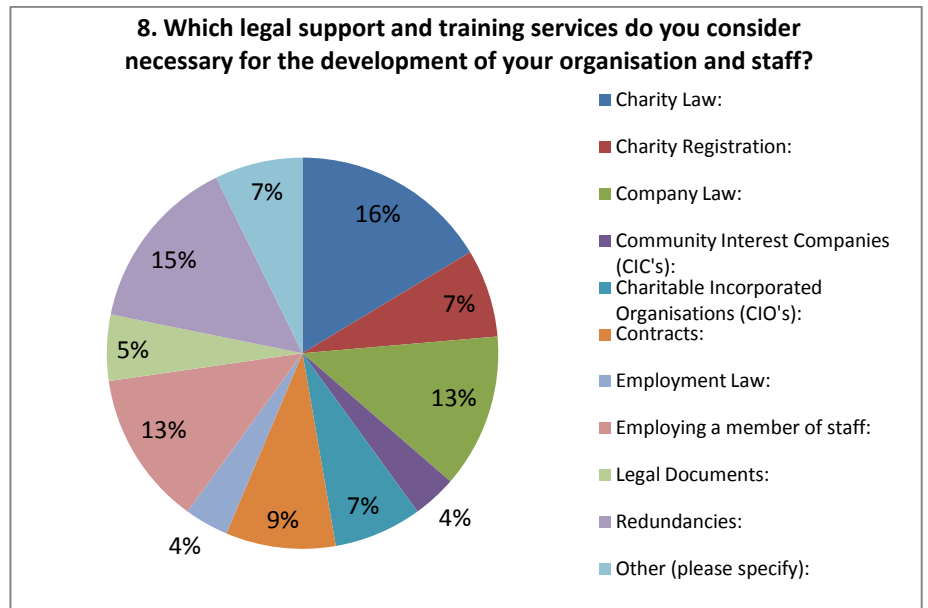
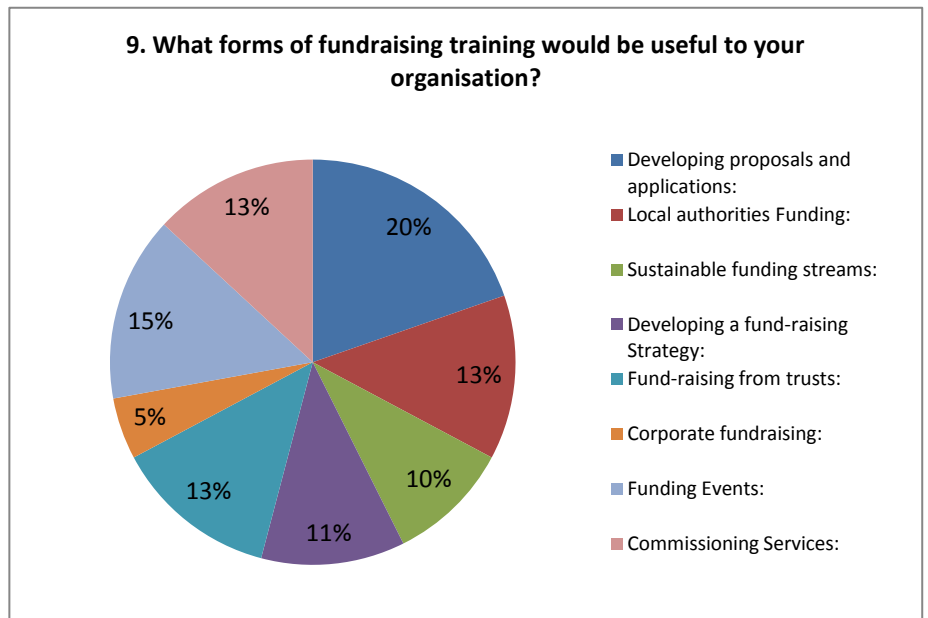


Training Needs Analysis 2010

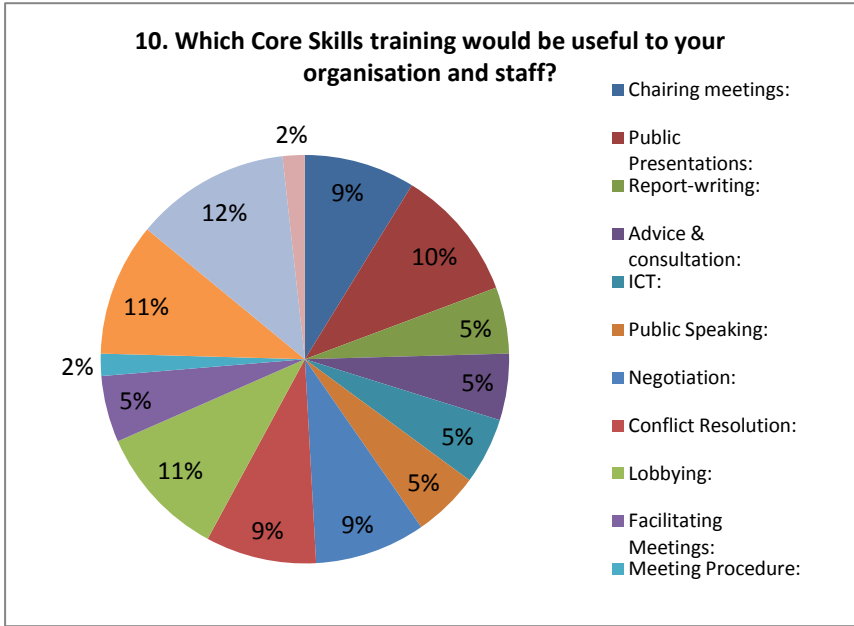
Charity Law:	9
Charity Registration:	4
Company Law:	7
Community Interest Companies (CIC's):	2
Charitable Incorporated Organisations (CIO's):	4
Contracts:	5
Employment Law:	2
Employing a member of staff:	7
Legal Documents	3
Redundancies:	8
Other (<i>please specify</i>):	4
Data Protection Vetting and Barring scheme	
IT skills	
We're not a conventional organisation and too small currently to separate out training from everyday business. learning comes through reflecting on every day work at steering group meetings and tailor-made short input e.g. web design improvement or how to do treasurer job	



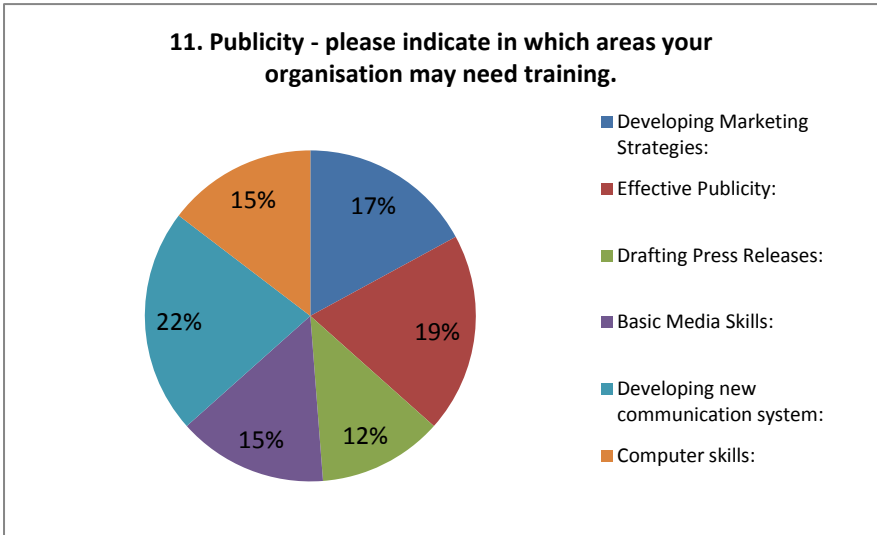
Developing proposals and applications:	12
Local authorities Funding:	8
Sustainable funding streams:	6
Developing a fund-raising Strategy:	7
Fund-raising from trusts:	8
Corporate fundraising:	3
Funding Events:	9
Commissioning Services:	8



Chairing meetings:	5
Public Presentations:	6
Report-writing:	3
Advice & consultation:	3
ICT:	3
Public Speaking:	3
Negotiation:	5
Conflict Resolution:	5
Lobbying:	6
Facilitating Meetings:	3
Meeting Procedure:	1
Project Management:	6
Business Planning:	7
Other (please specify):	1
Strategic planning and political negotiation to create systemic change across the city	



Developing Marketing Strategies:	7
Effective Publicity:	8
Drafting Press Releases:	5
Basic Media Skills:	6
Developing new communication system:	9
Computer skills:	6



Leadership Skills:	9
Conflicts Management:	7
Time Management:	8
Stress Management:	5
People Management:	8
Other (please specify):	1
Strategic management skills	

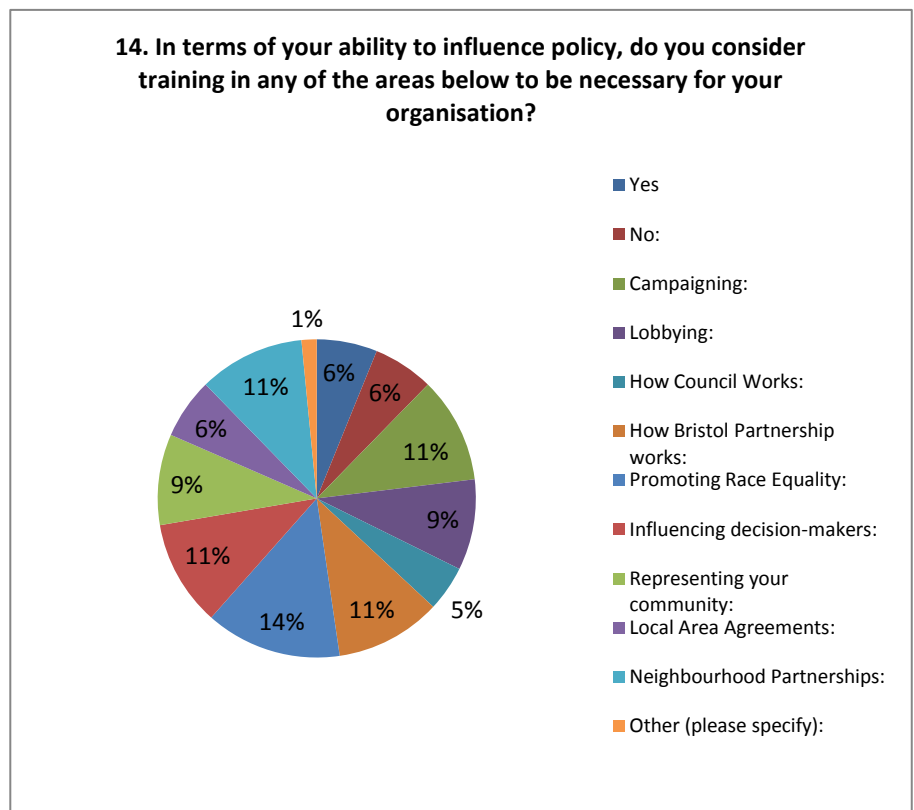


Yes	3
No:	9
Advertising:	2
Computer skills:	0
Legal liabilities as an employer:	3
Recruiting and Selecting Staff:	2
Induction Process:	1
Writing Job Descriptions and Person Specifications:	1
Interview Skills:	2



Yes	4
No:	4
Campaigning:	7
Lobbying:	6
How Council Works:	3
How Bristol Partnership works:	7
Promoting Race Equality:	9
Influencing decision-makers:	7
Representing your community:	6
Local Area Agreements:	4
Neighbourhood Partnerships:	7
Other (<i>please specify</i>):	1

This is the area which interest us but not in same way as other BDA members I think. We're not an interest group lobbying for our members. We're interested in community cohesion in which wealth of culture/knowledge of BME communities in Bristol and other parts of this globalised linked up world can impact on the whole city.



Basic Equalities Awareness:	3
Equalities impact assessments:	9
Equalities Legal framework:	6
Cultural sensitivity and awareness:	6
Specific Equalities strands(Race, Religion, Disability, Gender, Age, Sexual orientation):	7
Other (please specify):	2

How can indigenous Peoples wisdom be conveyed across Bristol society and polity? Indigenous people are BME mostly. Some rep in Bristol. Issue for us is not so much what they lack (equality) but they can offer (model of sustainability)

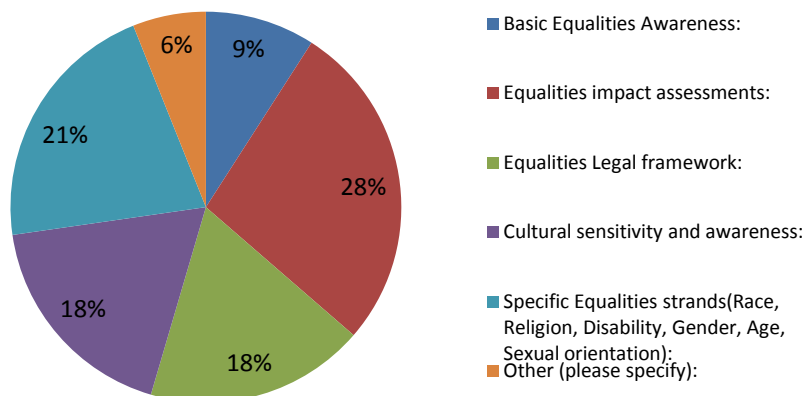
Specific cross-equalities e.g. Disabled-South Asian, Muslim-Gay etc

Budgets:	4
Cashflow:	4
Donations:	4
Financial reporting:	7
Full Cost Recovery:	5
Managing Accounts:	3
Expenses & Benefits:	0
Taxation:	2
Other (please specify):	2

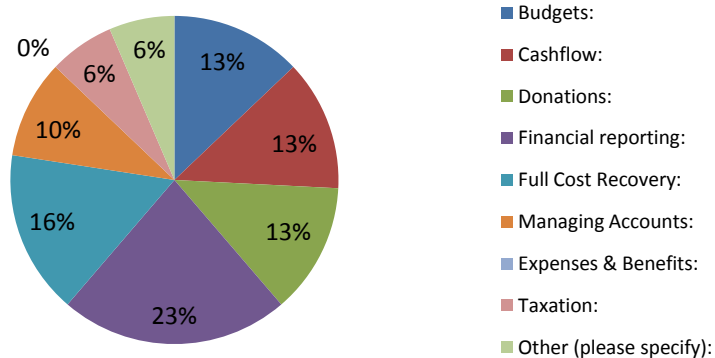
We have no financial resources
We're just getting to a stage of development where skilled treasurer needed

Understanding & Using Outcomes-based Framework:	5
Monitoring and Evaluation of Projects:	9
Measuring impact:	11
Preparing for monitoring:	5

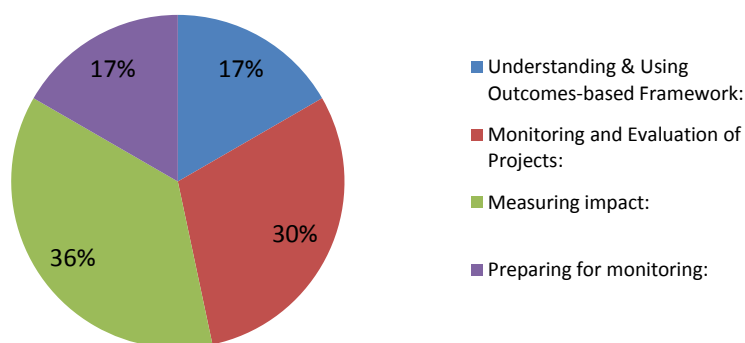
15. In terms of the Equalities framework, which areas can you identify as requiring specific training.



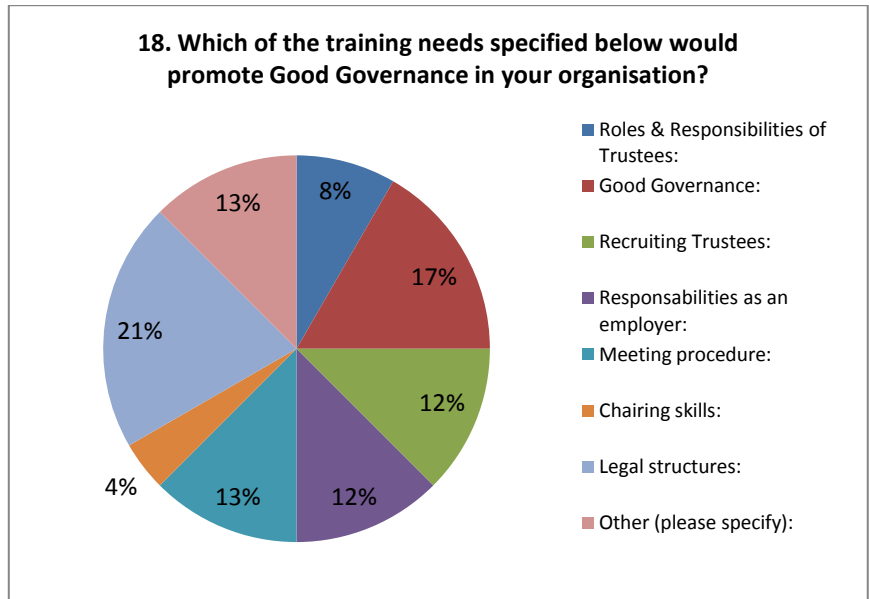
16. In terms of managing your organisational finances, which training needs and gaps in your organisation can you identify?



17. In terms of monitoring and evaluating your own organisational work and progress, which training needs can you identify?



Roles & Responsibilities of Trustees:	2
Good Governance:	4
Recruiting Trustees:	3
Responsibilities as an employer:	3
Meeting procedure:	3
Chairing skills:	1
Legal structures:	5
Other (<i>please specify</i>):	3
Principles of good governance we have roles and responsibilities for trustees	
Why can we only select one of the above?	



Recruiting Volunteers:	7
Managing Volunteers:	5
Keeping Volunteers:	5
Improving Volunteer Diversity:	4
Volunteer Payment:	4
Volunteer Tasks:	6
Volunteer Skills:	3
Volunteer Donations:	5
Other (<i>please specify</i>):	1
Volunteers in fund raising	



Support & Supervision:	8
Skills Audit:	1
Monitoring & Appraisal:	8
New Technologies skills:	5
Keeping Partnerships:	4
Job Evaluation:	4
Health & Safety:	4
Other (<i>please specify</i>):	1
How a non-hierarchy	

