

# John Reading CIVIS Consultants

## Specialisms

**CIVIS Consultants** was established in 1989 as a consultancy and policy unit specialising in health care, social care and social housing. We changed our trading name from CVS Consultants to bring it into line with our twin charitable body **The Civis Trust**. We are NCVO approved consultants.

The services we provide include:

- undertaking major national policy reviews
- research into regional and local need
- development of new services
- audit and evaluation of existing services
- organisational reviews and business planning
- providing temporary senior management staff
- financial consultancy

We have a strong record of working with black and minority ethnic community organisations.

## Work undertaken outside the voluntary sector

We have provided consultancy work for the European Union, Central Government Departments, Local Authorities, Health Authorities, and Social Service Departments in the UK.

## Geographical area covered

To date we have provided consultancy and policy work for over 500 different agencies in the UK and worldwide. Our profile of international work includes work in:

- Hungary and Slovakia on civil society, disability and Roma issues for over six years;
- a number of EU countries on refugee integration issues;
- Jordan on disability issues;
- Southern India on an organisational development project
- Tanzania on HIV/AIDs issues.

## Publications

A wide range of publications have been produced. Some of these are technical guides to help agencies gain a better understanding of complex legal, financial and management issues and others are intended to influence policy and promote good practice. Recent publications include reports on ethnicity and physical disability, ethnicity and learning difficulties, mental health needs of refugees, effective counselling for Asian people with mental health and addiction problems; the report 'Raise the Roof' on user consultation and a number of reports and good practice guides on supported housing.

## Qualifications

Staff have a range of expertise including skills in services development planning, knowledge of service delivery issues and financial management and accountancy skills.

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