

## Team News

### Farewell to:

#### Julie Kolb

The Centre was sad to lose the services of Julie Kolb who left at the end of August to develop her own therapy business. In her role as Trainer Julie was not only a highly capable and well-liked tutor but was also instrumental in the developing the Centre's professional learning and quality standards leading to it achieving the Unionlearn Quality Award. Both learners and staff at the Centre regularly commented on the warmth and enthusiasm that Julie brought to her role and we record our sincere appreciation to Julie for all her work on the Centre's behalf.

### Hello to:

#### Matt Bowe

In July, Matt Bowe joined the Centre team as Reach Out Officer following

a competitive recruitment process. Matt's role is to help develop the Reach Out project in order to promote greater awareness of the learning agenda and help low skilled workers across the North West region access learning opportunities with the Support of a growing network of Union Learning Representatives. In this context, Matt's substantial experience of the Union movement and his long-standing association with the Centre are already proving to be significant assets in the development of the high-profile Reach Out programme. We are delighted to welcome Matt to the team in the confidence that he will play an important and effective role in the growth of the Centre.

#### Melissa Griffiths

Melissa joined the Training Department in August, having previously worked as a Skills for Life Co-ordinator in West Yorkshire. As the Centre's Adult Literacy and Numeracy Trainer Melissa

has already proved highly capable in developing and delivering a number of basic skills learning programmes at various workplaces in and around Greater Manchester. Melissa's previous experience and success in helping low-skilled and disadvantaged learners achieve nationally recognised qualifications are reflected in the number of Centre learners achieving NVQ's with her support. The Centre is again delighted to welcome Melissa and wish her continued continued success in her post.

### It's a Girl!

Congratulations to Dave and Lisa Flanagan on the birth of their daughter Ella Elizabeth on 10th December 2008



## Unemployment & Work

The economic crisis has started to claim a number of victims. Within the past month the Centre Training and Reach Out Staff have been faced with demands for their skills to address growing levels of unemployment. Already support has been given to the Asda Distribution depot at Ince near Wigan while workers facing redundancy at a Stockport Company and employees of a Distribution Company in Trafford Park have been given advice and support to retrain. So far £51,000 has been raised with the help of Unionlearn in the North West to arrange speedy interventions and provide skills training for those threatened with job losses.

Sadly, the problem will get worse over the coming months as the job losses across all industrial sectors are expected to increase on the back of the economic downturn and credit crunch.

## Diary Dates

### Golden Jubilee

**Sunday 22 February 2009.**

Anniversary of Fr Joe's first Mass will be held at St Antony's Church, Trafford Park at 10:30am followed by light refreshments.

**Saturday 28 February 2009**

Jubilee buffet will be held at Lynwood Lodge commencing at 4:30pm. Tickets are £18.50 with limited availability.

### Christian Aid

During Lent why not join in with the Christian Aid "Count Your Blessings" campaign? For more details visit the website at [www.chrisitanaid.org.uk/lent](http://www.chrisitanaid.org.uk/lent)

### Adult Learners Week

15 - 19 May 2009.

More details in the next issue of CentreView.

### Throughout 2009

The Centre celebrates it's 30th Anniversary during 2009. Details of how this will be commemorated will be in the next issue

## Helping the Centre

Would you like to support the work of the Centre and its partners?

We are always looking for individuals who would like to assist the Centre with the development of its activities. This can be in several ways:

- 1) Volunteering time or skills to support the work of the Centre
- 2) Serving on the Centre Management Committee which meets 4 times a year and elects its members in June each year at the AGM.
- 3) Supporting the Training, Finance or other Committees that develop the work of the Centre.
- 4) Serving on the Greater Manchester Industrial Mission Council to promote and develop Industrial Chaplaincy in Greater Manchester.

If you would like to offer any skills or support to the work of the Centre, please do not hesitate to contact the Director via e-mail at [stac@salforddiocese.org.uk](mailto:stac@salforddiocese.org.uk) or telephone 0161 848 9173 and speak with the Centre secretary for an appointment.

### St. Antony's Centre

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"Catholic Social Thinking in Action"

## Diocese

### Polish Workers Exploited

The Centre has dealt with a number of cases where Polish workers have been exploited by unscrupulous employers. The Centre Director recently helped represent an employee, taking a Blackpool based stone company to employment tribunal for it's failure to pay wages due.

The Tribunal found in favour of the employee; regrettably the company involved has placed itself in receivership, other efforts are being made to secure the earnings owed to the employee.

In another case a company in Lancashire has been telling employees to work until orders are finished, so that employees are not aware of the time they will finish work. There are also concerns about rates of pay, entitlement to work breaks and Health and Safety. Two employees involved in highlighting the issues have been threatened with disciplinary sanctions. In this case a Trade Union has now become involved and the employees are organising themselves to tackle the issue.

The Centre is looking to establish a new reachout support project for migrant workers in Lancashire

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## Centre Gains UnionLearn Award

The Centre training department recently received national recognition for the standard of its learning provision in achieving the TUC Unionlearn quality award at a celebration event held at the Hilton Hotel in Blackpool on November 27th 2008. Tom Fredrickson (Training Manager) and Julie Kolb (former trainer) were presented with a plaque by Liz Smith (Director of Unionlearn). Through its accreditation with City & Guilds and the National Open College Network the Centre is subject to external verification of its learning standards and the Unionlearn Award further demonstrates the commitment of the training team to deliver high



quality learning provision. The Centre also had a stand at the event that provided an opportunity to distribute publicity and to network with potential clients. The training team is very proud of its achievements and is continually looking to develop innovative courses that will meet the needs of learners. The Centre is well placed on the map of Learning Centres and this award will further enhance its status as a quality training provider.

The training team have had a busy time in the run down towards Christmas with delivery of training and site visits including Asda distribution depot (Ince); Wincanton/Heinz distribution (Wigan); Cereal Partners UK (Bromborough) and Warrington Council (Woolston). We have provided IT training, Literacy and Numeracy to employees to accommodate shift and work patterns enabling learners to access training which would otherwise be restrictive.



Julie Kolb, Liz Smith and Tom Fredrickson

## Learning

The Centre continues to deliver the *Train to Gain STEP* learning programme for Literacy and Numeracy and the *Bridge Scheme* offering courses in IT. Both programmes allow adults in full time employment who do not already hold NVQ level 2 qualifications or equivalent to access funded courses and obtain nationally recognised qualifications in these subjects. The *Train to Gain* and *Bridge Scheme* contracts are funded by the Learning & Skills Council with the latter also receiving funds from the European Social Fund (ESF).



Today's generation of children faces increased risk of illnesses like diabetes, coronary heart disease, cancer and depression because of unhealthy diets and a lack of exercise. Which is why Change4Life has been created to help families eat well, move more and live longer.

It's a national movement which already has the support of many high profile partners and

the Government. But it can't grow and develop right in the heart of communities without the support of people like you. People who work with children and families or who are involved in their local community.

If you'd like to help your kids stay healthy and happy, join Change4Life today, for free!

They'll send you loads of great stuff including information packs with tips on exercise and healthy, easy meals to cook. Plus, they'll be packed with all sorts of great events coming up.

To join or for more information please visit their website at:

[www.nhs.uk/change4life](http://www.nhs.uk/change4life)



## 30 Years of St Antony's A Reflection

By J Callaghan

As St Antony's Centre approaches the 30th Anniversary of its inception, I was keen to ascertain the date of my earliest involvement. The earliest date I could locate was a diary entry for January 1981 for a YCW Management meeting. This meant that I was already on two groups, the Young Christian Workers and the World of Work Committee. As Kevin Flanagan's home number was also listed, my feet must have been firmly under the table by then.

My recollection is that two former YCW friends called at my door in 1980 and told me this chap Flanagan had started a 'Centre for Church and Industry' in Trafford Park and why don't I look it up. I obviously had a high regard for these two as I went along and found myself engaged with something called The World of Work Committee. This was a group of people from sundry working backgrounds including business owners, managers, trade unionists and so on. Not much in common here I thought but for the fact that they were Christians. It should be remembered that this was the period when the unions were at their zenith and there was little love lost between the two sides of

industry. Union power and influence was soon to be decimated by a certain Lady Prime Minister. I suppose it was the novelty of the strange grouping that attracted me, that and the idealism of the young founder of the Centre.

In the beginning, if memory serves, the group discussed the problems of all aspects of working life and experience, not excluding the polar extremes of Unions and Management. In the light of shared Gospel values we were able to see and resolve many issues, while retaining the right to disagree on some fundamental differences. The most enlightening aspect of these early discussions was to confirm our young founder's vision that people who may be opposed in principle on work issues, can retain respect and fellowship while attempting resolution to the problems besetting them. Sadly the group is not meeting at the present though the work continues. Though the thought of involving the Church in work issues was and remains revolutionary, the revolution even after 30 years is still in its infancy. Let us see where the next 30 years takes us.

## Coronation Street Visits St Antony's

If you happened to catch Coronation Street over the Christmas and New Year period you may have watched Liz McDonald's "Brazilian Crunch" exercise class. Those who are familiar with the Centre and have an eagle eye might have spotted that this scene was filmed in the conference room at the Centre.

Cast and crew spent 2 days in mid November filming this scene plus a few evening scenes in the two seminar rooms on the ground floor which were turned into a disco for the event.

We were happy to welcome ITV back to film at the Centre and it remains very interesting to watch how the process works from start to finish.

Given the history & character of the building and the accessibility & flexibility which we offer, the crew involved stated that they think we have a fantastic venue and we look forward to the possibility of working with them again in the future.



## C o n f e r e n c e

## & H i r e

Looking for a venue to host your next conference, seminar or meeting?

Housed in the former junior school of Trafford Park Village, St Antony's Centre offers a unique venue in the heart of Trafford Park. We pride ourselves on offering a friendly, personal service to all our visitors.

With full access for those with disabilities, car parking for up to 30 cars and experienced caterers we can call on to arrange your

lunch, St Antony's Centre could be just the venue you're looking for as a break from the norm.

Call our conference team today to discuss your event on **0161 848 9173** or e-mail your enquiry to [secretary@traffordpark.org](mailto:secretary@traffordpark.org)

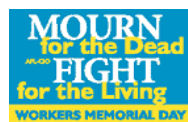
## Workers' Memorial Day

Every year more people are killed at work than in wars. Most don't die of mystery ailments, or in tragic "accidents". They die because someone decided their safety just wasn't that important.

**Worker's Memorial Day is held on 28 April every year**, all over the world workers and their representatives conduct events, demonstrations, vigils and a whole host of other activities to mark the day.

The Centre will be hosting two

sessions to discuss the event and to help churches to prepare to remember this day. These briefing sessions will take place on **Thursday 26th February 2009** and **Saturday 4th April 2009** to introduce a resource pack for use in parishes. Mike Aspinall who is on placement with GMIM at the Centre is coordinating the activity.



## Facing Economic Change

The present economic climate has placed many families in difficulty with regards to the handling of their finances and employment matters. The Centre is preparing a survival guide for people who are faced with change as a result of the situation. There are a number of key points we should draw to people's attention.

- Where possible **involve yourself with the Trade Union** at your workplace if you are threatened with redundancy or changes to employment practice. An employer should have an appropriate selection procedure for redundancy that is fair and open. Trade Unions or the local advice centre will be aware of your legal entitlements under redundancy. Redundancy pay is subject to the length of time you have worked for the organisation.
- **Financial Planning.** It is important that any individual or family faced with significant financial change due to loss of work or other circumstances should take early action to revise their family budget and expenditure. This is to try and minimise the potential long term impact. Many people delay taking action early with consequences later if the period of unemployment or economic change is prolonged. Major difficulties with meeting mortgage or other loan payments can threaten the viability of the household so act early.
- If you have problems in meeting your mortgage or other loan arrangements, seek advice from the Citizens Advice Bureau or local Law Centre in order to give them the opportunity to help you prepare a budget and to approach the

## Greetings

**Best wishes and greetings to all for 2009.**

**Special prayers for those who are suffering as a result of the credit crunch, those who have lost their jobs, those who cannot pay mortgages, heating, bills, etc.**

**May God bless each and every one and help us all to share and work together throughout the year.**

Fr Joe

lenders/banks in order to try and make arrangements for deferment or reduced payments for a set period. It is often easier to negotiate with banks prior to any urgent action having to be taken. The Advisors can also advise on your rights and protections that are in place through the Financial Services Agency.

- **Do not hide the issues.** It is important that a dialogue takes place with your family/friends in order to try and share the difficulties that you may be facing. There is no embarrassment in talking to others, seeking advice and assistance. Many people have skills and expertise which you can use.
- A parish can help by providing information or establishing a network of people in the parish who can give advice or support on employment, or with budgetary planning. This should be part of our welcome service.

It has been particularly noted that migrant workers are facing extreme difficulty from some employers who have tried to exploit the situation. Often Migrant workers, through their lack of understanding of employment law are placed at higher risk of unjust actions. Be vigilant, if you are aware of any individuals in this situation, please notify us and we will try to put them in touch with a local network that may be able to give them support.

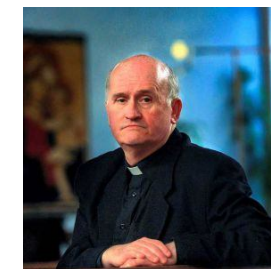
## Fr. Michael Walsh

It was with sadness that we heard of the death of Fr. Michael Walsh, the Diocesan Communications Officer.

Over many years Michael had become a good friend of the Centre especially following the decision to establish a Communications Project following the Diocesan Conference "Called, Formed, Sent" in 1998.

Under the auspices of the Centre Director the Project developed the Diocesan Web Site and use of the Internet

and Email as an extension to the communications processes and structures across the Diocese. Fr. Michael was to become chair of the Communications Project Committee.



May he rest in peace.

## GMIM - New Chaplain

On the 1st November 2008 Wendy White was ordained to the Christian Ministry of Word and Sacraments within the United Reformed Church.

She was inducted to serve as Ecumenical Chaplain to Middlebrook Retail and Business Park and as Associate Minister to New Chapel, Horwich.

Greater Manchester Industrial Mission welcomes Wendy and we wish her every success in her new role.

The Middlebrook Chaplaincy can be contacted at:

[middlebrookchaplain@live.co.uk](mailto:middlebrookchaplain@live.co.uk)

## Community Funding

The Community Foundation accepts applications for grants by locally based community and voluntary groups as well as individuals who would like to run projects for their local community.

In general the grants are for small, locally run community or voluntary groups, or individuals who seek to improve the circumstances in economically/socially excluded areas in Greater Manchester facing disadvantage/ These areas should lie in one of the ten boroughs of Greater Manchester; these are: **BOLTON, BURY, ROCHDALE, OLDHAM, SALFORD, STOCKPORT, TAMESIDE, TRAFFORD, WIGAN** and **MANCHESTER**.

The Community Foundation's primary purpose is to encourage and support grass-root community activity. This means small, community-based and locally controlled groups that manage themselves, encourage active participation from volunteers, usually have minimal cash reserves and limited access to funding support.

There are many other funding opportunities available for such groups and organisations - local Councils for Voluntary Services can provide advice and their details can be found on the Community Foundation website.

### Priority is given to projects that:

- Are run by local volunteers who wish to improve the circumstances of individuals and communities in economically/socially excluded and/or deprived areas of Greater Manchester.
- Do not have access to a professional fundraiser and experience difficulty in attracting funding from other sources.
- Encourage involvement of local residents in improving, designing, identifying and implementing community activities.
- Promote voluntary participation and social inclusion as well as community involvement and self-help.
- Meet an emerging or immediate need and serve to build the community's awareness.
- Do not duplicate an existing provision or service.

### Who and what cannot be funded:

- Organisations and projects outside the Greater Manchester area.
- Organisations trading for profit or intending to redistribute grant awards.
- Major capital requests, i.e. building and construction work.

- Requests that will replace or enhance statutory provision.
- Academic or medical research and equipment.
- Overseas travel.
- Primary purpose of request to promote religious or political beliefs
- Retrospective Grants
- Projects that fall within statutory sector responsibility
- Sponsorship or fundraising events
- Contributions to larger/major appeals (where the application sum would not cover at least 75% of the total project cost).
- Holidays and social outings. Except in cases of specific disablement or proven benefit to a community or group of people).
- Local branches of national charities unless locally managed, financially autonomous and not beneficiaries of national marketing or promotion.
- More than one application at a time for the same project.

For more information please visit the Community Foundation website at [www.communityfoundation.co.uk](http://www.communityfoundation.co.uk) or telephone 0161 214 0940

## Matrix Standard

St Antony's Centre is currently working towards gaining a new quality assurance standard called the **Matrix** Standard. The **Matrix** Standard is the national quality standard for any organisation that delivers information, advice and guidance (IAG) on learning and work. As an accredited learning centre, the Centre delivers information, advice and guidance to a range of people looking to access training courses in order to develop their skills and qualifications.

During 2008 the Centre achieved the TUC Unionlearn Quality Award (see p.2) in recognition of the excellence of its training provision. Achieving the

**Matrix** Standard will be similarly important in confirming the reputation of the Centre as a high-quality organisation delivering services that respond effectively to the needs and aspirations of individual learners.

Work is under way to gather evidence from learners and employers currently supported by the Centre as to the quality of its information, advice and guidance service and any improvements that may be required. At the same time members of staff and the Centre Management Committee have been briefed around the requirements of the standard so that a consistent message is

given to the **Matrix** Assessor around the nature and quality of the Centre's IAG service. A formal request for Assessment has been submitted and it is hoped that this will take place in March 2009 as part of the Centre's commitment to continual quality improvement.

For more information about the matrix Standard please visit their website at [www.matrixstandard.com](http://www.matrixstandard.com)



## GMB Reachout

The Reach Out Project started in 2005 in the former GMB Lancashire Region. The project is supported by the Union Learning Fund (ULF). In May 2006, under the auspices of the Regional Secretary, Paul McCarthy, responsibility for managing the Project was given to Kevin Flanagan, a GMB Regional Committee Member.

This was in recognition of the expertise in education and training developed by St Antony's Centre, Trafford Park over the past 30 years. Unlike other GMB UnionLearn Projects it also enables ULF activity to raise awareness of and promote access to learning, to be integrated with an accredited Training Centre recognised by the City & Guilds Institute (C&G) and the Open College Network (OCN).

Over a similar period the *Learning Routes Bus* scheme was developed in the former Liverpool Region with ULF funding under the management of UnionLearn. This provided a mobile Learning Bus for the GMB to use on work sites or community venues lacking an established learning Centre.

As of April 2008 both of these projects were merged to form one integrated Union Learning Project for the GMB North West and Irish region thanks

to a further successful bid to the national ULF fund.

With this partnership between the GMB and the Centre we have been able to reach out to many low skilled workers needing support to develop their skills and qualifications.

We are active in over thirty sites and the Learning Bus is a great facility that we can use for event days in communities across the Diocese and in many workplaces across the region.

The bus has been involved in twenty event days since September 08 and with it we have supported various events including World Mental Awareness day at St Paul's in Walkden. We also supported the launch of Petra Court for the Housing Connection project in Broughton, Salford, which helps homeless young people between 16 and 23 years old back into housing accommodation. The bus was further used at an event day at Loxley House in Duckinfield, Tameside, which is a day care centre for people with physical and sensory disabilities.

The bus, although a useful tool to help communities, comes in to its own at workplaces that don't have learning facilities. Many local authorities operate across various work locations and with the help of the bus these sites and their workers have had access to learning support for the first time.



At one particular site it caused a bit of an attraction outside the offices on Ashton market; although we couldn't help passers-by with information about their bus passes we attracted a number of Tameside council workers onto a Skills for Life programme.

We are actively involved in 11 local authorities throughout the Region from Neston and Ellesmere Port to Fylde and Salford.

If you would like to know more about the project or the bus and how we might help you please feel free to e-mail us at [Reachout@traffordpark.org](mailto:Reachout@traffordpark.org)



## 60th Anniversary of Universal Declaration of Human Rights

On December 10th 1948 the General Assembly of the United Nations adopted and proclaimed the Universal Declaration of Human Rights (UDHR). Amnesty International have called on governments to make the 60th anniversary a time for action not just for celebration.

"The senseless killings in Mumbai, thousands of people fleeing the conflict in the Democratic Republic of Congo, hundreds of thousands more trapped in dire conditions in Darfur, Gaza and northern Sri Lanka and a global economic recession that could push millions more into poverty creates a burning platform for action on human rights," said Irene Khan, Secretary General of Amnesty International.

Against this backdrop to the 60th anniversary of the UDHR, Amnesty International warned that the world faces multiple challenges.

Denouncing the terrorist attacks in Mumbai, Amnesty International cautioned governments not to roll back human rights in the name of security. "Governments have a duty to protect people from terrorism, but detaining people indefinitely

without charge or trial, condoning or conducting torture and eroding the rule of law does not make the world a safer place," said Irene Khan.

Noting the impact of the global economic crisis on poor countries, which risks throwing millions more people into poverty, Amnesty International called on governments to protect economic and social rights with as much vigour as civil and political rights.

"The gift of the UDHR is universality and indivisibility. Human rights are universal – every person is born free and equal in rights and dignity. Human rights are indivisible – all rights, whether economic, social, civil, political or cultural – are equally important and there is no hierarchy of rights," said Irene Khan.

"Despite progress in many areas in the past decades, injustice, inequality and impunity persist in too many parts of the world. The real problem is that governments make promises and adopt laws but fail to deliver."

"The time has come for governments to set right six decades of human rights failures and deliver on their promises."

Source: Amnesty International Website

Six decades of human rights successes include:

- International human rights treaties and national laws.
- Recognition of rights of women and children.
- Creation of the International Criminal Court and prosecutions for war crimes and crimes against humanity by international tribunals and some national courts.
- Establishment of the Office of the High Commissioner for Human Rights at the UN and in some countries, national human rights commissions.
- End of capital punishment in more than two-thirds of the world.
- Progress towards control of arms.
- Strong civil society support for human rights, including world-wide network of human rights defenders and human rights organizations.

Six decades of human rights failures include:

- Massive violations of human rights and humanitarian law in armed conflicts
- Increasing targeting of civilians by armed groups and terrorists.
- Violence against women and children, including recruitment of child soldiers.
- Denial of economic and social rights to millions living in poverty.
- Corrupt and unfair judicial systems in many countries.
- Use of torture and other forms of ill-treatment
- Denial of rights to refugees and migrants
- Attacks on activists, journalists and human rights defenders
- Suppression of dissent in many countries. Discrimination on the basis of race, religion, gender and identity.

## Golden Jubilee

We extend to Fr Joe Carter, Chaplain to the Centre and Parish Priest of St Antony's Church, Trafford Park, our sincere congratulations for achieving his Golden Jubilee in February marking 50 years since his ordination as a priest.

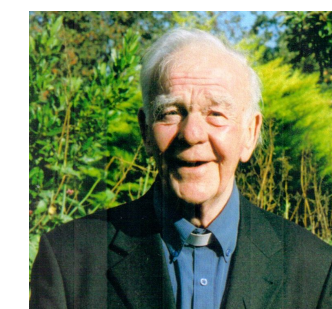
We are fortunate that the Centre, since its inception, has had the active and ongoing support of Fr Joe, both as Parish Priest and as Chaplain to the Centre. Links between Kevin Flanagan, the Director of the Centre and Fr Joe go back to the mid- sixties, when Fr Carter who was then the curate at St Alphonsus Parish, Old Trafford, was also Chaplain to St Mary's secondary school where he introduced the principles of

the Young Christian Workers Movement (YCW) to the 4th and 5th year pupils. Kevin was later to join Fr Joe at the parish based leaders group and to work alongside him as Chaplain to the YCW for Salford Diocese. Kevin was the Regional President in the 1970's.

From 1978 to the present day, Fr Joe has been active in the development of the Centre for Church and Industry and as its Chaplain.

Fr Joe also serves as chaplain to Greater Manchester Police, Kelloggs, Van den Bergh Foods and the National Council of Lay Associations. Furthermore he is Chair of St Antony's High School.

His lifelong support and



service to the Adult Lay Apostolate, Industrial Chaplaincy and Family Life Ministry are a tribute to him leaving in their wake generations of young people and families enriched by his priestly ministry.

For that, we say, Thank God.