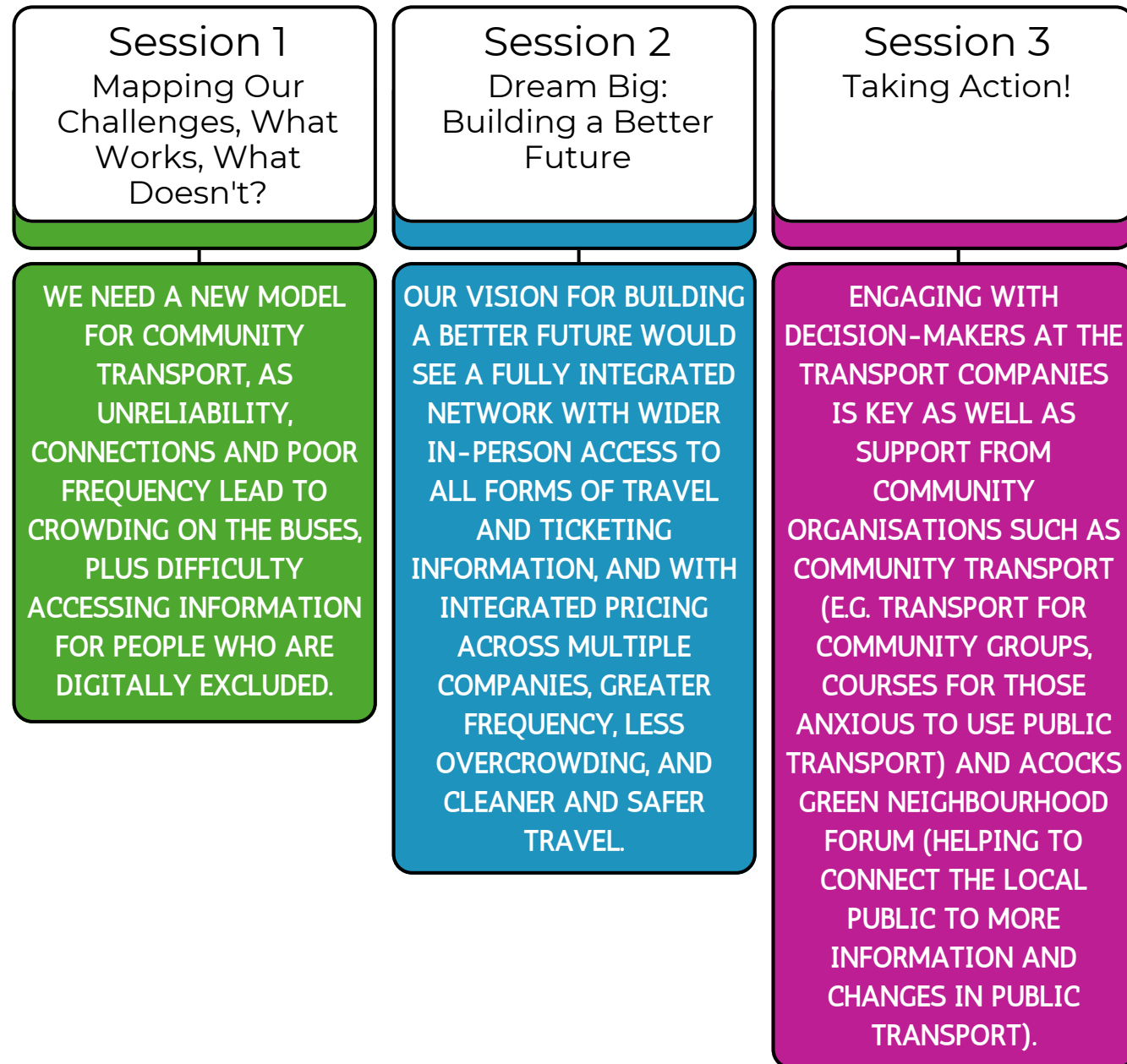
Live To Ride community event was held at the South Yardley Methodist Church to discuss transport barriers and ideas for improvements.

Here is a link to the sponsored Facebook post about the event [\(1\) Live To Ride - East Birmingham Transport Transformation Opportunity! | Facebook](#)

We had a nice blend of residents, Birmingham City Council representatives and various organisations sharing their views.



Here is a summary that ties up the feedback from this event.



We also captured some feedback through an online survey we designed as here is a link to the survey [Ready 2 Level \(office.com\)](#).

What barriers prevent you and/or other local people from accessing public transport to get to where you/they want to go?

