

The Network

Issue 19

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- Changing Horizons
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Welcome to Issue 19 of The Network

Editors Note

Welcome to Issue 19 of The Network.

We hope you are ready for a bumper issue, because that's what we are bringing you in this packed edition. Moving slightly away from our normal format, we focus on *Changing Horizons*—the hugely successful events that have recently taken place in Blackpool and Oldham, aimed at raising aspirations for young children in these two opportunity areas.

We also have features on civil servants getting involved with charity work, including HMRC's Sue Gilmore who has been involved with the Owen McVeigh Foundation.

There is a focus on learning and development—read how DfE’s Amy Sharrock tells us about joining the Association of Project Managers.

Regular contributors ‘The Merchants’ provide an update on the challenges of delivering a project they started planning back at the 2017 CS Local NW Academy—their big day is on the horizon!

And there is the usual end of issue quiz... bring on the World Cup!

Finally, something for you to look out for over the coming weeks...the CS Local NW Academy 2018 will be recruiting for delegates and volunteers soon. Keep your eyes peeled across the CS Local comms channels.

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Civil Service Local is committed to ensuring that wherever possible our events are accessible to all participants. If you have any specific requirements that will enable you to fully participate, please let us know and we will endeavour to make any reasonable adjustments.

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Focus On... *Changing Horizons*

There's a whole world out there!

After the massive success of last year's inaugural **Changing Horizons** event in Blackpool, it was back again this year. Only this time, it was twice the size. While Blackpool got their second taste of the event, Changing Horizons this year also spread to Oldham, helping to raise the aspirations of young people in the other Opportunity Area in our region.

What's an Opportunity Area?

Opportunity Areas are the areas as having high levels of social deprivation and/or low social mobility. The Government has provided funding to these areas to assist schools, colleges, universities, businesses, charities and local authorities to ensure all children and young people have the opportunity to reach their full potential. There are currently 12 designated opportunity areas in the country and Blackpool and Oldham are the two that fall within our region.



Blackpool 2018 in full flow

So what is Changing Horizons?

Changing Horizons is different to the careers fairs that schools are more used to attending. At Changing Horizons the aim is to cover life skills as well as work skills. The aim is to make the experience more interactive, engaging and fun. Where a careers fair is solely focused on companies and colleges selling themselves as a potential destination for attendees, Changing Horizons is about inspiring young people to be the best version of themselves that they can be. Research has shown that young people who have interactions with employers whilst of school age are less likely to end up in the NEET bracket (Not in Education, Employment or Training).

Oldham experiences the buzz



Focus On... *Changing Horizons*

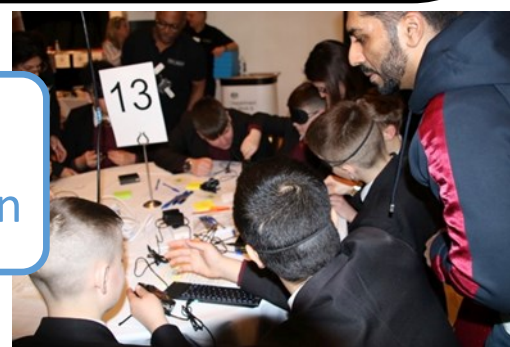
There's a whole world out there!

What does it do that's so special?

After an opening inspirational video created for the day, the event provides seven 30min sessions for each group of young people. Each group receives six sessions at different interactive activity tables. **Throughout the sessions students** are given a mix of private sector, public sector, voluntary/youth sector and colleges. As well as that split **we also work to develop a mix** of work and life skills in their sessions during the day. Although it makes the scheduling for each group incredibly difficult, it does mean that the attendees get a well-rounded and varied experience.

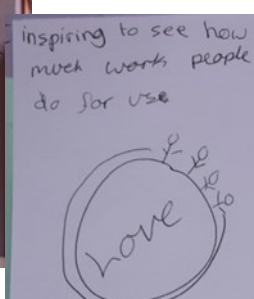
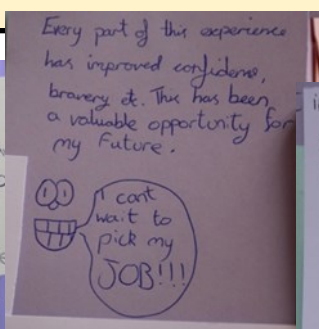
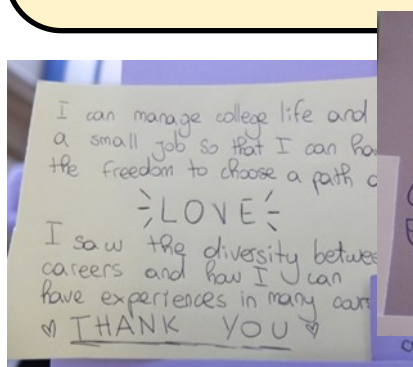


HMRC and DWP giving students some inspiration



They also get one session during the schedule that **allows** them freedom to browse a number of Stalls from a range of employers, colleges and other organisations.

At the end of the day we ask the young people to write a statement, do a picture or whatever they want to do to show what the day has meant to them.



The Opportunity Wall allows exhibitors to offer opportunities such as workplace visits, talks at school assemblies or whatever else they can think of. Schools can also put requests on the Opportunity Wall for things they would like to get from exhibitors to help maintain the idea of raising aspirations in their students. This means that the benefit of Changing Horizons continue well after the events are over.

Focus On ...*Changing Horizons*

There's a whole world out there!

How are two such large events put on?

This year, CS Local were assisted by **Events Teams** set up specifically for the events. These teams had various roles within them to help make sure the events were delivered professionally. There is so much work in pulling together the right number of activity tables, getting stall holders there, getting the schools to commit, liaising with the venue, writing briefings for the events and so on. The list is daunting and very, very long. However despite the complexity the Events Teams worked well with their CS Local colleagues to deliver two stunning, well planned events. On the days themselves there were even larger teams of volunteers required to make sure the events ran seamlessly. There were roles required to cover from the moment schools or exhibitors showed up, manning cloakrooms, acting as a guide to groups of students, manning the Opportunity Wall, taking photos and doing interviews. Again the list of roles required is long so just pulling together the volunteers for the day of the event is quite an undertaking.



Changing Horizons in numbers

- **950** Young people inspired from **42** Schools across the two events
- **81** Activity Tables provided for the events
- Over **60** Stalls provided for the events
- **96%** of students found the activities interesting and enjoyable
- **91%** of students felt the event had helped them identify the skills and attitudes valued by employers
- **100%** of teachers felt their students had learnt something new
- **98%** of exhibitors felt the overall event was above average / excellent.

Civil Service Local North West would like to thank all the people who contributed in so many ways to both events. We saw so many people grow in skills and confidence throughout and the impact on the young people in attendance was evident in the feedback. 96% of Civil Service volunteers felt the event met it's overall aims whilst 92% felt they had personally contributed to raising aspirations.

Changing Horizons: Raising Aspirations in Oldham

Civil Service Local North West's flagship Changing Horizons careers event came to Oldham for the first time in March. The day brought together 450 students from local secondary schools to build connections with a wide spectrum of local businesses, and increase their knowledge of the jobs market and opportunities of finding the right career for them in the future.

In addition to volunteers helping to organise and run the event itself, several networking opportunities were provided directly by staff from departments across the Civil Service, who engaged the students with activities and stories of their own experiences.

Steph was part of the Border Force team on the day who worked hard to provide activities that would capture the children's attention and give them valuable experience of the job. With the ever expanding Manchester Airport so close to Oldham, Steph and her colleagues surprised the children with the interesting career opportunities available. ..



"Today went really well. I did [Changing Horizons] Blackpool for Border Force as well and because this is the first time in Oldham I wasn't sure what to expect... so it's really nice to see the children so engaged with the activities we put on.

"We bring bits of material that we seize at the airport, or we do a demonstration like the depot ridge team here – they brought their kit, their breathing apparatus to show – you don't see that in everyday life so to give that experience to some children where they're at that point that they're looking for their careers I think that went down really well."



Changing Horizons: Raising Aspirations in Oldham



Michael of HMRC's National Clearance Hub Salford team explained they came to the event to educate children on the impact of trade, and to help open their minds to a Civil Service career.

"[We're here] to educate the kids. I'm only 25, we didn't have events like this when I was young. Even though my Mum works in the Civil Service I still only saw it as tax – and I didn't want to work in the office, I didn't want to stay in the office and do tax all day but this is a good way – when kids see this... it gives you more of a prompt to think maybe if I do a bit better maybe I can get a better job."

Brian McGuinness, DBS's Head of Operational Customer Services spoke of the event's success at introducing students to Civil Service careers. For their activity they touched on the current application process to help would-be civil servants get a head start.

"We used our experience from the last 2 years, where we had a lot of assessment centres and found that people coming in straight from school weren't hitting the competency framework as much, so the exercise we planned for today hit on about 4 or 5 competencies. We bookend the activity by saying what DBS are and can say 'you've just hit about 4 or 5 competencies there – this is what you need to look at in the next couple of years so, it's been fantastic.'"

For those thinking of joining Civil Service Local for a future event, Brian also advised that, Changing Horizons has already been a real boost to volunteers from his own department.

"Those guys that went to Changing Horizons in Blackpool in 2017, they've used it as competency material – so a few of them have been promoted within DBS using their experience of Changing Horizons – and a couple of them have gone further afield. What it's done is guys who've been there for quite some time like the people I've brought with me today, they've heard about last year and said 'if anything else comes up like that I want to get involved'".

**To find out how you or your staff
can be involved in future
Changing Horizons or other Civil
Service Local events, keep an
eye on
civilservicelocal.blog.gov.uk for
further announcements.**

Broadening My Horizons

A Changing Horizons experience as told by Imrana Bibi from DWP

I volunteered to attend March's Changing Horizons Oldham, an event which aimed to increase schoolchildren's awareness of opportunities within one of the UK's most deprived areas, and help them to realise their potential. My initial thoughts were of apprehension and it would be fair to say I was slightly worried about co-ordinating children of this age range all day in my role as a guide. Despite my uncertainty, I had come to try something new – to feel the fear but do it anyway.

As I joined the other volunteers in line, a thousand thoughts flickered through my mind. Was this a waste of time? Should I be back at my desk doing something more constructive? However, as my name was called, I knew there was no turning back and committed to the task at hand.



I introduced myself to my assigned school teacher and children and after establishing myself as their guide I got off to a great start. I escorted the group to our first activity, which was hosted by the Greater Manchester Police Service. This was really interesting and the children seemed to enjoy the presentation.

My anxiety started to disappear and I began to relax a little. Feeling more confident I made some conversation with the children, which they responded well to. We moved from stall to stall throughout the day as we were introduced to different organisations within the community as they discussed local career opportunities.

I started to enjoy myself and found that as I interacted with the children and teacher I too was learning something new. The kids were remarkable. We engaged in creative tasks and one of the girls in my group took over my handiwork to make me a keyring (as she couldn't bear watching me struggle to do so any longer). I now have this as a proud souvenir of the day.



Broadening My Horizons

A Changing Horizons experience as told by Imrana Bibi from DWP



My most cherished moment was when we stopped for lunch and I headed to the balcony to look down over the room. It was an amazing sight, full of children laughing and enjoying themselves, and adults who had taken time out of their busy schedules to make this day special for them.

I stood there lost for words – this is what I had come to help make happen. My earlier concerns seemed irrelevant and in that moment I felt honoured to be there. Those children are the future of Oldham and I'm glad they had the chance to see there is much more out there and that the world is full of prospects.

Changing Horizons Oldham was an amazing event set up by some rather incredible people who took time out of their busy schedules to come together and help build a better future for others – **which in my view is what being a civil servant is all about.**



Changing Horizons Oldham: Iain McNeill's View

*One of our SCS VIPs, HMRC's Deputy Director of Process Design and Excellence, Iain McNeill, explains why he feels **Changing Horizons** is such an important event to local communities and the future of the Civil Service.*



I spent a great day at Civil Service Local North West's *Changing Horizons* event in Oldham, inspiring young people to think about their future potential. It was very impressive seeing nine Government Departments and over thirty local organisations working together with the Council to put on diverse activities for 450 students from local secondary schools. There was a big focus on activities which would give them a chance to practice some life/work skills as well as think about their future career options.

I valued the chance to meet senior leaders from a range of Government Departments in the North West. What really struck me



was that away from the buzz in the big room our conversation was very focused on practical and tangible actions we could take to make a difference in the area. It was a fun day, but we never forgot that the serious challenge is to really make a difference as part of the Government's plans to drive social mobility, raise education standards and broaden horizons. This is really important for Oldham, and it was encouraging that so many of the senior people there were keen to talk about making something like this a regular event.

HMRC is transforming, bringing people together in thirteen large Regional Centres. Our implementation plans for Manchester include getting involved in the local community and linking up with other Departments in the region through various channels, including Civil Service Local. So committing to an event like this fits really well with those objectives. It was great to see so many of our volunteers on the day – some of them had never done anything like this before. I think we all got a real kick from being there, and were proud to be doing something for the future of our local community.

Changing Horizons Oldham:

DWP's Robert Shaw tells his story as a Project Manager



Having previously witnessed the success of the inaugural Blackpool event, when the opportunity arose to assist with *Changing Horizons Oldham*, I volunteered to take on the Deputy Project Manager role without hesitation.

I remember our first meeting well, as there was a mixture of confused, scared and excited faces in the room as duties were allocated. I spoke to one reluctant group of volunteers who at first seemed frightened to put their names forward for a role. Yet by talking them through what was expected and the considerable support that would be given by Civil Service Local North West (CSNW) they agreed to step forward into this unknown territory.

What my event team colleagues and I didn't expect was that those months soon flew by – one minute we were in November and the next the event was just around the corner!

Janice Lea, our CSNW Project Lead steered us along the path, liaised with our stakeholders and passed on leads for the event team to follow up. Due to our excellent collaboration with local schools and employers, there was no shortage of takers. Local schools, employers and other nearby organisations quickly came on board and we began to see an event forming.

Alongside our stakeholder activity we had team member Emily making numerous calls to our wonderful venue to ensure that we could fit everyone in and that all the various risk assessments were in place.

Other colleagues within the events team were busy swapping roles at short notice and securing resources for the day. This was going to be the best event ever. All of us were hungry to do more and more.

Then Janice announced that we needed to have everything in place a week early to ensure we could complete a walkthrough and have time to adjust the three millionth version of our Master Plan.

During the walkthrough, everything fell into place which was a strange feeling. Surely we had missed something? No, we were sorted!

"See you next week" were our final words and it soon became real.

The day of the event was amazing. The school kids were buzzing and the stallholders were enthusiastically encouraging participation. The Activity Tables (including a toilet that needed to be plumbed) were all set up for the attendees to enjoy and learn – and the noise was incredible.

There were no last minute catastrophes and as a member of the Project Team the day was easy. Why? Because we had fantastic volunteers who all played their part and more. Because we had people who were genuinely interested in changing these young people's lives. And because the "i" was dotted and the "t" was crossed.

Would I volunteer again for this? Yes, definitely. And I would recommend that each and every one of you reading this adds something to your next Development discussions about joining us for our next event.

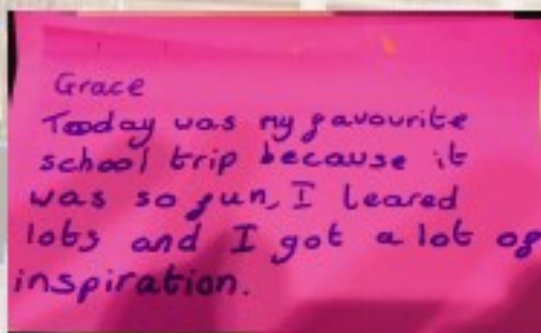


Civil Service
Local

Changing Horizons Blackpool

2018 in pictures

What a wonderful day it was. Thanks to all the individuals who volunteered to help on the day. Special Thanks to all those who helped organise the event. Without you none of it would happen.



HMRC's Sue Gilmore tells us about the amazing work of the Owen McVeigh Foundation and her daughter's challenge to raise funds...

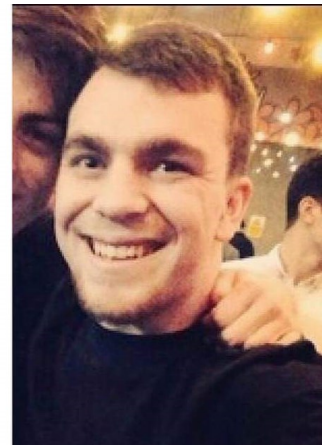


My name is Sue Gilmore and I work in HMRC for Estates. My daughter Jennifer has decided to abseil down the Anglican cathedral this year in aid of the Owen McVeigh Foundation.

This is a charity very close to our families hearts. In September 2015 Jennifer's cousin was diagnosed with a brain tumor. Due to the location and size it was inoperable and therefore incurable. Thomas was just 19 years old. His decline was rapid yet despite the change in his physical health, appearance, vision and mobility

Thomas remained the happy go lucky member of our family he always was.

Now Thomas was a staunch Evertonian, (no convincing him otherwise, I did try!) and when the Owen McVeigh foundation became aware they arranged for him to meet one of his heroes, drive a land rover as part of the Jaguar experience (despite his lack of vision) and basically did all they could to help Thomas, and his family, make as many memories as they could.



These precious moments have given us all positive memories during the darkest of times. Thomas passed away in September 2016 aged 20 years.

Last year Thomas' Mum abseiled down the Royal Liverpool hospital (what a woman!). Thomas' brother and his brother's fiancée, his Auntie (nope not me, not that brave) and another of his cousins abseiled down the Anglican cathedral. We are all committed to helping this amazing charity (what?!! I bag packed in Sainsbury's).

The Owen McVeigh foundation was set up in memory of Owen McVeigh who was only 11 years old when he passed away after a short diagnosis with leukemia - you can find more information about the wonderful work they do on their website <http://owenmcveighfoundation.co.uk/>.

Jennifer will abseil in August in memory of Thomas. Whatever you can spare between then and now is very much appreciated, I've included the link to Jennifer's just giving page below where you can make your donations -

<https://www.justgiving.com/fundraising/jennifer-gilmore1>



Getting to know Sue...

1. **What is your favourite food?** Mexican, love the selection and the fact if I order too much it's great the next day :D
2. **What is your favourite sports team?** Liverpool FC – brainwashed by my Dad and brother. My Mum and 2 sisters are EFC fans so you can imagine how interesting our house was on Derby day!
3. **What was the last film you watched? Summarise it in 2 words.** Saving Mr Banks. Emotional & Funny
4. **What CD's would be found in your car?** None it's all about Bluetooth & Spotify! I have a really broad taste in music but at the minute I'm loving First Aid Kit's new album
5. **Who would be your 5 ideal dinner guests?** Robert Downey Junior, Chris Pratt, Chris Evans, Chris Hemsworth, Benedict Cumberbatch. I'd get the lowdown on Avengers Infinity War before everyone else..... no other reason ;D

Read about the wonderful work Civil Servants across the North West are doing to raise Autism awareness

Autism Wide is a Civil Service Local North West Project supported by colleagues working in various Civil Service Departments across Merseyside.

Our aims and objectives are detailed below:-

- Raise awareness and an understanding of Autism across all Civil Service Departments.
- Provide support to Autistic colleagues, managers, customers and carers – signposting guidance/information sources, Workplace Adjustments, Access to Work.
- Raise awareness of the benefits to recognising the skills and attributes of people on the Autism Spectrum.
- Promote links to the Inclusion and Diversity Strategy and Well-being Strategy to help create an inclusive Civil Service.
- Signpost external services and support networks.
- Work placements to introduce Neuro diverse individuals to opportunities within Civil Service
- Supporting our customers by raising awareness of and giving consideration to specific needs/challenges – face-to-face/telephones to improve customer experience



Recent Successes include:-

Autism awareness event – This event was attended by 70 + staff – excellent feedback received 97% attendees found event useful 99% would recommend to colleague

HMRC Imperial Court in Liverpool held a presentation for Managers including CSNW Autism Wide Project & Buddy Network.

Autism Buddy Network –

We are currently piloting an Autism Buddy Role – trained individuals who aim to raise awareness and understanding of Autism across their Departments, providing tailored support to neuro-diverse staff, staff with caring responsibilities and their manager's.

We currently have **29 Buddies** within **6 Civil Service Departments** across Merseyside.



Fundraising activities held during Autism Awareness week across Merseyside

HMRC staff in St John's House, Bootle collaborated using World Autism Awareness Week to promote the Autism Buddy role within St John's House.

The Autism Buddies held a book/cake sale, raffle and invited two local Autism charities Autism Together and Autism Initiatives who set up a sensory table, Virtual Reality headset and headphones which allowed staff to experience what an Autistic individual may feel on a daily basis which proved very enlightening to all who used them.

The Buddies raised £550 on the day which was divided equally between both charities.

The Buddies would like to say a big thank you to 'donkey' and everyone who donated Easter eggs, books, cakes, handmade keyrings and bookmarks, assisting on the stalls, selling raffle tickets and everyone within St John's for making the event a great success.



Staff in The Triad walked 10,000 steps a day to raise money for Autism Initiatives and held a cake sale, with staff in Litherland House holding an Easter Bingo all raising money for Autism Together.

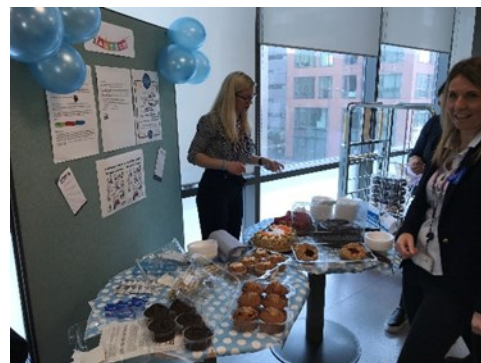
Her Majesty's Passport Office Autism Buddies Christy Rostron & Diane Bradley held a cake sale alongside a promotion to raise autism awareness and funds for Autism Together and the Home Office's Martine Barker and other Buddies held a cake sale, guess the sweet jar and Buddy/Champion talks.

DWP Belle Vale ran events throughout April including a dress down day, quiz & fact sharing, DWP audio dial in, book & cake sale, Great Belle Vale Ice Off & various awareness sessions from Autism Together, Autism Initiative, Disability Employment Adviser sessions and Disability Community Partner

If you require any further information about the project or would like to volunteer to be an Autism Buddy please feel free to contact:

Project Manager - Lin Hersey - linda.hersey@hmrc.gsi.gov.uk

Autism Buddy Co-ordinator - JILLBILLINGHAM@DWP.GSI.GOV.UK



Or if you require any help or support please contact one of the following Autism Buddies:

Maureen Berry - maureen.berry@hmrc.gsi.gov.uk

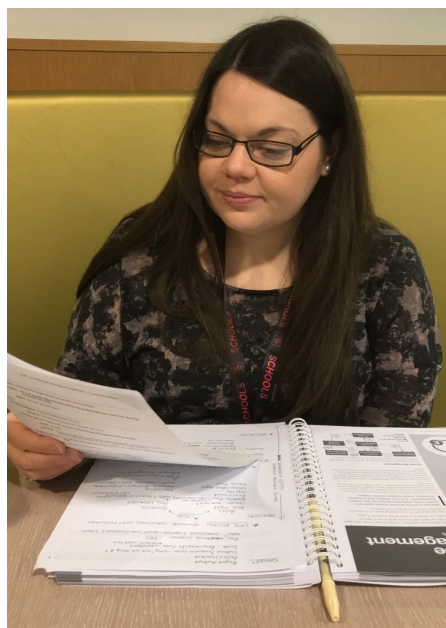
Paul Gannon - paul.gannon@hmrc.gsi.gov.uk

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Rachel Jones - rachel.jones@hmrc.gsi.gov.uk

Louise Lambertsen - louise.lambertsen@hmrc.gsi.gov.uk

Testing times for Department for Education staff as they look to join the Association of Project Managers!... Amy Sharrock tells us more



Quite often, we are bombarded with emails telling us to make sure we take part in as much Learning and Development (L&D) as we can and very often we find ourselves deleting said emails saying 'I don't have time for this'.

I've been working here in the Department for Education for just over a year now and it soon became clear that L&D is high on this department's agenda. Having come from a department where L&D opportunities are rarer, I appreciate the offer probably more than most.

When I first heard about the Association of Project Managers (APM) course, all discussion around it was coupled with horror stories from people who had previously taken the course. A few people in my division had previously taken the course and only spoke of the hardships involved!

One of my colleagues, Rhianna, said she quite fancied the course. We were both a bit apprehensive at first upon hearing everyone's feedback, but after a lengthy deliberation/gossip over porridge we identified that a week long course with the end goal being a highly sought after qualification and bragging rights for the next couple of years was far too tempting an offer to resist.

The course started on the Monday and within a couple of hours it became very apparent there was as much work involved as previously warned! The word of warning around 'homework' and the talk of Friday's three hour examination caused flashbacks to school and the fear set in. During a tea break on day one, myself and Rhianna had a pep talk, reminding ourselves that we were there to learn processes and methodologies to help us within our jobs and careers, not just to pass an exam.

The next five days were very intense. Revising started after breakfast, training 9-5, and following a quick evening meal, back in the hotel room making flashcards and answering mock exam questions.

The exam itself was over in a blink. Trying to put on paper a week's learning in three hours felt impossible, and not just due to the lack of handwriting experience over the last few years! After checking I had indeed answered ten questions, and with two minutes to spare, it was done. Such a relief!

After a week of being holed up in training or hotel rooms, it was time to travel back home alongside Rhianna and a beverage, to talk about something that was not project management!

Back at work the following week, I was not only catching up on emails, but starting to understand how I can apply APM learning to my current job and within my team project. Re-energised in my role, part of me forgot I would receive exam results, so when an email from APM pinged in my inbox, the nerves returned! Thankfully I passed, and so did Rhianna which was great after all the work put in during those five days.

The message here is to take the opportunities that come up and embrace the investment in you from your department. While we all have a lot on our plates, some things are worth the time. Even if you have to look for the opportunities yourself, the benefits far outweigh the efforts.

This issue we hear from **Alison Hunt** from...

The Merchants

...a 2017 Civil Service North West Academy family



Alison from the United Kingdom Security Vetting service provides an update on the progress of The Merchant's project - A 'Diversity Day' - raising opportunity and awareness for Black, Asian and Minority Ethnic (BAME) employees in the Civil Service.

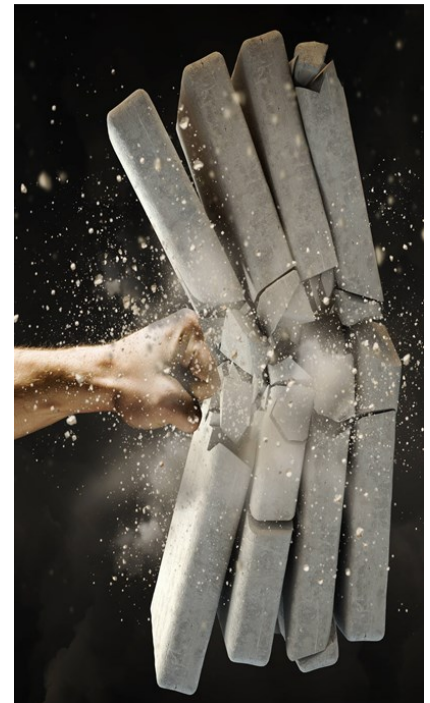
We are half-way through the North West academy year and the Merchant family is becoming a strong working team...which is very exciting! We are more productive than in the first couple of months, when we spent most of our time 'brainstorming ideas' or dividing the team into roles. We've now moved into full scale action mode! I've been our first project manager and everyone has taken on new roles to expand their skill sets whilst supporting others where they have prior expertise.

Together, we planned a half day conference to take place in June at one of our home sites. However, for projects like these sometimes the relatively simple things can throw up a challenge to overcome. For example, a room was booked and later lost but with persistence from our family member who works at that office, we now have a booking for a date in July instead. Our communications team has created a colourful and informative marketing poster and matching leaflets and the research team dedicated time to attend Civil Service events to publicise our project. Several senior civil servants are now committed to participate on the day which is a great outcome. Coupled with the promise of CS Local attendance to record aspects of it for us, our event is now becoming a reality.

It will soon be my turn to hand over project management control to another of the team who would like that experience and I can safely say that I've had a really enjoyable time so far. Receiving the mandate to be Project Manager boosted my self-confidence massively. I've learned to make the most of the skills the family has, to keep continuous team communication going via WhatsApp, Knowledge Hub and the phone, check actions are carried out and to take ultimate responsibility; the latter not something that you generally get the chance to experience in some of the lower grade roles in the civil service.

Breaking down the Barriers for BAME 2018

Manchester – Friday 13th July 2018



 **Breaking down barriers for BAME**

Read on for more details on this exciting project...

The Merchants

...a 2017 Civil Service North West Academy family



At the mid-year academy event in March, we presented an update on our progress so far. It took place at Her Majesty's Prison Thorncross, which filled us all with a bit of trepidation not only because of the venue (for us non-Prison based staff) but because of the thought of delivering an update on the project to our CS Local colleagues. However, our presentation in the style of the gameshow 'Catchphrase' was well received and we even had a plan B to cover if the technology failed!

It has been amazing to see how hidden talents from within each team member have now appeared and multiplied. If I think back to the beginning when we needed our expert coaches to lead us all the time, we have already made giant strides forward and I can't wait for the second six months when we hope to celebrate a successful project outcome.

Oh and by the way, three of us have already been promoted within the first six months of the project, including me – so here's hoping it helps the others in the Merchant family too!

Breaking down the barriers for BAME 2018

Manchester - Friday 13 July 2018

Diversity and Inclusion are high on the Civil Service agenda and there is recognition that there is a distinct lack of BAME representation at senior level.

Are you an advocate for BAME within your department? Or do you have a story you would like to tell?

There is also an opportunity to showcase current BAME focussed groups. If this is something you are involved in, please get in touch.

We are looking for speakers for this event and would be extremely interested to hear from you.

Interested in attending this event? Contact us to be included in future invites.



Civil Service
Local



Breaking down barriers for BAME

For more information, please contact
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A Brilliant Civil Service

Many Civil Servants from a **BAME background** still face **challenges** and **obstacles** in their progression.

Just **4.6% of Senior Civil Servants** are from an ethnic minority background.

34% of BAME employees across the civil service feel they need to change aspects of their behaviour to fit in. (CIPD report Dec 2017)



Cameron Kelly answers questions as a member of the new Education and Skills Funding Agency

Capital Apprenticeship Academy

In September 2017, members of the Capital Group in the Education and Skills Funding Agency (ESFA) worked collaboratively to set up the Capital Apprenticeship Academy. From a vision to reality in 18 months, the team launched a unique programme whereby apprentices gain experience in client, consultant and contractor roles through a series of secondments. ESFA's Cameron Kelly was successful in gaining a place!

What Apprenticeship am I doing?

I am an Apprentice Quantity Surveyor (part of the Capital Apprenticeship Academy), at Education and Skills Funding Agency (ESFA) - Capital Group. Alongside my day role as an Apprentice Quantity Surveyor, I am working towards a BSc (Hons) in Quantity Surveying at University College of Estate Management. At the end of my 4 ½ years studying, I have the opportunity to apply for my Assessment of Professional Competence (APC), which allows me to become a member of Royal Institute of Chartered Surveyors (RICS) and achieve chartered status as a surveyor. My current role in ESFA involves me working with Senior Quantity Surveyors, using market intelligence to advise various factors that affect funding rates. I will also get the opportunity to apply my new technical knowledge I will develop through my studies by working on models that compare two sets of school condition data collected by ESFA. Another part of my role will be to support local authorities in improving their capital efficiency. Over the course of my apprenticeship, I will be seconded to AECOM and a contractor, where I will continue to develop my knowledge of the construction industry and skills needed to be an effective Quantity Surveyor.



What is the Capital Apprenticeship Academy?

The Capital Apprenticeship Academy is a joint venture between ESFA and AECOM. The academy offers construction apprentices a unique apprenticeship experience, where apprentices get the opportunity to work on high-value, high-profile projects in both public and private sector through a series of rotations. Apprentices gain valuable experience working for the client, contractor and consultant. Currently, the academy is made up of eight apprentices: six Construction Management apprentices (three at ESFA, three at AECOM); and two Apprentice Quantity Surveyors (one at ESFA and one at AECOM).

Why did I chose this Apprenticeship?

I chose to enter this career pathway as an apprentice rather than a full-time student as I feel the apprenticeship pathway allows you to develop and apply your new skills/knowledge more effectively. You are studying and working in the industry at the same time, with your studies directly linking to your job role. Which I feel brings many benefits to your development, such as: you are able to develop the 'soft' skills needed to be successful in the working environment; you are able to apply the new technical knowledge you develop while studying; you are immersed in an environment filled with experience and senior surveyors; etc. The Capital Apprenticeship Academy offers me a unique experience, I will get the opportunity to work as the client, contractor and consultant over the 4 ½ years. I also have the opportunity to shadow senior surveyors and senior leaders.

In summary, an apprenticeship pathway brings many benefits to your development. I feel the main benefit is that you gain experience working in the industry and you are able to directly apply your new knowledge and skills to your job role.



The Network World Cup Finals Quiz

In anticipation of the upcoming World Cup get in the football mood with our World Cup Finals quiz. Answered published in our next issue.

1. Who holds the record for the most goals scored in a single World Cup finals tournament?
2. France beat Brazil 3-0 in the 1998 World Cup final. Which player scored the last goal?
3. Name the only two footballers to have won the World Cup as both player and head coach?
4. Who is the oldest player to have appeared in a World Cup match?
5. Which Brazilian player has played in three World Cup Final matches?
6. Who is the only goalkeeper to have received the Golden Ball (Best Player of the World Cup)?
7. At which World Cup were the number of teams competing increased to 32?
8. How many countries took part in the first World Cup in 1930?
9. Which manager was in charge of the Scotland team in the 1986 World Cup Finals?
10. In the song "We're on the Ball" by Ant and Dec, who passed to David Beckham?
11. In 1938, which country became the first to successfully defend the World Cup?
12. Which three players scored for England in the 2010 World Cup Finals?
13. Which country have England played the most times in World Cup Final matches?
14. Which three countries participated in World Cup Finals for the first time in 1990?
15. Who sang the 1990 England World Cup song "World in Motion"?

Sudoku

Answers from last editions Sudoku puzzle

1	5	6	8	3	7	2	9	4
9	2	4	1	6	5	7	3	8
7	8	3	4	9	2	5	6	1
2	7	5	3	4	6	8	1	9
6	4	1	9	2	8	3	5	7
3	9	8	5	7	1	6	4	2
4	1	2	6	8	3	9	7	5
5	6	7	2	1	9	4	8	3
8	3	9	7	5	4	1	2	6

Answers from last editions quiz

1. Nordic
2. 2 or 4
3. East Germany
4. The penalty box where players infringing the rules stand
5. A downhill ski trail
6. 1924
7. Luge
8. The marks made on the ice by the skate
9. Egg position
10. Canada
11. Lizzy Yarnold
12. Bronze
13. Cool Runnings
14. Skiing and shooting (cross-country skiing and rifle shooting)
15. 1988

Something missing?

We have not included a new Sudoku or Wordsearch Quiz in this edition however, if this a feature you would like us to continue to include let us know and we will bring it right back... (depending on the public vote!!!)



*See you in the next edition when we'll
be back with the answers for the Cross-
Department Quiz in Issue 20 of The
Network*