



NARI KALLYAN SHANGHO

ANNUAL REPORT 2007-08

Rohini Sharma Joshi - Chair, NKS



I am pleased to be presenting my third annual report as the chair of Nari Kallyan Shangho. It has been a challenging year, but NKS has made good progress on various out-

standing issues. We have successfully reviewed job descriptions as well as the salary scales of the NKS staff, and have implemented the recommended changes.

I am pleased to report that as a result of the persistent efforts of Naina Minhas supported by Anne Munro, NKS has managed to secure funding from the Health and Social

Care Department of the City Council for three years. It means NKS can provide quality planned services to the Older Women's Group.

I would like to take this opportunity to thank all members of the management committee for their support and NKS staff team for their hard work. A special thanks to the Funding Bodies as without their support NKS will not be able to provide much needed services to its users.

NKS has robust plans in place to celebrate achievements in order to empower South Asian women and to improve on the quality of service delivery in the year ahead.

Anne Munro - Treasurer, NKS

NKS has faced another challenging year in 2007/08. Unfortunately, we had a deficit of £13,097 for the year and it remains a priority for NKS to try to find ways to reduce our overall funding deficit.

We accumulated reserves of £37,090 as at 1st April 2008, of these, £30,367 are unrestricted. This is a significant decrease on last year's situation as we had to use some of our unrestricted reserves to offset the underlying deficit for 2007/08.

NKS as a company has a reserves policy and in line with current good practice guidelines, we aim to have unrestricted reserves of at least three months running costs (which is approximately £50,000), to be used to meet legal liabilities of winding up its affairs or other contingencies. This year we are over £12,910 short of our target – which is nearly double the shortfall of last year. Unfortunately, it is likely that the unrestricted reserves figure in the forthcoming year may continue to be significantly reduced further, but we are doing all we can to try to minimise this.

However, on the good news front - NKS has at long last been able to achieve a longstanding aim of funding our work with older South Asian women and we would particularly like to thank City of Edinburgh Council for their support to help us develop this much needed area of work. We would

also like to thank NHS Lothian for their continuing, invaluable support to NKS and all the other funders who helped NKS to provide services throughout 2007/08.

NKS has many different funding sources which make the bookkeeping and accounting both a complex and time consuming process and I would personally like to thank NKS staff and committee for all their hard work with NKS finances.

The 2007/08 Audited Accounts are presented in line with statutory governance and management regulations and I would also like to thank the Auditors (Alexander Sloan) for all their help with the Audited Accounts.

NKS Committee and staff continue to work hard to try to find funding to keep the services NKS currently provides...but this is more difficult each year as NKS struggles to cope with an ever increasing demand for NKS services. This is a serious problem for NKS as we do not want to reduce current service provision, but we hope NKS members will continue to work with us to maintain and hopefully, develop the much needed work of NKS.



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NKS NURSERY HAS PLACES FOR CHILDREN UNDER FIVE YEARS OF AGE

IF YOU WOULD LIKE A PLACE FOR YOUR CHILD PLEASE GET IN TOUCH WITH NKS FOR FURTHER INFORMATION

Naina Minhas - Manager, NKS



The past year has seen Nari Kallyan Shangho (NKS) grow in terms of positively engaging and communicating with the grass root South Asian communities. With the vision and mission reflecting needs and aspirations of South Asian women, NKS has worked against the backdrop of national and local priorities of health and welfare to empower women. The national priorities of improving

health for all and getting people into work has been one of the priorities. Working to local standards for community engagement where greater emphasis is on the methods of community engagement in addressing barriers to inclusion had also been high on NKS agenda.

2007-08 has been a year of considerable emphasis on capacity building among South Asian women. NKS worked in partnership with various service providers in health and welfare to provide training and courses to South Asian women in the community setting. Seven women completed HNC in childcare and five women completed 16 week 'Health Issues in the Community' course that saw those South Asian women move into the job market who had not worked before. NKS used every opportunity in establishing partnerships that helped engage South Asian women as active citizens and supported community learning and development among them.

The group work at NKS, one to one support and childcare for

pre-school children saw over 500 women and children using services at NKS.

Besides promoting capacity building among NKS users, several skill and knowledge enhancing training sessions were organised for the staff and the management committee. In conjunction with EVOC, training regarding the roles and responsibilities of directors was organised and was highly appreciated by the NKS committee members. Mental health legislation, first aid in mental health, diversity and mainstreaming were some of the areas covered with NKS staff. The staff at the NKS nursery have updated their qualifications required by the Care Commission standards and the Nursery manager has also updated her qualifications recommended in the latest NKS Care Commission report.

Despite growth in the quality of service provision, NKS worked with several constraining factors that acted as barrier for the project to develop the learning process in the grass root communities. The main factor determining the service provision is the tight basic budget that the organisation operates on. The expectations of users and accountability to the funding bodies are not exactly matching the financial resources secured by NKS, and as an organisation, NKS is currently struggling to strike a balance between these.

It is hoped that NKS staff and the management team together will be successful in future to address some of the issues impeding the growth of NKS. I would like to thank all staff team and the Board of directors for supporting me throughout the year in taking the project forward

SHAMSAD RAHIM - BANGLADESHI COMMUNITY HEALTH WORKER



This year, time at NKS has passed quickly, yet successfully, packed full of productive work for the benefit of the Bangladeshi community.

Training - Computer training was set-up for the Bangladeshi young women's group. Six women attended 12 weeks of training covering basic to advanced learning of computing at Fountainbridge Library. A further 3 training sessions

have been planned later on this year with the Red Cross regarding First Aid.

Group work - Group work sessions were held at NKS on Monday mornings. Here a vast range of topics were covered to keep the Bangladeshi women informed of issues and skills that they may wish to learn about. Health sessions covered included: 2 Mental health sessions, 1 Arthritis health session, 1 Hepatitis C session, 2 Heart Awareness sessions followed by 4 exercise sessions and a Cancer Awareness session. Other topics included a housing and immigration session, immigration issues, healthy cooking, sewing and alternative therapies. Every 2 months focus groups are called to address the needs of the Bangladeshi women in Edinburgh. This is very useful to

the ongoing development of the group work.

Advocacy work - Two advocacy appointments are set aside each week for the Bangladeshi women, however, due to clients' needs and demands further appointments are often scheduled. The cases require cultural sensitivity and an understanding to be kept. The hospitals and clinics visited include: New Royal Infirmary, Royal Edinburgh Hospital, Western General Hospital, Eye Pavillion, Old Royal Infirmary, Gilmore Medical Practice, Leven Medical Practice, Springwell House, Leith Clinic, Inch Park Medical Centre, Bellvue Medical Centre, Breast Screening, Leith Treatment Centre, Braid Medical Practice.

Home Visits - Due to time constraints, home visits often take a back seat. Home visits however are an important part of the communities' needs, without which many are left unaware of services that are available to them. Those who home visits are made to include: Isolated vulnerable elderly, those suffering from domestic violence/housebound, those referred to by health visitor/social worker, those with bereavement in the family, isolated and housebound due to ill health, new families who come to Edinburgh and need to be informed of NKS services, and joint home visits with MEHIP/social/health workers.

Liaising with other agencies - This year NKS have been working with various agencies to provide a range of services for the Bangladeshi women. The agencies consulted with in-

Nasima Zaman - Bangladeshi Support Worker



I have been working at Nari Kallyan Shango since 2005 as a Bangladeshi Family Support Worker. We are a neutral organisation and our aim is to accommodate to the needs of those people in our community that are vulnerable or are in crisis. Our objective is also to work towards building confidence and self esteem, develop skills, build capacity and empower women who fail to realise their true potential and capability. Our project also encourages women to be self sufficient by raising awareness of their environment and local services, increasing knowledge on social and other issues effecting their livelihoods.

It has been a very challenging job for me as well as rewarding. Through my work I have come to know the problems which affect the Bangladeshi community. This year has been an extremely busy year for me as the number of my clients have increased immensely and my work required a lot of concentration and dedication. As I am employed part time I have had to deal with clients issues very effectively in a limited time and also bring results. My job also requires liaising with various agencies quite often which, I have managed to do affectively. It is apparent how the Bangladeshi family support work has mushroomed at an incredible pace since I have started work, more and more women as well as men are using our facilities to help resolve complicated issues such as debt problems, housing, education and welfare benefits.

As I started the FSW Bangladeshi families made relatively little use of the services, a stereotypical view was that families from Bangladeshi community do not require FSW services and that family resources are adequate. Alternative views of individuals are unaware of what the service provides. Using focus group discussions, holding open days and doing home visits we managed to eliminate all unconstructive views and barriers. This was a crucial and effective transition for me as I managed to form partnership with vulnerable women in need of attention and also build knowledge of the lives of families and the community, and take appropriate course of action.

During the last year I have worked with approximately 30-35 clients with various issues which I have listed below on the pie chart.

Unfortunately the funding for this post has come to an end which is why I had to depart from the FSW in September. All my clients will be dealt by Samra Rezig our other support worker. Although I left the FSW I shall still be around in the office as I managed to secure the administrative post which was advertised earlier in the year.

Personally I have developed and learned a lot about my community, its also been enriching to make friends with people of all generation. I hope I managed to deliver services to my clients expectation as my aim and objective was to ensure that the needs of the Bangladeshi community are not side-

lined and remain in focus both with voluntary and statutory sector.

Once again I would like to end this report by thanking all NKS staff and users for their support and guidance on my previous and present post.

One to one support to Bangladeshi families

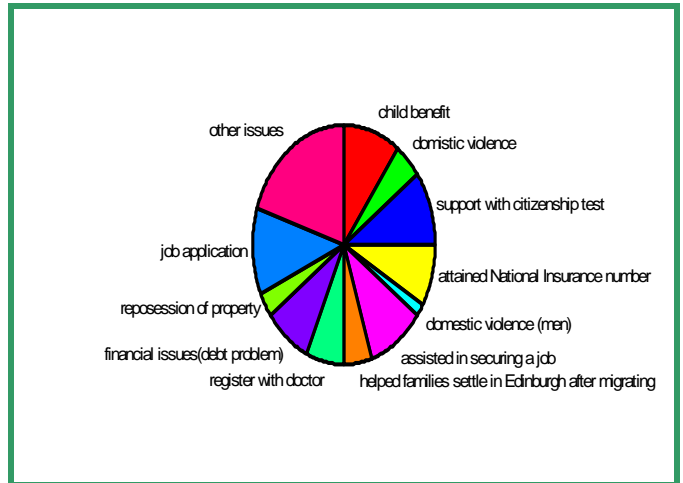


FIGURE 1

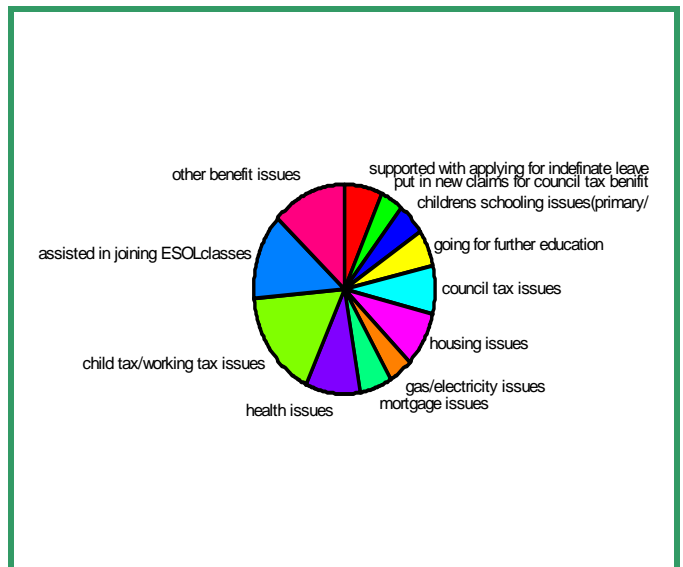


FIGURE 2

Samra Rezig - Family Support Worker



Women and children of the South Asian Communities are identified as particularly disadvantaged and in need of opportunities that would give them the skills necessary to improve their quality of life. Since working for NKS as a family support worker many new challenges and adventures have come my way and yet brought another productive and fulfilling year at NKS.

I am very proud of my work that bring effective results along with my manager and colleagues Special thanks go to Nasima Zaman - Bangladeshi support worker, for assisting me in my work.

I will now give you a brief insight into the day-to-day cases of this year I have dealt and completed.

Income support is an area very well used by clients who are perhaps single, or unemployed /long term sick. I also keep track of cases that are genuine enough to go ahead. During the process of an application I do keep close contact with the client by reassuring clients and checking the progress of the applications. Recently many of my clients have had work-focussed interviews which gives them an opportunity to seek employment. Many of my clients find this very effective and an objective to work towards.

Disability Living Allowance I have had many DLA cases this year. This is an area where I carefully review clients past and present medical history. That enables me to advise as to whether they are best suited for this particular benefit or not. Most times it does become difficult when clients feel that they are eligible for such benefit when they are not.

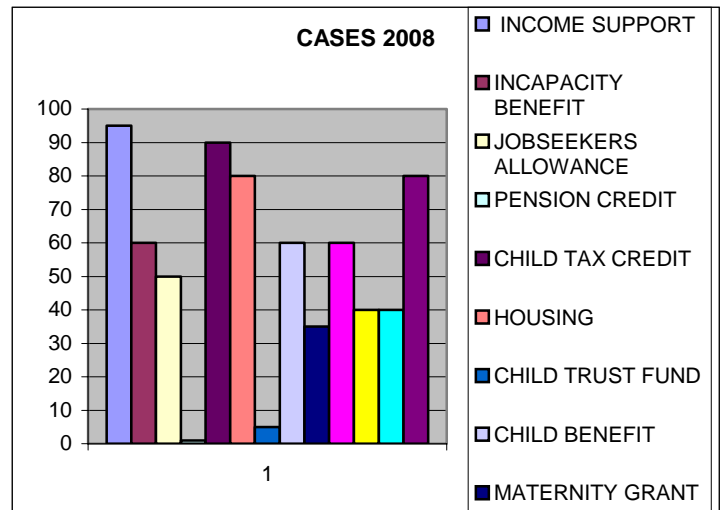
Incapacity benefit I have had a number of cases this year. I advise my clients to get relevant medical certificates that they would require for this application.

Housing is a much complicated and a less desirable area to be working in, as the housing departments are not one of the easiest to convince of clients homelessness or their circumstances. This frustrates my clients as usually they are offered accommodation in the worst areas where they suffer from harassment and racism.

Multiple Needs cases I have cases all the time through the door of income support, Incapacity Benefit, DLA, Carers allowance, Child tax credits, Child benefit, Child trust fund, also assisting clients with Passport application forms. I have been referred to a group of new Bangladeshi clients by our previous family support worker Nasima Zaman as she has now taken up her new post administration within NKS. With my new clients I am managing quite well al-

though it has increased my workload. In the end what matters most to me is that the work I deliver to my clients is 100 percent effective.

Graph - Family Support Work



Asma Kasim - Nursery Manager



I have been working for NKS childcare facility as a manager for the last eight years. I have worked along with Amina, Irum and other sesional workers/volunteers. The level of childcare work has mushroomed into a massive increased development that has benefited many pre-school children who otherwise would have been isolated and disadvantaged in many ways.

There have been lots of changes that have occurred in childcare facility since last year to meet up the criteria of new care commission grading system. This has raised standards of childcare services provided at NKS and helped achieve targets set by the Nursery. The primary aim of supporting positive development of children in diverse cultural environment and to enhance their bilingual skills to prepare them for mainstream education is the driving force behind children's work at NKS.

We are pleased to announce that NKS is now registered with the CRBS (central registered body in Scotland) which gives me position of a lead signatory at NKS. This will allow NKS to provide free disclosures (police checks) for volunteers who are working with children, young people and adults at risk.

Throughout the year children enjoyed their daily routine that included facilitating for children stimulating play according to the themes of the months/weeks. Themes are based on: seasonal

Extract from the Audited Accounts

Nari Kallyan Shangho

Statement of financial activities (Incorporating income and expenditure account)

for the year ended 31 March 2008

	Unrestricted funds	Restricted funds	2008 Total	2007 Total
Notes	£	£	£	£
Incoming resources				
Incoming resources from generated funds				
Voluntary income	2	160	1,000	1,160
Activities for generating funds	3	9,274	-	9,274
Investment income	4	683	-	683
Incoming resources from charitable activities	5	600	93,371	93,971
Total incoming resources		<u>10,717</u>	<u>94,371</u>	<u>105,088</u>
Resources expended				
Charitable activities	6	(20,005)	(96,059)	(116,064)
Governance costs	7	(864)	(1,239)	(2,103)
Total resources expended		<u>(20,869)</u>	<u>(97,298)</u>	<u>(118,167)</u>
Net resources expended before transfers		(10,152)	(2,927)	(13,079)
Gross transfers between funds		(2,359)	2,359	-
Net movement in funds		<u>(12,511)</u>	<u>(568)</u>	<u>(13,079)</u>
Reconciliation of funds				
Total funds brought forward		42,878	7,291	50,169
Total funds carried forward		<u>30,367</u>	<u>6,723</u>	<u>37,090</u>

This is an extract from the audited accounts, signed on the 15th of October 2008. The audit report is unqualified. The full statutory accounts may be obtained from NKS, Darroch Annexe, 7 Gillespie Street, Edinburgh EH3 9NH.

Extract from the Audited Accounts

Nari Kallyan Shangho

Balance sheet as at 31 March 2008

		2008		2007	
	Notes	£	£	£	£
Fixed assets					
Tangible assets	11		5,129		1,575
Current assets					
Debtors	12	1,106		15,559	
Cash at bank and in hand		34,842		37,398	
		<u>35,948</u>		<u>52,957</u>	
Creditors: amounts falling due within one year	13	<u>(3,987)</u>		<u>(4,363)</u>	
Net current assets			<u>31,961</u>		<u>48,594</u>
Net assets			<u>37,090</u>		<u>50,169</u>
Funds					
Unrestricted funds	15		30,367		42,878
Restricted funds	16		6,723		7,291
			<u>37,090</u>		<u>50,169</u>

The financial statements are prepared in accordance with the special provisions of Part VII of the Companies Act 1985 relating to small companies and the requirements of the Financial Reporting Standard for Smaller Entities (effective January 2007).

The financial statements were approved by the Board on 15 October 2008 and signed on its behalf by



Anne Munro
Trustee

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Contd.....from page 5.....Nursery Report

IRUM RIZWAN



considering the social, emotional, physical and intellectual needs of the children. This helped 9 children to progress successfully to the school nurseries and we have taken 20 new admission this year.

Children had several local outings to explore their environment such as walk to the canal to feed the ducks, library, local shops etc. These outings have been educational and informative

and most of all thoroughly enjoyed by the children - especially going to the park on nice sunny days in summer.

Children had entertaining and enjoyable parties as we celebrated the birthdays of children in the nursery and had some farewell parties for children who have moved to the school nurseries.

An Eid Party was organised jointly with the Mothers and Toddlers group at NKS. The party was very successful as children and parents enjoyed all the games, fun activities and food.

Amina Rehman



We congratulate all the workers and volunteers on their successful completion of SVQ2 and SVQ3 qualification at NKS. In continuation we are now providing them the opportunity to enter in the next phase of qualification to do SVQ3 and SVQ4 at the same time new people are going to start SVQ2 in November 08.

SOME FACTS ABOUT NKS ..

- APPROXIMATELY 200 WOMEN AND CHILDREN USE NKS SERVICES EVERY WEEK
- LAST YEAR OVER 500 WOMEN HAVE USED GROUP WORK APPROXIMATELY 3000 TIMES.
- LAST YEAR APPROXIMATELY 2700 TELEPHONE ENQUIRIES WERE MADE.

NKS Board of Directors - 2007 - 08

- **Rohini Sharma Joshi - Chair**
- **Saroj Lal - Vice-Chair**
- **Nighat Anwar - Company Secretary**
- **Jabben Munir - Joint Secretary**
- **Anne Munro - Treasurer**
- **Mrs. Vohra - Assist. Treasurer**
- **Indu Pandya**
- **Marium Faizal**
- **Rucksana Hussain**
- **Ann Wigglesworth**
- **Sajda Wahid Qadir**
- **Neela Joshi**
- **Sayeeda Jamil - Member**
- **Tafula Alam - Member**

NKS Funders

- **The Edinburgh City Council**
 - **Lothian Health**
- **Scottish Community Foundation**
 - **Lloyds TSB**
 - **BBC Children In Need**

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Company number: SC226920