



One Norbiton Business Plan

2014 to 2017

Dr. Michael D'Souza Chair

Mr. Harry Hall Vice Chair

Ms. Jill Preston Secretary

Mr. John Hall IT Director

Company Registration No: 08275614

Registered Address:

61 Graveley Willingham Way, Kingston Upon Thames, Surrey, KT1 3HY



EXECUTIVE SUMMARY

This is One Norbiton's first Strategic plan. It builds on work done over the last three years developing localism. All that we have achieved so far has been solely on the initiative of local volunteers in our Community Working Group. We come from both owner-occupied and social housing and we either live, work or study in the Norbiton Ward of the Royal Borough of Kingston Upon Thames. The initial advisory support from RBK/NHS stopped when our pilot phase ended in April 2013 and we have never received any local funding or resources. 15 months ago we discovered that that £42k had been left over from the DCLG NCB and Our Place grants to Norbiton. On our request this money was allocated to us for our project work and this document details our three-year plan for using these funds, Our aim is to show that these funds are used in a transparently accountable way and are properly employed for their stated purpose.

The overall theme of this plan is to achieve growth and sustainability for One Norbiton within a model for independent Localism that can be replicated elsewhere.

We are testing the hypothesis that properly developed Localism can have major benefits in reducing urban stress and generate consequential improvements in quality of life and important reductions in social and healthcare costs. This hypothesis has been supported by the pioneering work done in Balsall Heath where a very run down area of Birmingham was regenerated without the support of the local council or police. However Balsall Heath took over thirty years to produce these benefits and their infrastructure has required £70,000 p.a. We want to see if this success can be achieved in a shorter time and for lower running costs.

In 2011 we started developing a "bottom down" participative democracy in Norbiton. This is involving more and more individuals in representing their own views on how to improve the quality of life in Norbiton. Through our strategic partnership we have developed relationships with the leaders of local business and a wide range of local public servants.

Summarizing our **major achievements**.

1. We've **tackled debt** by setting up a Surrey Save outreach which is now run by a Rota of volunteers and is increasing the numbers from the estate getting **affordable loans**. Recently praised by Ted Smith for its success.
2. Our 2012 suggestion for **increasing the stock of social housing** by utilizing Vacant mezzanine floors in all the tower blocks after being initially rejected has now been approved and received funding
3. We've now set up **Neighborhood watch** schemes in the area of Norbiton



- adjacent to the estates involving over 300 local citizens.
4. We've launched **e-Democracy** with over **110 participants**
 5. We **employed NEETs** in our One Norbiton Task Force (ONTF) one of whom has now got regular employment.
 6. We formed "**Norbiteens**" a branch of the ONTF for 13 to 17 yr. olds as a way of **engaging with pre-NEETs**
 7. Our Chair and secretary were appointed **Champions of localism** by the DCLG
 8. We have set up a **confidential enquiry** into issues like **loneliness**. Using our **random panel** to ascertain **changes in quality of life** over time as a continuous **outcome measure** and to have a continuous way of ascertaining the changing needs of our population
 9. We've **assisted** two local volunteers who are **chronically disabled** by rewarding them for supplying our crucial infrastructural support.
 10. To meet the requirements for extra work we have **developed the concept of rewarded volunteering** to ensure they suffered no consequent loss of benefits.
 11. Our Community First Project fund has distributed money to important local charities such as LEAH to **help immigrant populations** learn English
 12. Our Community First Project fund has **awarded funds** to TORCHE to explore a new community approach to **tackling substance abuse**.
 13. Finally in the last month thanks to Darren Welsh and Evonne Hudson of RBK Housing we have at last been granted the use of the **Community Shop** as a **temporary office** with some funds to help refurbish it these are the first wholly *local resources* we have ever received and we are very grateful
 14. Indeed all the delays that our public servants have put in the way of our getting already allocated funds can be seen as a real achievement. We must indeed be presenting a credible threat to the comfortable old order.
 15. Finally despite the difficulties listed below, we have managed to stay together and meet monthly for over three years.

To consolidate and expand we need to engage more effectively with the people of Norbiton and develop projects that can demonstrate the worth of a personal localism approach. We will scrutinize and gather opinions on how best to co-design, co-commission and deliver our services, as well as work alongside our existing elected representatives and all our public agencies. The latter and our local businesses are, by definition, members of One Norbiton. We are therefore providing all with the opportunity for volunteering to build this "urban village" having as our overall aim the exploration of how far working together can improve the health and quality of life in Norbiton.

Thanks to very encouraging and ongoing voluntary input, we have required virtually no government financial support to date, however we cannot now take matters to the next stage without adequate ongoing funding to at least



support our infrastructure. Over the next three we will continue to expand our relationships with our local services in particular the NHS where we hope to explore [new ways](#) to achieve health promotion. Specifically we will undertake at least the following three projects*:

1. Setting up our own office manned by a core of “rewarded volunteers”.
2. Seriously extending our community engagement with poster campaigns, annual calendars, e-Democracy, Neighborhood Watch schemes and an enlarging consultant panel of randomly chosen representative citizens.
3. Creating a Taskforce of local youth particularly pre-NEETs to help with the above projects and thereby start tackling issues such as preventing NEETs and helping others reintegrate into society.

*Plans for each of these are presented separately

WHAT IS ONE NORBITON?

One Norbiton is a Company limited by guarantee with accounts that are subject to audit and company law. We have agreed internal governance and our bank account withdrawals require two signatures.

Our Company’s objects are

“To improve the democratic involvement, health and quality of life of those who live, work and study in Norbiton Ward and the surrounding area.”

We commenced business in the autumn of 2012 when our inaugural Annual General Meeting, to which all our residents were invited by distributing communications to every Norbiton address, unanimously endorsed all our Company Directors.

WHAT WERE OUR ORIGINS?

One Norbiton started up as a multi-faceted pilot with many different contributors to its design. It was variously

- a) The first pilot for RBK’s “One Kingston” plan to set up localism groups in each of their electoral wards.
- b) A pilot for the Cabinet Office proposal for the Big Society. To advance volunteering, generate more mutual support and reduce urban stress and welfare dependence



- c) A pilot Community Working Group for DCLG plan to create Local Integrated Services to search for efficiencies, synergies and economies by pooling central budget strands locally.
- d) One of the twelve pilots exploring DCLG's Neighborhood Community Budgets (NCB) to enable local citizens to gain more control over how all public money is spent in their locality
- e) A Community First Project to enable volunteers to earn matched funds from DCLG and set a panel to redistribute these to local charities.

INFORMATION ABOUT NORBITON

Norbiton has some of the most deprived areas within Kingston. However, almost all areas in Norbiton became less deprived between the 2007 and 2010 according to the Indices of Deprivation.

http://www.kingston.gov.uk/download/downloads/id/302/deprivation_in_kingston_chapter_from_the_joint_annual_public_health_report_for_kingston_2010_11)

Source: Department for Communities and Local Government

NORBITON WARD

Showing where our Consultant Panelists live



5881 Addresses; Approx 10,000 Residents - about 17% p.a. leave. Only 60% reside 10yrs+

 = Panelist's Rainbow Zone membership



OUR AIMS AND OUR MEANS OF ACHIEVING THEM

A. Improving Democratic involvement

Citizen Voting. e-Democracy. Involving our teens in democratic process

B. Health improvement

Health promotion; reducing urban stress; counteracting loneliness, increasing community support

C. Quality of Life improvement

Measure improvement in reported life quality.

D. Our ways of dealing with resistance

Scrutiny; Transparency; costing meetings; using freedom of information legislation to acquire necessary information; judicious use of hierarchically directed complaining; Media; Ombudsmen. Issuing both positive and negative awards to named people for public service.

OUR KEY OUTCOMES AND THEIR MEASUREMENT,

Because of the high costs of doing bespoke research we intend to monitor existing information systems and draw them together to form an ongoing outcomes picture

- Improvement in numbers recording that they are “Happy” living in Norbiton (Our randomly selected panel of Consultants)
- Decrease local crime rates (Police)
- Improved local educational attainment (Schools)
- Reduction in local benefit claims (Local Statistics)
- Improvement in local health measures (NHS)
- Reduced local family breakdown (Courts)
- Increased population stability and increased relative house prices (Housing surveys) (Electoral rolls)
- An increasing proportion of our members voting (Electoral returns)

OUR VALUES



- Mutual respect and tolerance of all views except the intolerant
- Accepting our own responsibility for change rather than outsourcing everything to politicians and civil servants who can be a part of the problem.
- Belief in the power of the *personal* approach
- Sharing burdens with our neighbours
- Open to all faiths and all political parties

OUR ACHIEVEMENTS DETAILED CHRONOLOGICALLY

2011

RBK invited* a group of individuals known to them to participate in this multi-pilot and to form the One Norbiton Community Working Group (CWG) This was on the understanding that it was an unfunded localism pilot at the end of which we would be holding a neighbourhood community budget which would have presumably paid for our infrastructural needs. (*Martha Earley of the Kingston NHS/RBK ECET team)

Some of those initially invited in turn invited some of their own acquaintances to join.

Our first group activity was to participate in so called "Hexagon" studies of people in the street. This was a very limited exercise based upon RBK's previous studies designed to collect "community priorities" in the Norbiton area. It did however establish us as a Community Working Group or "CWG", which has met every month since to discuss Norbiton matters. This was our first achievement.

Initially the CWG appointed a rolling chair to conduct its meetings, with the meeting minute taker becoming the next chair. It also established Subgroups in six areas of interest, which met independently of the main CWG but reported back to the monthly plenary sessions.

With the very helpful assistance of Hilary Garner of KVA the CWG agreed a basic governance structure that included adherence to the Nolan principles.

OUR INITIAL CONCERNS WERE

- A) That we were not democratically representative.
- B) Uncertainty about how the project could continue without funding
- C) How to handle some serious pre-existing interpersonal problems that put people off participating.



D) There was no clarity about whether any synergy existed between the all National Pilots; the LIS project the NCB, the Cabinet Big Society and the One Kingston Localism project. Could we really control all the tax spend of Norbiton as the NCB required? It was clear that while we had to learn to see RBK/NHS as one of a range of our public services to be scrutinized, they had to stop treating us as “token consultants” who could easily be ignored or excluded from their plans.

2012

To start addressing our legitimacy, in January 2012 we all agreed on a project to acquire the on-going representative democratic voice by recruiting a random sample of the 6000 addresses in Norbiton to serve as our consultant panel. This was funded by, what we later discovered, was our DCLG Grant. In the process we acquired a larger picture than the Hexagon surveys of our community’s priorities.

Next in April the CWG elected a standing Chair, Dr. Michael D’Souza (A retired GP who had worked in Norbiton since 1975) and Secretary Jill Preston (an Estate resident and the Chair of the local community group, “CREst”).

We applied for and acquired our own minimal financing from DCLG’s Community First scheme. This provided some funding, matched to our hours of volunteering.

One of our members, John Hall set up our own Website for free, with data-collection via on-line forms and e-mail. We were kindly offered a share of CREst’s office space, as Jill their chair was already providing us with free administrative support. We also had the free use of a postal address. In addition to this we acquired, via a charitable donation, the use of an iPhone, mobile number and a dedicated laptop computer.

We then put up posters and leafleted every address in the Ward and invited the whole of Norbiton to a public meeting. This meeting took place in the Kings meadow football ground, which AFC Wimbledon had kindly allowed us to use without cost. This meeting was well attended and it endorsed the One Norbiton CWG and its officers. Further volunteers joined us and by this stage we had about twenty to thirty intermittent attendees, including our three local councilors. The core regular attendance was about ten who were evenly split between residents in social housing and owner-occupiers. We had a C of E Vicar and a Muslim Mullah and two ex-councilors, (one of whom had been a former Mayor of Kingston).

Next we established a Company limited by guarantee with the help of KVA.



This gave us codes of conduct, Articles of Association and a clear set of objectives. Then, at a further Public meeting in the autumn, our Officers and Board were unanimously endorsed by the Norbiton Community.

Later this year we accompanied RBK officers to a review at DCLG. The DCLG's information unit had already reported that the putative NCB was £104 million representing all the public money spent annually in Norbiton. We made it clear that we thought that setting up an adequately skilled Community organization would take much longer and that the short duration of the NCB pilot suggested that the first requirement was proper infrastructural funding. And that it would be inappropriate for a multimillion-pound Neighbourhood budget to be held by us before we were ready.

2013

In 2013 the NCB pilot period ended and with this came unwelcome revelations. Firstly that unbeknown to us there had been over £100k of public money already devoted to the "One Kingston/Norbiton Localism project". It is still unclear why we had never been told about this. Furthermore that some of this money had been applied for *in 2013* under the headline purpose of making "Norbiton's plan a reality" This revelation had the unfortunate effect of making us doubt whether the public servants involved in the project were as supportive of us as we had hitherto supposed. This concern has since been compounded by their reluctance to release any of the money received from DCLG for the purpose it was granted. It has been a major achievement that we have managed to survive this disappointment and even continue with a limited programme of work.

In the summer, we attended the DCLG's "Our place" launch without RBK. At this meeting we were promised the resources to go on developing by the Minister, Don Foster. Our Chair was appointed as a "Localism Champion".

It did however become clear that DCLG felt it required the collaboration of Local authorities for any of their central plans for Localism to work. Our model of a properly constituted *independent* Locality had not been set up in any of the other pilot areas and was perhaps seen as premature.

In the spring we launched an outreach branch of the Surrey Save Credit Union. We used local NEETS as part of our One Norbiton Task Force to distribute leaflets. (One of those who did this work experience is now in regular employment!) Later a similar leaflet distribution launched e-Democracy, which now has over a hundred participants.

Our neighbourhood watch plus scheme under the leadership of Sheila Griffin



has steadily increased to over 300 members.

At the end of the summer our chairman experienced a near fatal heart problem. This delayed our activities but we have managed to continue despite this.

We pressed ahead formulating a ten-year plan etc. and holding our third AGM. However we felt that without any reasonable resourcing we were effectively being blocked. We received notification that there would be no local funding from Kingston for Localism. But eventually the project's Sponsor wrote a letter declaring that the residual money from the DCLG grant was to be allocated to us but only for "projects" with proper outcomes and milestones. This news came so late that two of our directors had already resigned and despite it we are still engaged in negotiations with KVA and RBK over this funding.

2014

This year has seen us continue to struggle to get funds. However at last we have acquired Office space of our own from RBK Housing. This is in the Community shop on the Cambridge Road Estate at the foot of the Maddingley tower block.

We have also acquired the named electoral roll and are now expanding our random panel and our plans for local democracy.

In March we attended (again without RBK) the Our Place! Champions Network at DCLG where our One Norbiton Taskforce was used as example case. Our Secretary Jill was also appointed to be a Pioneer Localism champion.

Since then our One Norbiton Task Force has been further enlarged to give recovering substance abusers work experience and recently Harry Hall our Vice Chair with the help of Jill Preston has set up a Children's Enterprise (Norbiteens), which we have now successfully piloted for a month. We have set up an educational programme for our teenagers doing rewarded volunteering and have already delivered a teaching session on substance abuse.

We have met with our MP and our councilors all of whom have been very supportive for our getting funded and we are still doing our best to work out precisely why this money was not made available to us a year ago because understanding this may have implications for setting up Localism elsewhere.

Persistence has been perhaps our most commendable achievement throughout our existence.



ANECDOTAL REPORTS OF OUR WORTH

“Your community engagement to date has been an achievement in a notoriously difficult field in which to get results”. Hilary Garner KVA.

Research and External Evaluation

Dr. Heidi Seitzen of Kingston University has twice externally evaluated the NCB pilot. Unfortunately on both occasions long before our organization was properly formed. Hopefully she will be asked to do a further follow up. We ourselves have been requested to do a report by DCLG one year after the end of the pilot and we are in the process of asking the views of all the former partners in the LIS group about what they felt was achieved and what they want to happen in future.

We have also set up a Confidential enquiry on our website to obtain ongoing information about the quality of life, demographics and needs of the people in Norbiton.

OUR COMPANY STRUCTURE

Our company structure is that of simple Company limited by guarantee. We are not yet a registered charity but our articles of association and code of conduct reflect our charitable ambitions rather than those of the commercial world.

We have retained the original code of conduct set up by the CWG and all our Directors have agreed to resign in rotation and only serve if endorsed by a vote at the AGM. (For CVs of Key personnel see **Appendix 1**) and for our policy to try to maintain Volunteer status for all see **Appendix 2**

OUR OPERATING ENVIRONMENT AND CONTEXT

Our organization has been set up in a challenging environment characterized by the following:

- ◆ High population churn,
- ◆ Apathy about political involvement,
- ◆ Multicultural and refugee issues
- ◆ High-density social housing in immediate proximity to one of the wealthiest areas of the UK.



- ◆ An area in which many charities exist and most activists can easily find something useful to do.
- ◆ A largely content citizenry with few serious complaints about its services and governance
- ◆ A bureaucracy that is used not to being seriously challenged

OUR REVIEW OF OUR PROGRESS,

We have set up a pioneer model for Localism

We are delivering the following valuable services

- A coordinated Neighbourhood watch scheme
- An outpost of the Surrey Save Credit Union on the estates.
- e-Democracy
- A One Norbiton Task Force
- A unified representation for the estates where there was previous inter-group strife.

GROUP WORK

The CWG initially involved a number of different groups.

Now the only regularly meeting groups are

- The One Norbiton Company Board
- The Police and Safety Group
- The One Norbiton Task force
- The Surrey Save Outreach
- Our Community Working Group continues to meet monthly

EDUCATIONAL PROGRAMME

The CWG has been inviting different speakers to explain how the various services operate in Norbiton and this is on going. We also have set up regular meetings with key Council officials. We have deliberately not troubled the CCGs and NHS during its time of restructuring but will be approaching them in the future as well as working with the refugees and others.

We are shortly getting all staff involved with teenagers put through a refresher course on Safeguarding.



INVESTMENT IN MOVING FROM PILOT TO MAINSTREAM,

Establishment of office shared planning with all our publicly funded agencies.

A presence in selecting key appointees of civil servants on the Estates.

INCOME

This is solely coming from Private donations and some from our CDF grant.

SWOT ANALYSIS

STRENGTHS

Pursuing all-party public policy

Have stuck together for three years

Wide range of skills within CWG

WEAKNESSES

Small numbers

Less than wholehearted support from partners

Lack of accountancy skills

OPPORTUNITIES

Could expand into many new areas to give local employment

Could increase the number of places declared as Local assets

To prove our worth and win appropriate central funding

Charitable bids and European bids

THREATS

No funding or continuous stressful delays

Constant opposition and secrecy from public servants

Further loss of key volunteers

Hazards of Localism Political and Religious Entryism

PUBLICATIONS AND RESOURCES,



We publish all proceedings and our minutes on our Website; We also have an e-Democracy forum.

Directors have written articles for Home Truths and the CRes newsletter and our activities have been reported in the local newspapers.

A REVIEW OF OUR ORGANISATIONAL DEVELOPMENT,

Our capacity at Board level is balanced but thin. We have two Directors who have run limited companies of their own for many decades so we are more than capable of managing the budget for our core activities. In addition our Secretary has been a MSAE [Member of Society of Association Executives]. We also have access to some free accountancy advice from an accountant who has worked as Finance director for SEGA the Japanese multinational. We have plans to appoint further two or three directors but these are on hold pending our receiving the funds we have been promised.

Every month our Board reports to our CWG. This is composed of the activists in One Norbiton and guests. Periodically questions may be put to our random representative panel or to our eDemocracy Forum. We also hold Annual General Meetings. In addition to our Company law Governance we have disciplinary rules that everyone must abide by. Our aim is to be a *flat organization of equals*. Therefore to prevent the issue of employment causing a lowering of mutual status, we view *everyone* as a primarily volunteer. Where there is too much work to be expected from ordinary volunteering we grant those doing it honoraria or intermittent rewards. See Appendix on **Rewarded Volunteering**.

MARKETING GRANT INCOME,

None

OUR VOLUNTEER BASE IS ENLARGING

CWG 40, Neighbourhood watch 300+, e-Democracy 104 Panel: 50+

STRATEGIC RELATIONSHIP WITH PARTNERS,

Elected Representatives



We have had very good personal relationships with all our Elected Representatives. The Leader of the Council our local MP and our local Councilors have actively supported our formation and given us invaluable. One of these councilors was the last Major of Kingston and a member of our CWG has also served as a Major of Kingston. Tend to be run by civil servants

We have met with many of the budget-holding senior local and national public servants. We also have national advisory experience for the distribution of NHS budgets.

However we have not always been able to understand the motivations and behavior of some managers in RBK/KVA

MONITORING AND EVALUATION OF OUTCOMES,

Key targets and changes in the forthcoming period 2014 to 2017 have been identified above. We will monitor QoL ourselves and get Crime rates, Educational attainment Benefit claims Health indicators, family breakdown and population stability measures from the various public agencies that produce these statistics We will publish the changes as a part of our annual report on our website.

CONFERENCES,

We were invited to the 2014 Championing Localism Conference on Localism and have tentative plans for organizing our own meeting on Localism and visiting Dr. Dick Atkinson OBE in Balsall Heath in Birmingham.

In addition, our members attended the Area Police Neighbourhood Panel on 23rd May at Imber Court.

INCOME GENERATION,

Group purchase of:

Local Internet provision

Group Energy supplies

Time Banking etc.

Other Goods and services

ORGANISATIONAL DEVELOPMENT



There are many opportunities for development but these will largely depend on the skills and energies of those who join the organization in future. In particular we will need more dedicated accountancy skills if we are to scrutinize some of the larger local budgets.

We have also a need for more local IT skills if we are to develop the potential for local democracy. The confidential database we are setting up to explore local needs in more depth will also require more statistical skills , although two of our directors have had statistical training.

To build on our credibility to influence local affairs we must try to enlarge our panel to be 15% of population over the next three years.

A LOOK AT POSSIBLE FUTURE PROJECTS

To obtain long-term core funding. Consult with DCLG, Cabinet Office/Treasury also make a bid for European funding.

Surrey Save enlarged to provide additional citizens advice

Developing Old Laundry Site as a drop in centre

Developing 'CareCred' approach to Substance abuse

Use of Kutlets and Time Bank

Explore the value of the Kingston Pound to encourage local business

Set up competitions in which owner occupied neighborhoods pair with Social housing neighborhoods to form a unified "Rainbow" coloured Sector which competes with other sectors for environmental, sporting and cultural activities. E.g. develop local gardens and estate window boxes

Hogs Mill pathway and memorial walk

A one Norbiton Village Sign on the London Rd railway-bridge at the entrance to our ward

Put up One Norbiton signage by the tower block lifts to give directions to the nearest lift in the event of breakdown

SUMMARY

We have made a good start without resources, and have partially addressed all five of the targets set by our different pilots.

A) We have set up Kingston's first localism group.



B) We have advanced volunteering, generated more mutual support with our Surrey Save Neighborhood Watch and One Norbiton Taskforce and made a start at reducing urban stress and welfare dependence.

C) Although mostly excluded from Local Integrated Services pilot we are now designing strategies to search for efficiencies, synergies and economies that can be generated by LIS.

D) We have begun a participative democratic scheme to enable local citizens to gain more control over how their taxes are used by their public servants and are exploiting the new advantages of the Internet.

E) We have set up a Community First Project fund and distributed money to local charities such as LEAH, CRESt and Community Connected.

We know we could have done a lot more had we had the resources we had been promised sooner. However this experience has demonstrated how much can be achieved by volunteering alone and has taught us a great deal about dealing with covert opposition. However over the next three years we may be able to explore the value of independent Localism.

Appendix 1 Brief CVs of Key One Norbiton People

Dr. Michael D'Souza

28 Albany Park Rd Kingston Upon Thames Surrey KT2 5SW Mob: 07920104848

Education

Schooled in both the State and Private sectors

Obtained 13 G.C.E. Ordinary Level Passes and

Five Advanced Level Passes; Greek, Latin, Ancient History, Physics & Chemistry

M.R.C.S., L.R.C.P. (1966 Guy's Hospital) M.B.B.S. E.C.F.M.G.



Diploma in Immunology 1971 (Royal Brompton Hospital)

M.R.C.G.P. 1976 F.R.C.G.P

M.D. (1979 London) (The value of General Health Check-ups)

M.F.C.M. F.F.C.M. F.F.P.H.M. including training in Epidemiology, Management, Psychology, Computer Programming and statistics and database analysis

Elected FRSA (2002)

Diploma in Clinical Dermatology (London Hospital) 2004

SMMGP Part 1 Certificate in the Management of Drug Misuse 2008

Appraisal training;

Quality Outcomes Framework training

Master Class in Mental Health.

Current Experience

Current Chairman of One Norbiton- an urban regeneration project. Member of ACRA advising Sec. of State for Health on the distribution of all NHS budgets.

Business Experience

Chairman Total Outcome Responsive Community & Healthcare Enterprises (TORCHE) CC Ltd since 1993

Clinical Experience

Running a GP Partnership employing 20+ staff

Publications/Presentations

Editor Guy's Hospital Gazette 1965/6

Medical Journalist on Sunday People and Daily Mirror Between 1990 & 1992

Doctorate on evaluating General Health Check-ups and published 20 Peer Review Articles, 23 Invited articles, 13 Abstracts & letters as well as 3 Books and 6 Chapters in books.

Presented a paper on Helical Home streets- new designs for urban environments. In Healthy Cities Conference.



Medical Research

Experience in wide range of areas including: Allergy, Chest disease; Multi-phasic screening, Hypertension, Deafness, Depression, Substance misuse, Rhinitis and Dermatology.

Social Research

Experience Current interests include developing outcome tools. Health credits to encourage patient participation.

Non-medical research

Homeric geography. See [Odysseus Unbound.org](http://OdysseusUnbound.org)

Fund-raising Experience

I have raised approximately £500,000 for research from a variety of source including NHS Regional grant National Asthma Campaign and pharmaceutical companies.

International advisory experience

Was a visiting consultant on allergic problems to the Kuwait Government 1972. Lectured in Nova Scotia, Iceland, Banff, Montreal, Madrid, Paris and Helsinki. Was the GP Member of the first British Epidemiological Mission to China (1992)

Political experience.

As Chairman of the Association of Independent Multifunds and in other contexts I have had dealings with political leaders of the BMA, RCN, RCGP, NAPCG & Alliance. I have also had a number of personal meetings with John Major, Stephen Dorrell, Alan Milburn, Chris Smith, Peter Mandleson, Frank Dobson, Tessa Jowell, Baroness Jay, Ed Davey and a number of NHS & Treasury Senior Civil servants.

Teaching Experience

GP Trainer and GP Tutor; Head of Unit of General Practice Nat. Heart & Lung Institute: Recognized Teacher of University of London. Editor Guy's Hospital Gazette & MD intranet

Learned Society Membership

Osler Society (1966)
Royal Society of Medicine (1971)
Society of Social Medicine (1972)
Royal Society of Arts

Interests



Badminton: Qatar National Mixed Champion 1979;

History, Archaeology and Poetry

Skills

Classified by Belbin Testing as a “Plant”

Has had experience with a wide range of people in society and a fair range of interpersonal Skills including dealing with problem personalities.

Trained in Safeguarding and CRB checked

Has been actively involved with computing since 1972. Has set up and managed websites. Has use MS Office and is comfortable with Mac and PCs

JILL PRESTON

11 Comberton,

Eureka Road

Kingston-upon-Thames Surrey.

KTI 3JH

Phone: 0208 549 5019

Mobile: 07910 844427

E-mail: crecommittee@hotmail.co.uk

Education

1969- 1976 Coombe Girls School Clarence Avenue, New Maiden, Surrey

'O' Level's

English Language

Passed



English Literature	Passed
Spoken English	Passed
French	Passed
Oral French	Passed
Mathematics	Passed
Maths Feasibility	Passed
Statistics	Passed
Biology	Passed
Physics	Passed

'A' Levels

Physics	Passed
Statistics	Passed
English	Passed

Awards

2008 Mayor's Award for Community
Royal Borough of Kingston upon Thames

Work Experience

1973- 1981	British Home Stores 3- 5 Thames Street Kingston
1973- 1976	Saturday/Holiday Assistant then Supervisor
1976 - 1977	Trainee Manager
1977- 1981	Manageress



1981- 1996	British Motorcyclists Federation
1981- 1982	Administrative Assistant
1903- 1990	Office Manager
1991- 1996	General Secretary
2009-	Voluntary Research Manager TORCHE C. C. Ltd

Training & Courses Attended

1976	Food & Restaurant Management
1977 Management	Personnel Management + Office
1992	Sage Accountancy Computer Course
2006	Financial Planning for Volunteers (KVC)
2007	Project Management (RBK)
2008	First Aid (SE Ambulance Service)

Other Accreditations

1991	Member of Society for Company Executives
1992	Member of MENSA
2006	
2007	
2008	Fully CRB Checked

Voluntary Work

Guide and Brownie Leader



2003-2007

Pied Piper Homework Club-

Secretary

2004-2007

Community Group-Secretary

2007-present

Community Group-Chair

Interests

Cookery, Reading, Writing Poetry, Voluntary Work, Dress Making, Crotchet

JOHN HALL

Objective

Computer Consultant and Solution Provider

Contact Details

JohnHall@dta.co.uk, Tel: +44 1843 265 819, Mob: +44 77 9324 1819, 4 Clifton Lawn, Ramsgate, Kent, CT11 9PB

Skills

Delphi, Pascal, C, 8051 C, SQL Server, Access, web based databases, prototyping hardware and software, smartcards and MiFare cards.

Android app development.

Ingenico Unicapt32 and Unicapt16. Telium 1 and Telium 2. Gemplus MPCOS-EMV.

Member of the British Computer Society

Experience



Education

- 1978 **Richmond College, Twickenham, UK**
City & Guilds Certificate in Computing
- 1973-1975 **Trinity College, Dublin, Ireland**
Studied for PhD in Philosophy
- 1967-1971 **Trinity College, Dublin, Ireland**
Honours Degree(2.1) in Philosophy
- 1958-1967 **Plymouth College, Plymouth, UK**
O and A levels GCE

Social Activities

Treasurer of Kingston upon Thames Local Exchange Trading System (KUTLETS)

Founding member of the Kingston Pound Project with responsibility for IT and app development

IT support for Learn English at Home (LEAH)

IT Director for One Norbiton

Interests



Supporting charities and local organisations with IT problems, Films, Books, Theatre.

APPENDIX 2

One Norbiton's "Rewarded Volunteering"

One Norbiton is aiming to create an equal partnership of local volunteers. This will not only promote self-respect and neighbourly co-operation but also create a coherent and representative community voice on matters of mutual concern.

In the spirit of such participatory democracy, we do not want anyone in our membership to be considered superior to anyone else. Therefore no member is employing any other. Even though collectively, all of us, through our taxes, are the ultimate employers of our public servants, we are encouraging even these to alter their status by becoming active members and enjoy participating as volunteers alongside us.

We recognize that most of our members will contribute only by voting and relatively few will be key activists who work at the centre of our organisation. Doing the latter, will always demand much more time and skill than can be expected from ordinary volunteering. This is why we have created the concept of "Rewarded Volunteering". For example we are currently rewarding a disabled volunteer to do all our administration by paying her honoraria worth less than £4800 pa -the maximum allowable before she loses benefits. This is proving financially beneficial to One Norbiton, as it would cost us over 25k a year were we to engage a full time employee.

For less burdensome tasks, such as the One Norbiton Taskforce, we have adopted a similar concept to that used by The Community Development Foundation and offering honoraria, proportionately matched to hours of volunteering. However, because both our NEETs and Recovering Substance Abusers could incur loss of benefits if rewarded in cash, we are providing them with gifts of Vouchers, similarly matched to the hours they have spent



volunteering. We treat our “Norbiteens” in the same way and although this group has child-care issues, obviously they have no restrictions due to benefits.