

Havco

*Haringey Association of Voluntary and
Community Organisations*

“MOVING FORWARD”

An event to launch Haringey’s Mapping Report of Third Sector Organisations

5 February 2010



FEEDBACK REPORT

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Purpose of the Event

The “Moving Forward” event was set up as a culmination of the Third Sector Mapping Project which sought to:

- Provide a strong evidence base against which any improvements in Haringey’s TSOs can be measured
- Understand the size of TSOs in the borough with regards to income, assets, workforce and volunteer force
- Understand the nature of TSO activity in the borough
- Understand the involvement and experience of TSOs in the borough with regards to commissioning
- Provide recommendations to support the Third Sector
- Provide HAVCO with an enhanced database of TSOs

Following discussions and presentations of the findings and recommendations to HAVCO’s Board, the Performance Management Group (PMG) and Haringey’s Strategic Partnership (HSP); the event provided the opportunity to raise awareness about the report’s findings and recommendations with those organisations who participated in the mapping project, the wider VCS, other statutory partners and stakeholders such as funders of HAVCO services, sub-regional partners and umbrella, regional/nationally based VCS bodies.

The mapping project was commissioned by the HSP therefore a further key aspect of the event was the engagement and public endorsement of the findings and recommendations report by speakers from cabinet, local member of parliament, the policy lead from NAVCA, renown local campaigner and the leads of two second-tier organisations.

An executive summary was disseminated at the event and Consulting Inplace, who conducted the research, presented the findings on the day. These steps enabled HAVCO to gauge the initial response of TSOs to the findings and recommendations of the report. This information is enclosed in this report. HAVCO will use this data to kick-start the planning and development of a strategy and action plan to accompany the report.

Acknowledgement

Planning and delivering the Moving Forward event required team effort and all HAVCO staff played an active role. We would like to thank our speakers and to Markos Chrysostomou, HAVCO’s Chair who facilitated the event.

Speaker Headlines

“Setting the Scene” – Naeem Sheikh, *HAVCO – Chief Executive Officer*

- Delighted that the audience represents the diversity of the sector in the borough and that there are senior officers in the audience as well as frontline groups
- The event provides a good opportunity to network with other organisations and with staff from Haringey’s commissioning department
- Almost two years that the initial idea of retaining National Indicator 7 for a *thriving third sector* was discussed by partners at the Performance Management Group and the real concern was how Haringey’s stakeholders could measure its performance against this Indicator – therefore the PMG committed to the development and research of baseline data to enable them to measure their performance and, more importantly, build their understanding of the Third Sector in Haringey
- This time also presents Third Sector Organisations with a challenge – as we need to look at what we need to do to be sustainable and viable organisations

“Strengthening our Third Sector” – *Rt Hon David Lammy, MP*

- Appreciation of diversity in the borough
- Appreciation of the role of TSOs – often providers of services to vulnerable members of the community
- TSOs are crucial to community cohesion
- TSOs enable politicians and key statutory figures to be effective as TSOs are community leaders and/or the ‘foot soldiers’ cementing and building communities
- Appetite among community to respond to local needs – however they are not supported. The ‘wonderful mapping exercise’ clearly illustrates the impact this has on the Sector with a large number of the organisations that are micro or small with little or no funding
- Haringey’s TSOs require investment – ‘real development and growth’ –challenge to local Council and statutory stakeholders to support growth of TSOs
- Concerns about health inequalities between east and west Haringey (mortality rates increase by 10 years for residents in the east) stakeholders need to be more responsive to customers and improve consultation and enhance their integrated working practices
- Recognise that community premises is an issue, particularly for small TSOs
- Be innovative – introduce credit unions
- Cited Selby Centre as a tangible example of groups coming together and supporting community cohesion via their services
- The findings and recommendations provides the baseline for all partners to come together; seeking better ways of working together to ensure TSOs are sustainable

“The Role of the Third Sector in Procurement” Neil Cleeveley, *Director of Policy and Communications, NAVCA*

NCVO 2009 survey indicates that from 2005 1.1 billion level of Council funding are contracts whilst there’s a demise of Council grants by 20% (Haringey’s mapping report will enable NAVCA to scope the impact of these developments on different elements of TSOs)

- Commissioning and procurement are not interchangeable terms – they mean distinctly different things
- Competitive commissioning – need not mean contracts – as the best way to deliver a particular service could be via a grant funded project led by a TSO
- Statutory stakeholders have little understanding of TSOs – major problem for the Third Sector
- Haringey mapping report indicates that 70% of TSOs are micro and small – although some of these organisations may not be interested in delivering public services – they should still engage in shaping and influencing the commissioning agenda to ensure that the communities they support ‘have a fair deal’ with services that meet local needs.
- Haringey must avoid the vocal minority which often shapes services that affect communities based in the deprived areas of the borough

Haringey must avoid the development of large contracts as this will have a negative impact on small TSOs who often bring added value that is not outlined in a contract relationship and large TSOs are now entering into relationships with smaller groups as they are aware of the value that small groups bring to people, reaching ‘hard to reach communities’

Mapping report supports the view that consultation needs to be improved - this builds strong democracy

‘New’ personalisation agenda is about good effective people-based services and TSOs are well placed in achieving this – public sector need to recognise that to introduce personalisation effectively investment will be necessary

TSOs and public sector organisations need to improve their understanding of commissioning and procurement – *Pathways through the Maze*, a NAVCA publication is a useful resource, it guides stakeholders through areas such as EU legislation which is often inaccurately referred to as part of the commissioning processes

- Commissioning is not about saving money – it should be about the services that local people need and, where possible, preventative services
- New Economic Foundation research recommends that public sector bodies need to work better with local people, keep knowledge local, keep money in the community which is good for the borough, its people and the Local Authority

“The Third Sector as a Strategic Partner” - Sharon Grant, Chair, Haringey Citizens Advice Bureau

- Impressed by the finding and recommendation report which provides a possible ‘turning point’ across and between the sectors
- Problem with the term *Third Sector* – change mindset as TSOs are the most flexible and responsive Sector – therefore more appropriate title is *First Sector*
- TSO to focus on where their real value lies – it’s about campaigning and influencing change not provision of mainstream services
- TSOs Capacity often used to complete application forms and evaluate funded projects - this is time consuming and blunts TSOs direction and involvement in campaigning etc
- Historically, Haringey had a vibrant, campaigning sector that was engaged in public meetings; often the politicians came from grassroots communities too. In many ways the mapping report indicates that we need to look back to progress
- Voluntary sector is a crucial part of the democratic process – however due to the decimation of the sector in the ‘90s there is a dislocation between politicians and the people
- TSOs stated that they do not have equal status, are not connected to processes, the playing field is uneven –as part of strategy to be developed we need to turn this around to the vision that TSOs want to strive for
- Commissioning – TSOs must be able to genuinely influence services and commissioning therefore they must be involved from the start and finish of policy processes
- Consultation – In law statutory partners have a duty to involve communities in health promotion and improvements – TSOs need more information about the duty from HAVCO
- TSO has ‘voice but no sanction’ - TSO should have the power to veto decisions – this would equalise relationships with funders
- Moving forward includes
 - review HAVCO’s role
 - move HAVCO to the centre of the borough with offices for small groups
 - broaden the base of TSO funders
 - refresh and renew the Sector
 - TSOs to stand united

“Healthy Third Sector” – Richard Sumray, Chair, NHS Haringey

- Report shows vast diversity of TSOs in Haringey – this is hugely stimulating of the wealth that TSOs bring to the borough – this must be built upon
- 1400 TSOs – need a louder voices
- Statutory sector has to be much fitter for purpose due to economic climate – likewise TSOs must ensure that they are also fit

- Welcomes report's findings that most TSOs are working with children and young people – as they shape the borough – if the young succeed then the borough succeeds
- Networking and isolation issues identified in the report require TSOs to create and develop networks of support and common interest, which will be vital to the future success of TSOs in Haringey
- Statutory sector also needs TSOs to be sustainable as they provide access to communities
- Premises – TSOs to consider coming together like Selby Centre which saves money, resources and helps facilitate networking
- 'New' health drivers – polysystems – with reduced resources focussing on clinical pathways – preventative services – NHS can only achieve these changes with engagement with TSOs
- NHS consultation requires improvement
- Challenge to Haringey's TSOs– health are open to working with TSOs, however it is important that TSOs move to a position of strength

“Community Engagement” - *John Egbo, Chair, Haringey Community Link Forum*

- Despite the challenges highlighted in the report TSOs need to acknowledge what we have achieved – despite reduction in funding, despite resource issues and problems with community premises – TSO provides much needed services
- 70% of TSOs are micro/small organisations – challenge is how do we engage them?
- It's about engagement, empowerment and active participation
- The borough needs strong networks which includes smaller groups
- Must join HCLF – as a starting point – we must organise ourselves so that wider TSOs know about the community representatives
- TSOs will request more funding as the needs of local people are not reduced
- We need to make sure that we have effective community leaders – need training and more resources, capacity building
- Confidence - Do not be afraid to speak truthfully around the decision-making table
- TSO organisations – development of position papers to challenge statutory decisions
- Community leadership is not about money – it's about the greater good for local people
- TSOs must start trusting each other and develop consortium and networks – applying for joint funds rather than competing for funds
- Challenge in the report for mainstream bodies - regarding value and respect of the TSOs – train public sector staff to understand TSOs

“Diversity in the Third Sector” - *Michele Stokes, Executive Director, Haringey Women’s Forum*

- Diverse TSOs means that local people have a range of choices of different services that will directly support their needs
- This also creates a tension – with many groups possibly delivering similar services – therefore often we compete against each other rather than collaborate
- Partnerships should be about forming relationships with different types and sizes of groups – e.g. British Red Cross as a national organisation gave free training on first aid to women in the borough, the Peace Alliance provided the space and HFW provided the staff to help facilitate the training
- Reports highlights that TSOs need to be more open and vocal about our networks, e.g. International Women’s Day which brings some 700 women together
- Better access to commissioning – TSOs need events such as this launch where groups have direct access to commissioners
- End isolation – build more networks
- TSO trustee boards need to be diverse
- Compact always remembered when there’s a problem but TSOs need to integrate the principles of the agreement as part of their everyday working
- Revive Compact Champions – build respect across and between sectors
- Retain small grants

“Future of our Third Sector” - *Cllr Claire Kober, Leader of Haringey Council*

- PMG played active role in the emergence of the findings and recommendations report
- TSOs can foster innovation
- Recognise ability of TSOs to cross silos
- Impact of recession with affect TSOs, particularly small groups
- Budgets will be tighter but there should not be a decline in services or TSOs – changing climates can provide a creative space for communities
- Context –
 - Funding has increased over last decade – but top down control does not work, bottom up works better (e.g. Haringey Guarantee programme is a bespoke services, 560 residents helped back into employment)
 - Throwing cash at issues does not necessarily resolve them (better local solutions)
 - Working together local people can achieve more – enabling local people to challenge and resolve issues themselves
- Report provides an interesting picture of TSOs with a board spectrum, while a lot has been done we need to do more

Findings & Recommendations - Initial Feedback

Note some of the views were repeated – here are the main themes

1. Clear support for the introduction of networks (build empowerment)
2. Assurance that rich mix of TSOs – 1400 groups – will be part of future action plan and strategy processes
3. Do not lose momentum – must maintain periodical update of the needs of TSOs and their effectiveness
4. Informed and detailed analysis required of the next 4/5 years
5. Programme to be introduced to bring micro and small TSOs together
6. Better information about funding is necessary
7. More resources to faith sector – many TSO faith based groups participated in the survey – but often they are not funded. Why?
8. Findings and recommendations must be used to form and shape future activity
9. Introduce joint website for TSOs
10. Need local Compact grievance procedure now!
11. Improved consultation process to understand how TSOs can be more effective
12. TSOs contribute vastly to the borough, in services and monetary terms, how can the statutory sector 're-pay' TSOs?
13. Mapping of TSOs required across the sub-region
14. More support needed for the young and older communities
15. Discussions about community premises now rhetorical – action is required

Speakers' Biographies

Neil Cleeveley, Director Policy and Communications, NAVCA

NAVCA is the national voice of local third sector infrastructure in England and Neil Cleeveley has a particular interest in the third sector's role in relation to local government, regeneration, community engagement and empowerment and public service commissioning. He also leads NAVCA's work on local partnerships, representing the third sector on the cross departmental government body responsible for implementing the new performance framework for local government. He is also a member of the Department for Communities and Local Government's Third Sector Partnership Board.

Formerly a TUC Policy Officer, Neil also has a background in IT management and was a councillor in a London borough for 10 years.

Markos Chrysostomou, Chair, HAVCO

Markos Chrysostomou has been active in the Third Sector for over 20 years. Prior to coming to Haringey as Chief Executive of the Citizens Advice Bureaux, he managed the Islington Cypriot Community Centre for over ten years. He worked very closely with the Race Equality Committee of Islington Council and chaired, FIREM, the Forum of Islington Race and Ethnic Minorities. He also had spells on the management boards of Islington Victims Support, the Community Health Council and the CAB.

He has been a proactive member of HAVCO's Board since its establishment as Vice Chair, Personnel Sub-Committee Chair, and now Chair. He is also a qualified teacher and taught in Hackney for a number of years.

John Egbo – Chair of Haringey Community Link Forum

John Egbo is the Manager of North London Partnership Consortium Ltd. He has over 20 years experience within economic development. He is a passionate advocate of a strong Third Sector and the vital role the sector plays in the wider society. Over the past 11 years he has represented Haringey Third Sector on various local and sub-regional partnership boards, including the HAVCO Board, HSP and Enterprise Board and the Local Economic Partnership.

A strong believer in teamwork he has consistently used his skills, knowledge and experience gained from working across sectors to work towards making sure the sector has stronger voice.

Sharon Grant, Chair of Haringey Citizens Advice Bureau

Sharon Grant has been involved in the local community for over 30 years, including serving on the steering group to establish HAVCO, as a Trustee of the Bernie Grant Centre and Bernie Grant Trust, and is a former Councillor. She previously chaired the national Commission for Patient and Public Involvement in Health, and is now Chair of London Travelwatch, London's statutory travel watchdog, as well as sitting on the Advisory Committee on Consumer Engagement at the Food Standards Agency.

Cllr Claire Kober, Leader of Haringey Council

Claire Kober was elected as Haringey Councillor in May 2006 and represents the Seven Sisters ward. Claire became Leader of Haringey Council in December 2008. Prior to this Claire had been the Chief Whip of the Labour Group.

Claire's professional career has been spent in the voluntary sector working for a number of national charities. She has led major campaigns and lobbied on areas of public policy including child poverty, domestic violence and social inclusion.

Rt Hon David Lammy MP

David Lammy was elected to the newly created Greater London Assembly, securing a position as the GLA member with a portfolio for Culture and Arts. Following the sad death of Tottenham's longstanding MP Bernie Grant, David was elected as Labour MP for Tottenham at the age of 27 in June 2000. David was a trustee of the international development charity ActionAid from 2000 - 2006, becoming an Honorary Ambassador at the end of 2006. He previously served on the Church of England's Archbishop's Council, has an honorary doctorate from the University of East London, and is an Associate Fellow in the Centre for Caribbean Studies at the University of Warwick, and has also been awarded an Honorary Doctorate from the University of East London.

David has served as a Minister in the Department of Health, the Department of Constitutional Affairs, Minister for Culture in the Department for Culture, Media and Sport and most recently Minister for Skills with responsibility for the Commission for Employment and Skills, Leitch implementation, Train to Gain, Skills academies, Skills for Life and apprenticeships. He was made a member of the Privy Council in October 2008. He is currently the Minister for Higher Education and Intellectual Property in the Department for Innovation, Universities and Skills.

Naeem Sheikh, Chief Executive, HAVCO

Naeem Sheikh joined HAVCO in 2007. Prior to that he was the Chief Executive of an East Midlands regional umbrella and infrastructure development organisation. He has a background of senior management experience across local government, private and Third sector organisations, specialising in economic development and social enterprise. He was a non-executive director of Social Enterprise East Midlands and of National Finance VCS Hub, under the ChangeUp programme.

Michele Stokes, Executive Director, Haringey Women's Forum

Michele Stokes is the Executive Director of Haringey Women's Forum. She has been active in the Voluntary Sector for over 20 years in a number of capacities; a volunteer, member of staff and trustee. The Women's Forum provide a range of services including befriending, housing support, counselling, training, disability representation, service user groups including a Muslim Women's Forum and a cross-Borough Domestic Violence service user group.

Richard Sumray, Chair, NHS Haringey

Richard Sumray chairs the London 2012 Forum and has been heavily involved in the bid for the Olympic and Paralympic Games for the last 15 years. He was the lead local authority member in London for both sports and the arts for some years and later he became a member of the Mayor's Cultural Strategy Group.

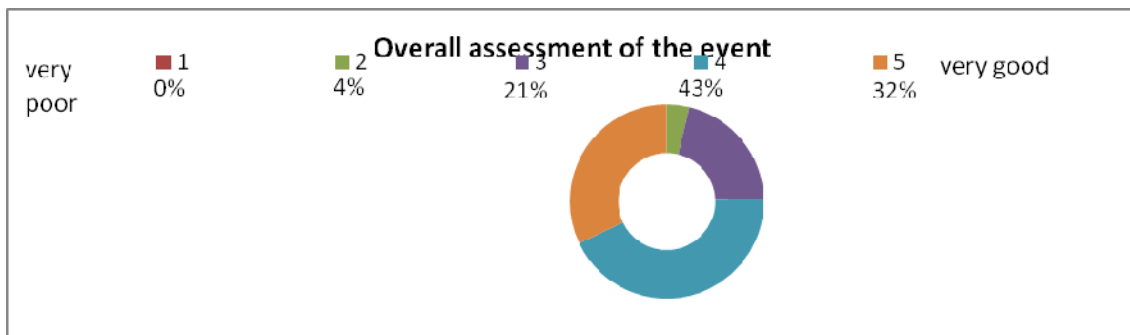
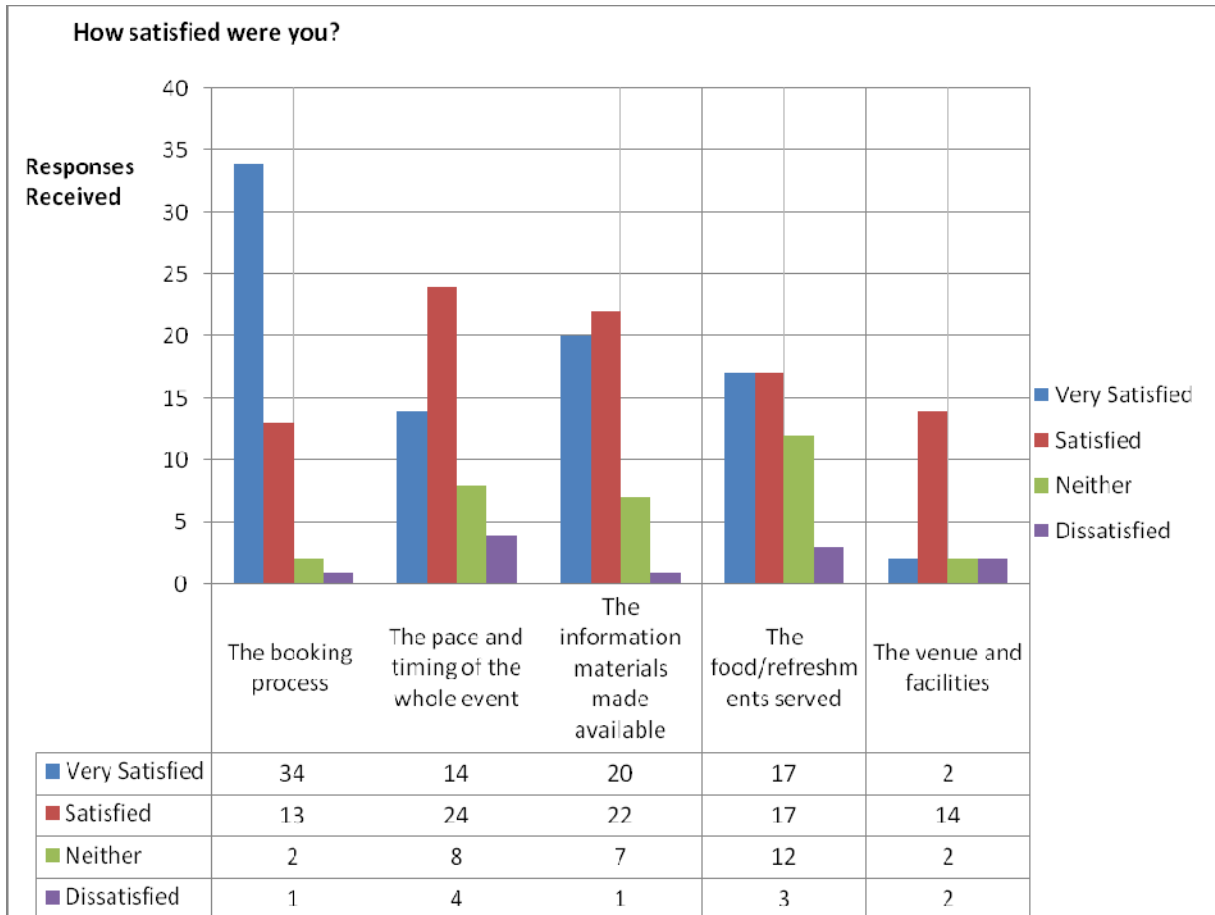
A non-executive director in health from the mid 1980s, he has chaired NHS Haringey since 2001. He has also chaired the Joint Committee of all the London PCTs on consultations relating to Health Care for London as well as the Strategic Partnership Board for Barnet, Enfield and Haringey.

As a Magistrate, Richard has chaired both a youth court and family proceedings court in inner London for the last 18 years.

He was until September 2008 a member of the Metropolitan Police Authority, chairing Planning Performance and Review from the beginning of the Authority in 2000. He was vice chair of Finance and led on criminal justice, child protection, drugs, rape, mental health, Olympic and Paralympic Games security and public order in sport. He was the lead for the Association of Police Authorities on criminal justice and was a member of both the National Criminal Justice Board and the London Criminal Justice Board.

Quantitative Data

(53 evaluation forms were returned)



Attendance List

No	First Name	Surname	Organisation
1.	Sade	Ademosun	Homes for Haringey
2.	Joseph	Adenuga	African Community Network
3.	Ify	Adenuga	Crucial Steps
4.	Ruffina	Adimora	3R Productions
5.	Amina	Ali	BME Carers
6.	Daniel	Alie	Hornsey Fire Station
7.	Margaret	Allen	London Borough of Haringey
8.	Diane	Arthur	Mind in Haringey
9.	Steve	Ashton	Haringey Rhinos Rugby Football Club
10.	Bernice	Ashton	Older and Bolder
11.	Fatmata	Bah	Home-Start Haringey
12.	Karen	Baker	Haringey Women's Aid
13.	Pier	Barrett	David Lammy MP
14.	Yasmina	Benhamou	The African Child
15.	Tanita	Blackstock	The College of Haringey, Enfield and North East London
16.	Sean	Boland	Harts for Families (Epic Trust)
17.	Esat	Brace	NE NE Tereza LTD
18.	Ann	Bremmer	London Borough of Haringey
19.	Chris	Browne	Preset Charitable Trust
20.	Marlon	Bruce	Community Youth Outreach
21.	Clare	Bull	London Borough of Haringey
22.	Michael	Buraimoh	London Borough of Haringey
23.	Martin	Burrows	Back 2 Earth
24.	Daisy	Byaruhanga	Innovative Vision Organisation
25.	Santhosh	Chandran	The Council of Asian People
26.	Kuda	Chiweda	NHS Haringey
27.	Mohammed	Choudhary	Haringey Association of Voluntary &Community Organisations
28.	Markos	Chrysostomou	Haringey Association of Voluntary &Community Organisations Trustee
29.	Nikki	Claybrooks	Haringey Women's Forum
30.	Neil	Cleeveley	NAVCA
31.	Kim	Cloherty	ComeUnity
32.	Mary	Connolly	London Borough of Haringey
33.	Jean	Croot	London Borough of Haringey
34.	Lucia	Danube	The African Child
35.	Olivia	Darby	Haringey Association of Voluntary &Community Organisations
36.	Yvonne	Denny	NDC (New Deal for Communities)
37.	Rojda	Dere	My Muzik
38.	Coreen	DeSouza	Concept Training
39.	Julia	Devote	Haringey Association of Voluntary &Community Organisations
40.	Robert	Edmonds	Haringey Association of Voluntary &Community Organisations
41.	John	Egbo	North London Partnership Consortium
42.	Fred	Ellis	Haringey Community and Police Consultative Group (HCPCG)

No	First Name	Surname	Organisation
43.	Zahide	Eski	Turkish Cypriot Women's Project
44.	Farzad	Fazilat	London Borough of Haringey
45.	Gary	Fereday	Immigrant Counselling and Psychotherapy
46.	Alex	Fitch	Kurdish Community Centre
47.	Gary	Fitzpatrick	Haringey Association of Voluntary &Community Organisations
48.	Condeta	Flandrin	Mothers and Daughters Support Group UK
49.	Andy	Forster	Commission for the Compact
50.	Margaret	Fowler	African Women's Welfare Group
51.	Kirsty	Fox	London Borough of Haringey
52.	Lorena	Ghigo	Haringey Association of Voluntary &Community Organisations
53.	Deaham	Grant	Haringey Carers Centre
54.	Sharon	Grant	Haringey Citizens Advice Bureau
55.	Dave	Grant	Metropolitan Police Service
56.	Samantha	Greaves	HASIF Promotions
57.	Ghali	Haibe	African Women's Welfare Group
58.	Maria	Hajipanayi	London Borough of Haringey
59.	Lynne	Hale	Haringey Shed
60.	Martin	Hall	London Borough of Haringey
61.	Hadija	Hamdun-Said	African Women's Welfare Group
62.	Gemma	Haniss	The Bridge Renewal Trust
63.	Chris	Hannington	Haringey Community and Police Consultative Group (HPCPG)
64.	Lauritz	Hansen-Bay	Haringey Forum for Older People
65.	Karen	Hart	North London CVS Partnership (NLCVSP)
66.	Lena	Hartley	Pyramid Health And Social Care Association
67.	Lucy	Holliday	The Prince's Trust
68.	Coder	Hossenally	Mauritian Islamic Education Centre
69.	Beverley	Huie	London Borough of Haringey
70.	Susan	Humphries	London Borough of Haringey
71.	Mohamed	Iman	SUCAL
72.	Derma	Ioannou	Haringey Race & Equality Council
73.	Su	Jolly	Broadwater Farm Community Centre
74.	Graham	Jordan	Haringey Association of Voluntary &Community Organisations
75.	Brinda	Juggernaut	Haringey Asian Daycentre
76.	Masudul	Kabir	Haringey Association of Voluntary &Community Organisations
77.	Kiki	Karatzferi	Greek Cypriot Women's Organisation
78.	Sue	King	Haringey Association of Voluntary &Community Organisations
79.	Myrtle	Knuckle	Retirement Health Care Foundation
80.	Berivan	Kockaya	Haringey Association of Voluntary &Community Organisations
81.	Dee	Kushlick-Williams	Bowes Park Community Association
82.	Dilo	Lalande	NHS Haringey
83.	Tracey	Lamey	CAB
84.	David	Lammy	Member of Parliament
85.	Andrew	Law	Tulip Mental Health Group
86.	Louis	Lewis	Hornsey YMCA
87.	Mathilda	Lewis	Mothers and Daughters Support Group UK
88.	Sylvia	Long	Jobcentre Plus
89.	F	Madon	NOLZA

No	First Name	Surname	Organisation
90.	Sona	Mahtani	Selby Trust
91.	Flora	Man	Satellite Consortium Limited
92.	Polly	Mann	Homes for Haringey
93.	John	Marange	JCP
94.	Liz	Marnham	Corporate Policy and Performance, Haringey Council
95.	Chand	Matabpine	African Family Services
96.	John	McGill	NLSA
97.	Tyrone	McKay	Higher Heights Youth & Community Centre
98.	Ricardo	Mfuka	Chettle Court Rangers (Youth) FC
99.	Samsam	Mhamud	North London Somali Family Association
100.	Sarah	Miller	Markfield
101.	Harsha	Mistri	Haringey Women's Aid
102.	Halima	Mohamed	African Women's Welfare Group
103.	Mina	Mohseni-Mehran	Iranian Welfare Association (IWA)
104.	Sajda	Mughal	Joint Association of Nissa Trust (JAN)
105.	Rafaat	Mughal	Joint Association of Nissa Trust (JAN)
106.	Ruth	Mulandi	CommUNITY Barnet
107.	Imelda	Mullins	Age Concern Haringey
108.	Erika	Narkiewicz	St Mungo's
109.	Leander	Neckles	Necko Consultancy
110.	Fati	Niang	Hornsey YMCA Housing Society Limited
111.	Barbara	Nicholls	London Borough of Haringey
112.	Alison	Nunes	Haringey University of the Third Age
113.	Lainya	Offside-Keivani	The Bridge Renewal Trust
114.	Edith	Okadigwe	Tirax Employment Initiatives
115.	Ikechukwu Chris	Okeke	House of Refuge
116.	Christina	Omideyi	The O K Foundation
117.	Joshua	Omltsho	Christ Apostolic Church Divine Intervention
118.	Yemisi	Onigbinde	Haringey Association of Voluntary & Community Organisations
119.	Martha	Osamor	Federation of African Peoples Organisation (FAPO)
120.	Susan	Otiti	NHS Haringey
121.	Ali	Ouramdane	Haringey Association of Voluntary & Community Organisations
122.	Moses	Owolabi (Pastor)	Bible Christians
123.	Peter	Oyebobola	Praisetek
124.	Leanne	Palmek	HASIF Promotions
125.	Peter	Pavelko	Polar Bear Community
126.	Lynne	Peart	Concept Training
127.	Mathew	Pelling	London Borough of Haringey
128.	Pamela	Pemberton	Haringey Association of Voluntary & Community Organisations
129.	Gloria	Pereira	Jobcentre Plus
130.	Adele	Petruzziezco	Polar Bear Community
131.	Mun Thong	Phung	London Borough of Haringey
132.	Maia	Phutkaradze	Haringey Association of Voluntary & Community Organisations
133.	Marie	Pooran	Tottenham Townswomen's Guild
134.	Kanimoly	Primson	Haringey Association of Voluntary & Community Organisations
135.	Helena	Pugh	Chief Executive's Service Haringey Council
136.	Pete	Ravenor	Haringey Irish Centre

No	First Name	Surname	Organisation
137.	Lloyd	Razemba	London Borough of Haringey
138.	Lisa	Redfern	London Borough of Haringey
139.	Alessia	Rinaldi	Rathbone
140.	Ian	Roffe	JCP
141.	Enrique	Saenz	Voluntary Action Waltham Forest
142.	Anthony	Salla	Minority Ethnic Network (MiNet)
143.	Theresa	Sam	Willoughby Road Methodist Church
144.	Samantha	Shaban	The Bridge Renewal Trust
145.	Tamkeen	Shaikh (Dr)	Faith Regen Foundation
146.	Naeem	Sheikh	Haringey Association of Voluntary &Community Organisations
147.	Debbie	Shomoye	New Covenant
148.	Liz	Singleton	Haringey Race & Equality Council
149.	Jude	Stevens	Lloyds TSB Foundation
150.	Curtis	Stewart	HASIF Promotions
151.	Michele	Stokes	Haringey Women's Forum
152.	Robby	Sukhdeo	Haringey Tennis
153.	Ahmed	Suleman	MHCSA
154.	Ian	Sygrave	Ladder Community Safety Partnership (LCSP)
155.	Rajah	Thangarajah	Haringey Association of Voluntary &Community Organisations
156.	Abe	Tse	Haringey Chinese Centre
157.	Isha	Turay	African Family Services
158.	Karina	Vidler	Consultant
159.	Mariana	Ware	TreeHouse
160.	Rosemary	Warne (Major)	Lieutenancy of Greater London
161.	E.G.	Wedderburn MBE	Haringey Racial & Equality Council
162.	Tim	Welburn	Haringey Association of Voluntary &Community Organisations
163.	Derek	Wheeher	Haringey Education Business Partnership
164.	Joy	Wheeler	Muswell Hill Centre
165.	Monica	White	Chestnuts Community Centre
166.	Marilyn	White	Evering Family Services
167.	Joseph	White	Evering Family Services
168.	Anna	Wiercinska	PEEC Family Centre
169.	Judy	Wills	Broadwater Farm Community Centre
170.	David	Winskill (Cllr)	London Borough of Haringey
171.	Stephen	Wish	Polar Bear Community
172.	M A	Xassan	African Women's Welfare Group
173.	Francis	Yates	The Bridge Renewal Trust
174.	Murat	Yildirim	My Muzik
175.	Raymond	Yip	Haringey Chinese Centre
176.	Serife	Yusuf	Turkish Cypriot Women's Project
177.	Florence		African Young Child
178.	Marie		JCP
179.	Sandrine		The African Child