



# NORTH WALL COMMUNITY DEVELOPMENT PROJECT

## STRATEGIC PLAN

2025 – 2027



**NORTH WALL CDP**

Empowering & Developing  
Communities Since 1985

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## **Foreword to our Strategic Plan**

On behalf of the Board and Executive of North Wall Community Development Project, we are very pleased to publish our Strategic Plan (2025-2027).

It follows extensive externally facilitated consultation with all staff, Board, stakeholders and funders. We also looked at the external environment, the profile of the area and broader national policy perspectives.

As a result, we re-visited and reflected on our Values, Mission and Vision. These, which were updated and sharpened as a result, will help not only inform what we do but how we do it. The Plan outlines 5 Key Goals (Invest and build a strong Local Community; Governance and Organisational Development; Collaborations and Partnerships; Invest in our Staff and Communication). Each Goal will be achieved by a set of specific Objectives and Actions.

Our 12-month Annual Plan will detail exactly how the Strategy will be delivered, with key milestones and timelines. We will also review the Strategy on an annual basis and make any adjustments considered appropriate, having regard to any emerging issues or changes to the environment.

We commit to doing all this in an open, transparent and accountable way. We will strive to achieve the highest standards in corporate governance. We are fully compliant with the Charities Regulator's Code of Governance and all other regulatory requirements.

We are excited by the challenges contained within our new Strategic Plan and we will work on behalf of the people and communities of North Wall and surrounding area with renewed enthusiasm.

Finally, we wish to thank our funders (who are listed in the Plan) for their support, flexibility, advice and trust.

**Board: North Wall Community Development Project**

## A Brief History of North Wall CDP



The North Wall Community Development Project, formerly the North Wall Women's Centre (NWWC), was established in 1985 by a group of local women. The NWWC became a meeting place in the area, a safe space where they could access support and learning. The centre offered training to fill in educational gaps such as Junior Certificate Maths, English, and basic computer skills. It also set up a drama group as an innovative way to build the women's self-confidence.

Over the years, the NWWC saw the need to reach out to the broader community. It also wanted to provide a strong perspective on women's issues, child welfare and social exclusion, and to facilitate interagency solutions rather than focus on single-issue perspectives and single-agency solutions. With this in mind, NWWC evolved into the North Wall Community Development Project (North Wall CDP).

## Incorporating a Community Development Approach into what we do

North Wall CDP incorporates the community development approach into our way of working with communities and people to address imbalances with the view to bring about change founded on social justice, equality and inclusion. Our centre is based in Lower Sheriff Street, Dublin 1, in the heart of Dublin's North East Inner City. This enables us to work closely with this community, giving us insights into the issues and challenges facing the people who live here and also allows us to support local people to take pride in this vibrant resilient community. Our work ensures that there is a voice for this community, in partnership with the range of voluntary and statutory agencies in this area. This has improved cooperation between agencies and communities, increasing mutual understanding.

North Wall CDP has grown in strength and is recognised as a valuable resource in Dublin's North Inner City, particularly in community development. Today we are an organisation that contributes in practical ways to the development of the area and the productive lives of local people.

North Wall CDP assists residents to collectively address issues facing their community. We recognise the powerful and transformative impact of lifelong education, in all its forms. With this in mind, the project delivers a number of accredited training and educational programs aimed at enhancing participants' employability. The project also runs a number of personal development and wellbeing programmes, as well as a community early years education centre.



For more information, please see the clip from the RTE documentary:

**'Women of Sheriff Street':**  
<https://www.youtube.com/watch?v=Z9oCGYP01yY>



## Local Context

North Wall CDP is based on Sheriff Street in North Wall, the boundary of which is from Memorial Road to the Alexandra Basin in the Port

Sheriff Street is an ever-evolving neighbourhood, bounded by areas of immense affluence alongside areas of socio-economic disadvantage. There has been significant growth in the population, with the area having one of the most ethnically diverse communities in the country. This growing and diverse population requires a corresponding growth in infrastructure in order to ensure the best possible outcomes for the people living in this area.

North Wall CDP works with people from the local community across the life cycle, from early years through early, middle and late adulthood. The project supports children and adults to successfully navigate some of the most important transitions in life, in terms of education and employment. We also work to support local people to have their voices heard and acted on in the regeneration process in this area.

This community has faced many challenges and has demonstrated significant levels of resilience.. Our project is part of a thriving response to the needs and issues in the area. In order for us to successfully continue this work, we need to grow our service accordingly. This involves expanding our early years' provision and crèche and our Local Training Initiative and maintaining our Community Employment Scheme, whilst remaining closely connected to the community and the grass roots origin of this project.



## Purpose of this Strategy



This strategic plan is a tool to inform and direct the work of NWCDP over the next 3 years. Its aim is to bring greater coherence to increase organisational capacity, adaptiveness and responsiveness. This includes enhancing the capacity of NWCDP regarding the continuing professional development of staff, governance and quality assurance to improve impact + strengthen results on the ground.

## Boundaries of this Strategy

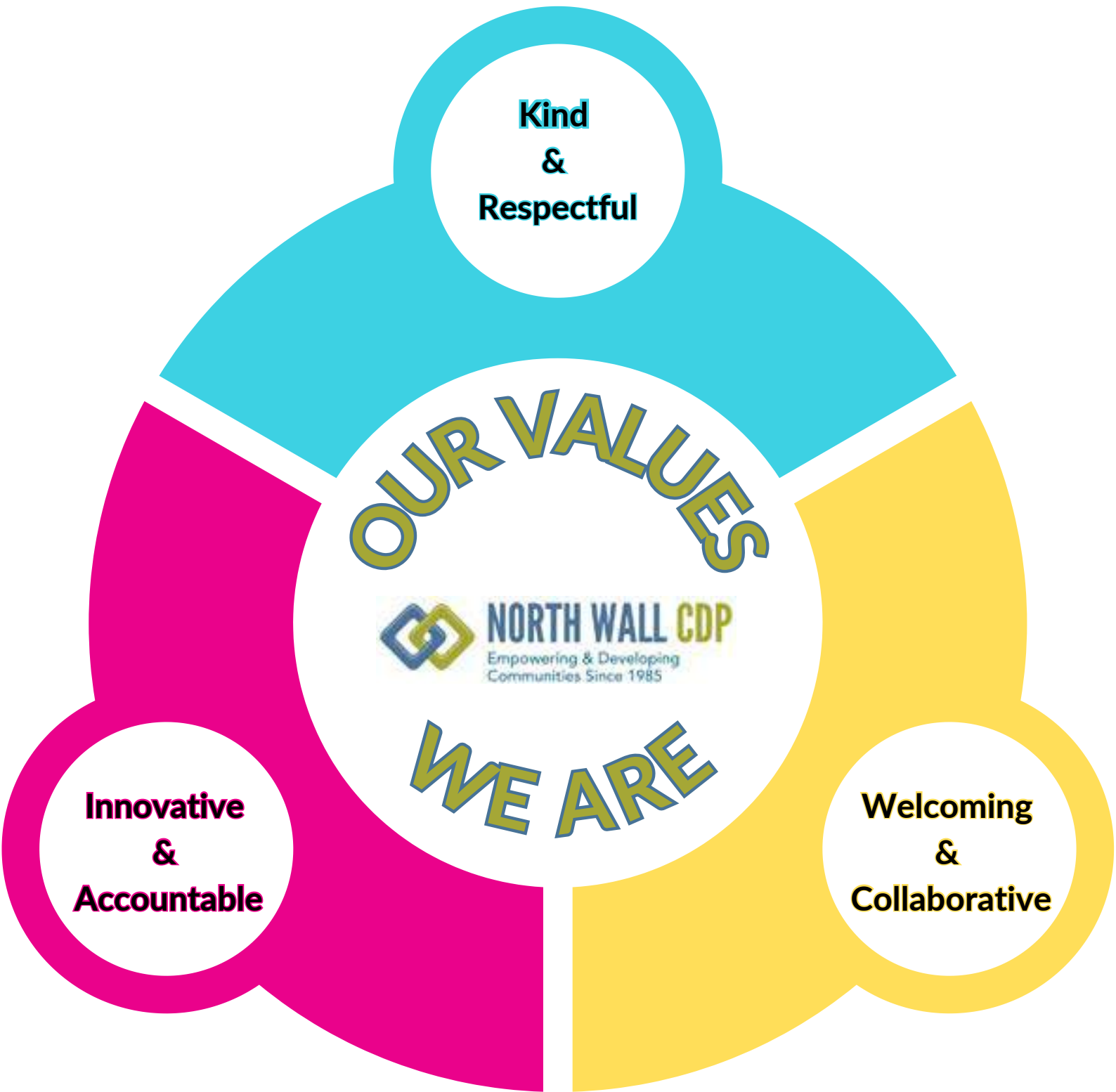
North Wall CDP has a number of contracts with Government Departments and statutory bodies. Our programmes of work are often defined by strict operations guidelines, contractual requirements and specific targets/key performance indicators (KPI's) set by the funding body. This strategy will inform the development of an annual action plan for each programme together with KPI's for each piece of work.

## Our Vision

EQUAL PARTICIPATION AND  
OPPORTUNITY FOR PEOPLE IN  
SOCIAL, CULTURAL AND ECONOMIC  
LIFE

## Our Mission

DEVELOPING OUR COMMUNITY AND  
PEOPLE THROUGH EDUCATION,  
BUILDING CONNECTION AND  
INCLUSION AND EMPOWERING  
PEOPLE TO HAVE FULFILLING LIVES



## Our Values : We Are



### **Kind & Respectful**

WE ARE KIND TO ONE ANOTHER AND TO THOSE WE ENGAGE WITH IN THE COMMUNITY AND IN OUR DAILY WORK. WE SHOW RESPECT IN HOW WE OVERCOME CHALLENGES TOGETHER AND WE LOOK OUT FOR ONE ANOTHER.

### **Welcoming & Collaborative**

WE RECOGNISE THE IMPORTANCE OF BEING COLLABORATIVE, MAKING CONNECTIONS, BEING OPEN TO WORK WITH OTHERS AND ACHIEVING PROGRESS TOGETHER. WE CREATE A SAFE SPACE IN OUR COMMUNITY AND WE WORK HARD TO BE INCLUSIVE OF OTHERS.

### **Innovative & Accountable**

WE RECOGNISE THE RESPONSIBILITY AND PRIVILEGE WE HAVE TO WORK IN THIS COMMUNITY. WE WORK HARD TO ENSURE WE ARE A TRUSTED INSTITUTION BOTH IN OUR COMMUNITY AND IN OUR SECTOR. TO DO THIS, WE DEMONSTRATE INTEGRITY AND TRANSPARENCY IN HOW WE WORK. WE RECOGNISE THAT IT IS IMPORTANT TO CONTINUE TO ADAPT, INNOVATE AND IMPROVE SO WE ARE ALWAYS SEEKING TO BE BETTER AS INDIVIDUALS AND AS AN ORGANISATION.



## Objectives



**To be a Community Development Project of excellence in the field of community-based education and training.**

**To incorporate community development approach in our work with the community, supporting them to reach their full potential.**

**To provide supports, resources and opportunities which will help improve the quality of life of participants.**

**To provide structures and systems that will break down barriers of isolation and social exclusion.**

## Objectives



**To ensure that all the Community Development Project's initiatives have an anti-poverty focus.**

**To actively encourage and promote local participation.**

**To identify the changing needs of the community on an ongoing basis and ensure that the organisation and its activities continues to evolve to meet the needs.**

**A commitment to develop succession planning for the Board and Management to strengthen governance.**



# Our Services and Programmes

(At December 2024)



28 Learners Participating in QQI Level 4 & 5 Sports Courses

Designated Early Learning Centre & Community Creche Supporting Parents & Families to Avail of Employment & Training

14 Local Residents Participating in Non Accredited Training

Operate CE Scheme 4 Sub sponsors. Participants Receive Accredited or Industry Related Training

Facilitate Community Voice on Local Issues

26 Memeber's Participating Weekly in This Group



Leading Members of local Sheriff Street Committee for Planning & Organising Events & Street Cleaning



## North Wall CDP...



- Little Treasures Community Crèche, run by North Wall CDP in Dublin's north inner city, has supported local families since 1985 by providing quality early education for children aged 4 months to 5 years. Offering both part-time and full-time places, it follows Aistear and Síolta frameworks to foster development in a safe, nurturing environment. Children enjoy healthy meals and snacks, enriching activities like music and yoga, and outings to local parks and attractions. Tusla-registered and community-trusted, Little Treasures is dedicated to preparing children for a bright start in primary school and beyond.





- North Wall CDP's Community Employment (CE) programme provides valuable work experience and training opportunities in a supportive community setting, with roles in childcare, cleaning, and administration that allow participants to gain job satisfaction while advancing their skills. As a sub-sponsor for four CE groups—Friends of the Elderly, the Institute of International European Affairs, Cairde, and The Outhouse—all based in Dublin 1, North Wall CDP also offers administrative support and guidance to CE employees across these organisations. Available positions range from childcare and administration to senior social activities, kitchen assistance, housekeeping, caretaking, clerical support, and community development, offering meaningful employment and professional growth in the local community.



- The L.I.F.E. Program (Learning in Football Environments) is a Local Training Initiative (LTI) providing accredited training programmes aligned with the National Framework of Qualifications (NFQ). It offers QQI Level 4 and 5 courses in Sports and Recreation, carefully designed to meet learners' needs while addressing skill gaps in the labour market. Since rebranding to L.I.F.E., the program has seen increased participation, showcasing its appeal to the community and effectiveness in engaging learners.

*The L.I.F.E Sports course gave me a different pathway to earning CAO points than the traditional Leaving”*



*“I left school at 16 & went straight into the L.I.F.E Sports course. I now have my CAO points & can access 3rd level education.”*



*"Participating in the L.I.F.E Sports course has been a great experience. I've ended up with more CAO points than my original Leaving Certificate, and qualifications & opportunities that can help me pursue a career in sports and recreation. A great experience overall!"*



*"Thanks to the lads I've got so many qualifications which I never thought I'd have. They helped me become a personal trainer, and now my job is set for life."*

*"The L.I.F.E Sports course set me up for life with plenty of qualifications & opened up endless career opportunities I never thought I would have."*





- We provides education programmes including a gardening tutor for the seniors' knitting group, which is funded by CDETB, as well as a Seniors' Digital Programme
- As part of our community outreach, North Wall CDP also provides:
  - A programme of celebratory events (in collaboration with other local community groups and businesses, including the annual Street Party to celebrate diversity, Community Week in August, Halloween Festival, Christmas, Easter and St Patrick's Day Events, and International Women's Day.



- A range of health-related awareness programmes including Breast Cancer Awareness and fundraising events, Over 35's Men's Health and Wellbeing Group.
- Sustainability Initiatives, including maximising the use of existing green spaces (in collaboration with a Playful City & local community organisations), maintenance of a Community Garden, Street clean up days

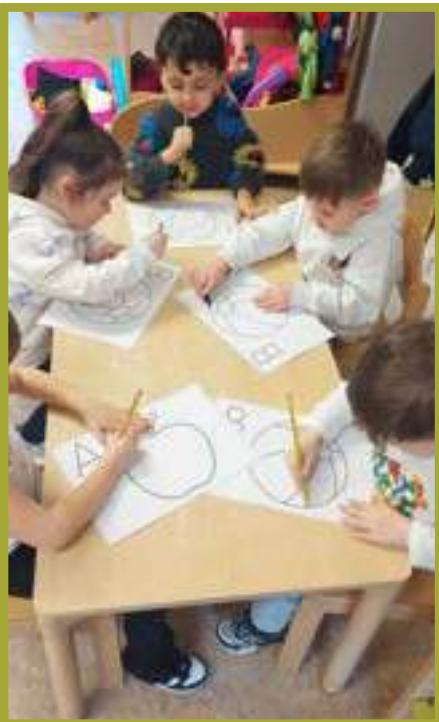




# Success & Progression of Services

(At December 2024)

	<u>Programme</u>	<u>Transition / Progression</u>	<u>Retention &amp; participation</u>	<u>Comments</u>
<u>1</u>	Little Treasures Comm. Creche (Early Years Ed. & Creche)	100%	100%	Smooth transition to primary school Retain all children in our service
<u>2</u>	Community Employment (CE)	85%	90%	Up to 85% progression – impacted by Covid pandemic
<u>3</u>	Local Training Initiative (LTI)	99%	98%	Success of Sports courses sees only 2% dropouts
<u>4</u>	Community Outreach Learning		100%	100% participation in non-accredited education activities
<u>5</u>	Community Celebrations & Events		90% Participation	Pride in local community Reduction in anti-social behaviour



## Goals and Objectives



### GOAL 1: Invest and build a strong Local Community

*To build a strong, proud, empowered community in order to improve quality of life and bring about social change*

- To apply the principles of community development in our work.
- To advocate on behalf of and with local residents in order to identify and seek appropriate responses to their needs and assets.
- To combat social isolation experienced by older people.
- To promote intergenerational activities where children and adults come together to learn from each other.
- To facilitate opportunities for local people to come together to take pride in their community.
- To facilitate volunteering opportunities to enhance the community.
- To promote inclusiveness and diversity.
- To deliver a high quality affordable, accessible programme of early years education.
- To continue to deliver accredited training and expand the LIFE Sports Programme.
- To provide practical experience and training through our Community Employment Scheme.
- To provide a range of educational opportunities to develop soft skills in adult learners.

### GOAL 2: Governance and Organisational Development

*To ensure excellence in governance, financial management administration & sustainability*

- To source and secure adequate funding to resource staffing levels for expansion of service delivery.
- To ensure effective strategic management of the service.
- To continue to operate to high standards and full compliance in financial management and reporting.
- To ensure effective governance systems and structures are in place in relation to compliance, transparency and accountability.
- To develop a plan which incorporates sustainability into organisational practice.

## Goals and Objectives



### GOAL 3: Collaborations and Partnerships

*To engage in relevant partnerships and collaborative working*

- To work in partnership and collaborate with a range of voluntary and statutory organisations to work towards the best outcomes for the local community.
- To develop and expand relationships in order to access external work experience opportunities, training and other relevant activities.
- To act as an advocate for positive developments in the greater Sheriff St area

### GOAL 4: Invest in our Staff

*To build the capacity of staff and support health and wellbeing  
To provide an environment that is safe and attractive.*

- To ensure staff have opportunities to participate in ongoing professional development, training & well-being, which is aligned with NWCDP's Vision, Mission and Values.
- To encourage staff participation in planning & evaluation of our programmes.
- To ensure that all staff clearly understand policies and key performance indicators.
- To provide opportunities for team building and maintaining staff morale.

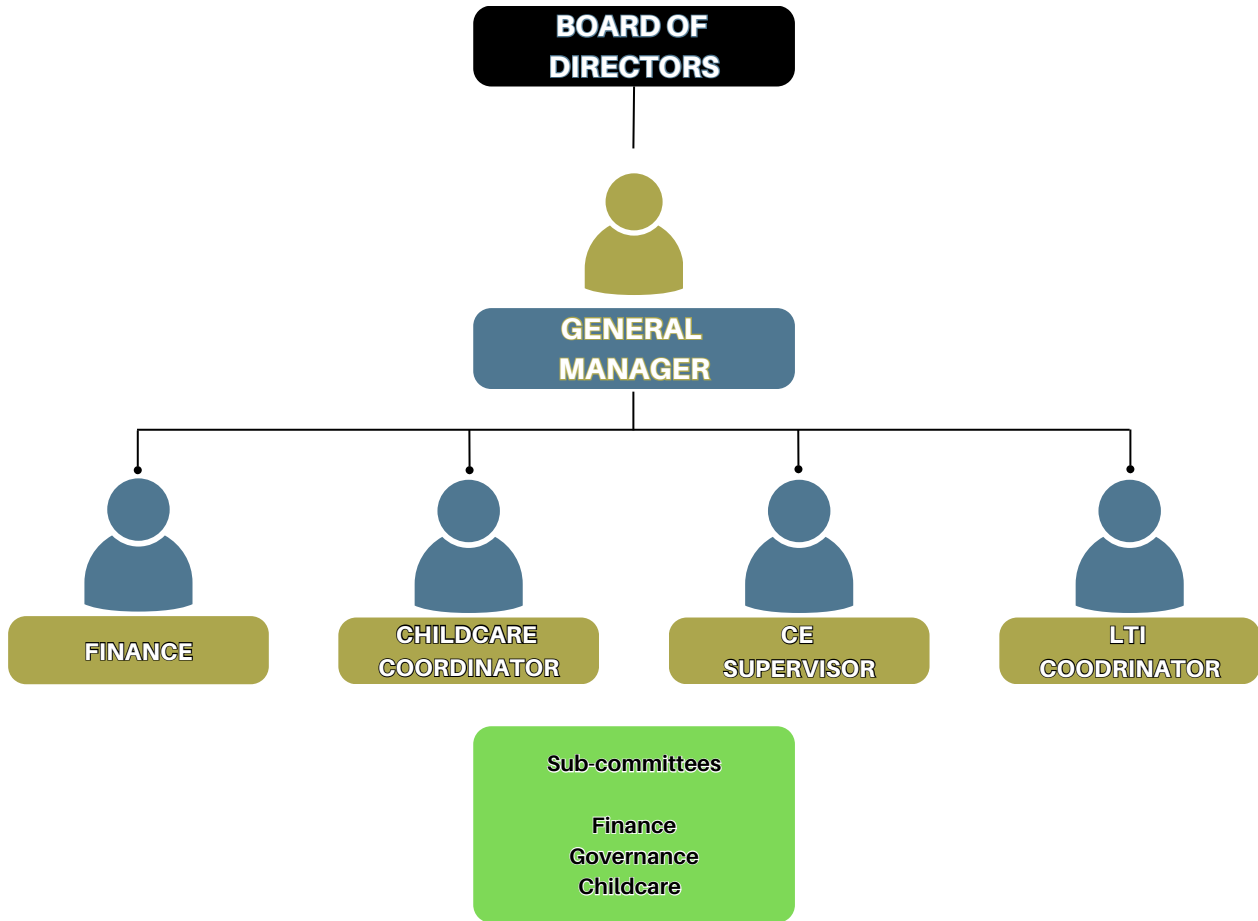
### GOAL 5: Communication

*To develop and communicate a consistent message about North Wall CDP regarding its purpose, vision and mission*

- To develop and implement a Community Strategy
- To raise awareness of the range of services and programmes delivered by NWCDP.
- To capture the oral history of the area.



# Organisational Flow Chart



# Collaborations and Partnerships

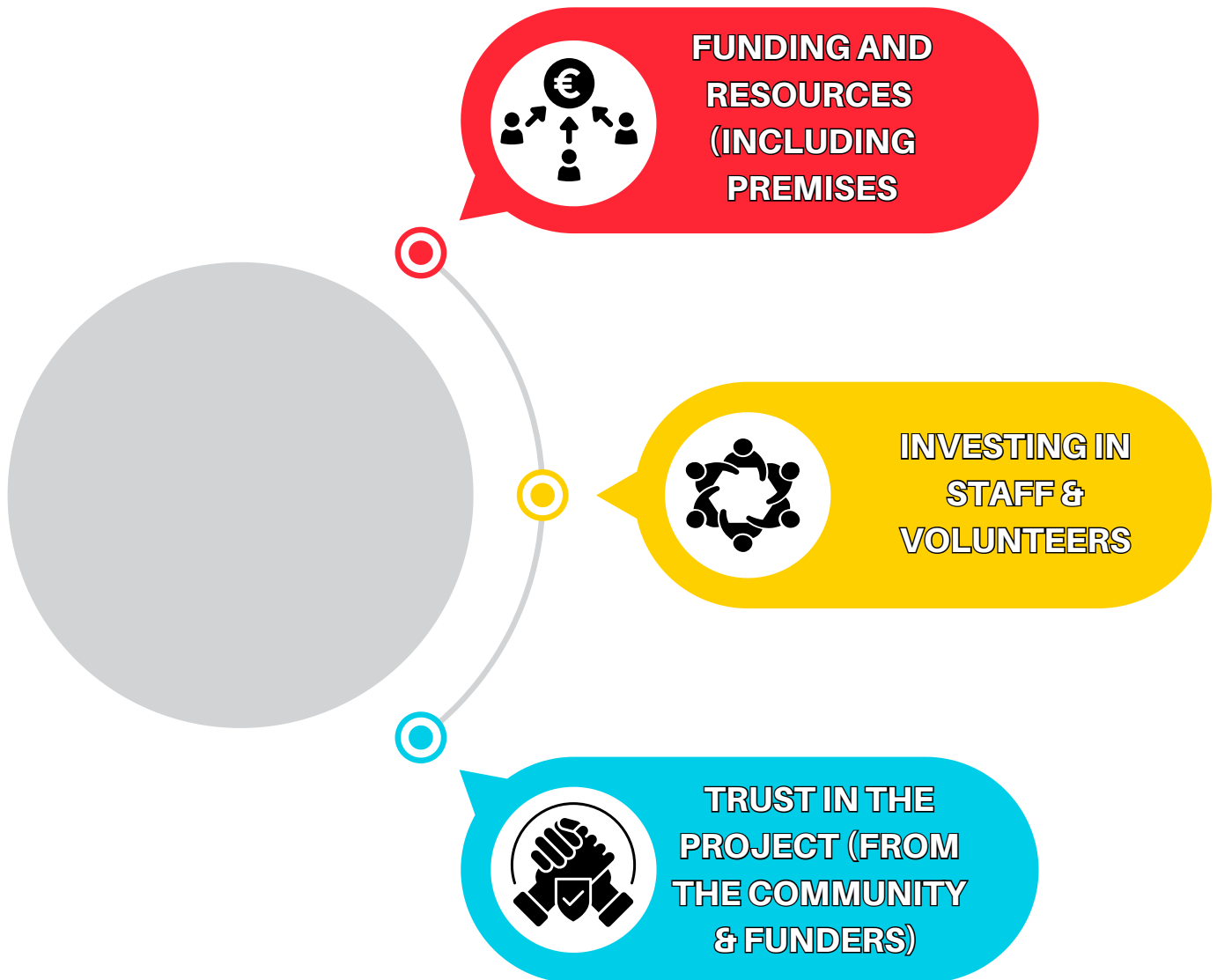
- North Inner City Community Coalition (NICCC)
- Dublin City Community Co-op
- North East Inner City (NEIC)
- Dublin City Childcare Committee
- Better Start
- Early Learning Initiative (ELI)
- Pobal
- National Childcare Scheme (NCS)
- Department of Social Protection
- City of Dublin Education & Training Board (CDETb)
- Health Service Executive (HSE)
- Early Childhood Ireland

- National College of Ireland (NCI)
- Dublin City Council (DCC)
- North Wall Community Festival Committee
- Five Lamps Arts Festival
- Young People at Risk (YPAR) 0 – 5 Working Group
- St. Laurence O’Toole’s Primary School
- A Playful City
- Bohemians Football Club
- Royal Life Saving Society (RLSS)
- FLYEfit Gym
- Local Youth Services



## Our Enablers

In order for us to successfully continue this work, we need to grow our service accordingly. Facilitated by the following:



## Implementation and Monitoring of the Strategic Plan

The actions contained in this Strategic Plan will be reviewed regularly by the Board, and implementation will be monitored continuously, including setting key performance indicators (KPIs) and timelines against each Goal.

An annual action plan will be developed in line with this plan. An annual review will be conducted by the Board and staff to monitor progress. Staff meetings will be used to provide progress updates and identify any unanticipated and/or emerging issues to be addressed by the organisation.

## Links to Relevant National Policy & Strategy



### **Annex 1: Links to Relevant National Policy and Strategy**

The work of North Wall CDP is aligned with a number of national and regional policies and strategies across a number of areas as follows:

- **The Social Inclusion and Community Activation Programme (SICAP) 2024-2028**

Provides funding to tackle poverty and social exclusion at a local level through local engagement and partnerships between disadvantaged individuals, community organisations and public sector agencies. Administered by Pobal, SICAP 2024-2028 is co-funded by the Irish Government, through the Department of Rural and Community Development, and the European Social Fund Plus under the Employment, Inclusion, Skills, and Training (EIST) Programme 2021-2027

- **The NEIC Strategic Plan 2024 – 2027 (currently in development)**

At the heart of the NEIC Initiative is the vision to make the North East Inner City a safe, attractive, and vibrant living and working environment for the community and its families with opportunities for all to lead full lives. A new strategic plan is currently in development.

- **Participation of Children and Young People in Decision Making Action Plan 2024-2028.**

Children and young people aged under 18 years have the right under the United Nations Convention on the Rights of the Child (UNCRC) to have their voice heard. Children and young people in this age group are the predominant focus of the Action Plan. The overall aim of the Plan is to promote the inclusion of children and young people in decision-making at all levels: in the home, in school, in their community and at national level.

- **Dublin City CO-OP Strategic Plan 2023-2027**

As a member of Dublin City CO-OP, our work is also aligned with the Dublin City CO-OP's strategic plan which recognises that the social and economic needs in the communities are as complex and acute as ever. It also recognises that climate change and the transition to a greener economy has the potential to deepen existing inequalities if that transition is not equitable and just.

- **Young Ireland. National Policy Framework for Children and Young People 2023 – 2027**

Is the policy framework for children and young people aged 0-24. It covers the period from 2023-2028 and envisages an Ireland in which all children and young people can fully access their rights. It is focused on tackling the biggest challenges that affect children and young people in Ireland today and setting up robust structures, so children's rights are foremost whenever decisions are made affecting the lives of children and young people.



- **National Implementation Plan for the Sustainable Development Goals 2022-2024.**

The Vision of Agenda 2030 is for Ireland to fully implement the Sustainable Development Goals at home, and to contribute to their achievement internationally through our role as a responsible global citizen, so that no one is left behind. This Implementation Plan aims to build on the structures and mechanisms from the first Plan and to develop and integrate additional approaches in areas identified through review and consultation as requiring further action. It sets out Ireland's SDG implementation strategy for 2022-2024 and forms part of a series of consecutive Implementation Plans, each building on the previous iteration, to work towards achieving the SDGs.

- **Pathways to Work Strategy 2021-2025**

Sets out how the State will deliver vital employment support to the unemployed. This includes employment advice and guidance, job matching, employment placement programmes, and opportunities for upskilling.

- **Road Map for Social Inclusion 2020-2025**

Is a national strategy that aims to increase the social inclusion of marginalised people. While it does not solely focus on young people, the roadmap does address the social inclusion of young people. One of its seven high-level goals specifically addresses the social inclusion of children; 'Support families- reduce child poverty'.

- **First 5: A whole of Government Strategy for Babies, Young Children and their Families 2019-2028**

Is Ireland's first ever cross-departmental strategy to support babies, young children and their families. This ten-year plan is intended to deliver: a broader range of options for parents to balance working and caring, a new model of parenting support, new developments in child health, including a dedicated child health workforce, reform of the Early Learning and Care (ELC) system, including a new funding model and a package of measures to tackle early childhood poverty.

- **Future Jobs Ireland 2019**

Along with Project Ireland 2040, Global Ireland 2025 and the Climate Action Plan represents an integrated approach to prepare for the opportunities and challenges of the future economy. It focuses on five pillars:

1. Embracing Innovation and Technological Change
2. Improving SME Productivity
3. Enhancing Skills and Developing and Attracting Talent
4. Increasing Participation in the Labour Force
5. Transitioning to a Low Carbon Economy



- **Children First: National Guidance for the Protection and Welfare of Children 2017**

Is a national policy document which assists people in identifying and reporting child abuse. It describes the four main types of abuse and sets out the steps, which should be taken to ensure that the child or young person is protected from harm. Children First is for everyone; "It is intended to assist you, whether you are a member of the public, a professional, employee or volunteer in identifying and reporting child abuse and neglect, and to deal effectively with these concerns. It also sets out the statutory responsibilities for [mandated persons](#) and organisations under the Children First Act 2015 and provides information about how the statutory agencies respond to reports of concerns made about children.

- **Healthy Ireland: A Framework for Improved Health and Wellbeing 2013–2025**

Is the national Framework for action to improve the health and wellbeing of everyone living in Ireland. The Healthy Ireland (HI) Framework aims to bring a concerted focus on life-long wellbeing, prevention of illness, seeks to reduce health inequalities, address the settings in which health and wellbeing is impacted, and emphasise the need to empower people and communities to better look after their own health and wellbeing.

- **Child Care Act 1991 (Early Years Services) Regulations 2016**

The regulation of pre-school childcare services is set out in the Child Care Act 1991 (Early Years Services) Regulations 2016. The Regulations describe the standards of health, safety and welfare that must be in place before such services can be provided.



# Our Funders



Banc Ceannais na hÉireann  
Central Bank of Ireland  
Eurosystem



# Collaborations & Partnerships



Forbairt Cáilíocht Luathbhlianta Náisiúnta  
National Early Years Quality Development



**NORTH WALL CDP**  
Empowering & Developing Communities Since 1985