

# Info Digest



Herts CVS Group: Promoting and developing voluntary activity across Hertfordshire

December 2011

## Monthly Update of Key Information about the Voluntary Sector

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## NEWS, ISSUES & TRENDS

### Unpaid internships v Apprenticeships

Charities should not exploit young people through unpaid work, says a Guardian blog. <http://preview.tinyurl.com/cl8lu7t>. The same paper's Social Enterprise Network argues that instead apprenticeships should replace internships. <http://preview.tinyurl.com/bqubjgf>

### The Triple Dividend: Thriving Lives, Costing Less, Contributing More

A report by a group of charity stakeholders believes preventing social problems occurring is cheaper and better than coping with the consequences. <http://www.community-links.org/earlyaction>,

### Why are the rich getting richer?

A New Economics Foundation report examines what caused this surge in economic inequality and how policymakers can address it. Download free [http://www.neweconomics.org/sites/neweconomics.org/files/Why the Rich are Getting Richer.pdf](http://www.neweconomics.org/sites/neweconomics.org/files/Why%20the%20Rich%20are%20Getting%20Richer.pdf)

### New crime mapping data added to police.uk

Local communities can look at performance-related information for their area such as crime rates, quality of service, victims' satisfaction and compare all 43 police forces in England and Wales. <http://www.police.uk/>

### Re-offending rates

Ministry of Justice reoffending data allows comparisons across the adult and youth systems and different types of offence. <http://www.justice.gov.uk/downloads/publications/statistics-and-data/reoffending/proven-reoffending-jan-dec09.pdf>

### **Does 'big society' spell the end of charity as we know it?**

A Guardian voluntary sector network article argues that charities are losing their distinctiveness because they're becoming more dependent on government funding; not less.

<http://www.guardian.co.uk/voluntary-sector-network/community-action-blog/2011/nov/10/end-of-charity>

### **Local Government Finance - Two Audit Commission Reports**

Tough Times is the Audit Commission's report summarising local authorities' implementation of the public spending cuts. A separate document compares your local Council's value for money index with that of similar authorities

<http://www.audit-commission.gov.uk/nationalstudies/localgov/Pages/toughtimes.aspx>  
<http://vfm.audit-commission.gov.uk/RenderReport.aspx?Gkey=282VqlaaVSL7TN8PtQ7X/87b5aS0svj73y5da%2biAG7D/x52gZ1t7Eg%3d%3d>

### **Two Reports on the August riots**

The Cabinet Office's report, based on the testimony of young people, examines the motivations of young people involved in the riots.

<http://www.cabinetoffice.gov.uk/resource-library/august-riots-england-understanding-involvement-young-people>

An NCVO report stresses the importance of community groups and statutory bodies working closely together to ensure that an 'early warning system' is in place.

<http://www.ncvo-vol.org.uk/sites/default/files/AftertheRiotsfinal.pdf>

### **Two responses to sector Work Programme concerns**

Volunteering England reports that some volunteer centres have been asked by Work Programme providers to work for no payment. Employment minister Chris Grayling has confirmed that the programme providers should always pay charities for their services. NCVO wants to draw up standards for private firms and charities to follow when they are working together to deliver public services such as the Work Programme.

<http://www.volunteering.org.uk/News/mediacentre/News+2011/Work+Programme+providers+should+pay+voluntary+organisations+for+their+services>

### **Battered, broken, bereft - new rough sleeping report**

St Mungo's charity's new research shows three out of five outreach workers are seeing an increasing number of rough sleepers. Moreover, 71% of those surveyed did not believe that there was enough emergency accommodation for rough sleepers in their area. Relationship breakdowns, domestic violence and mental health conditions are three of the main traumas leading people to sleep rough on the streets today.

[http://www.mungos.org/press\\_office/1002\\_battered-broken-bereft-new-rough-sleeping-report](http://www.mungos.org/press_office/1002_battered-broken-bereft-new-rough-sleeping-report)

### **Query over level of sector workforce**

The Voluntary Sector Workforce Almanac highlighted an increase in employment in the sector over the last decade but the Guardian says the steady rise since 2004 appears to have come to an end, with a five per cent fall since early 2010, <http://preview.tinyurl.com/634swrr>

### **Charity challenges in meeting demand and managing risk**

A charity and risk report looking at how charities are dealing with policy, social and financial changes, concludes there is a "fundamental imbalance between supply and demand, ... with little sign of the situation improving in the foreseeable future, .... many charities are faced with a business model that no longer works in the longer term".

[http://www.pkf.co.uk/pkf/publications/charity\\_risk\\_report&goto=4](http://www.pkf.co.uk/pkf/publications/charity_risk_report&goto=4)

### **Two views of charity use of opportunities on the internet**

A Nominet Trust report has a number of case studies, such as online volunteer management by St John Ambulance, as well as analysis and recommendations. <http://www.nominettrust.org.uk/charities-use-internet>

Third Sector magazine concerned "the majority of third sector organisations may be sitting on the cusp of the perfect storm in respect of data security",

<http://www.thirdsector.co.uk/news/1103375/>

### **Consortia for the delivery of public services: the issues for small and medium-sized charities**

This good research report from the Charity Commission focuses on the experiences of charities that deliver public services by joining forces and working together as a consortium.

[http://www.charitycommission.gov.uk/Publications/rs26\\_consort.aspx#1](http://www.charitycommission.gov.uk/Publications/rs26_consort.aspx#1)

### **Portable, online criminal record check due for early 2013**

Vince Cable announces the creation of a universally portable CRB (Criminal Records Bureau) check that can be viewed by employers instantly online, from early 2013. In other words, no need for a fresh application when moving jobs.

<http://nds.coi.gov.uk/content/Detail.aspx?ReleaseID=422195&NewsAreaID=2>

### **Diversion of Lottery funding away from the sector**

Government's failure to refund money diverted to the Olympics leaves Ministers looking like toads, not princes, says DSC Chief Executive Debra Allcock Tyler. "It's vital that Lottery money is spent on the real needs of charity beneficiaries, not the latest government policy fads".

### **Changes at SEEE**

Following the departure of the CEO, Chris Lee, Network Development Officer, will be taking the organisation forward, concentrating on the areas that matter most to members – information, business advice and training. SEEE has re-located to Peterborough.

### **Quality in the Sector: a guide to not-for-profit sector quality awards**

Giving a brief description and a tick list of the coverage (and ISO 9001 validity) for each standard, it includes those from ACRE, Befriending Networks, Community Matters, Volunteering England, Helplines Association and others.

<http://www.accreditationprovidersforum.org/guidedownload.html>

## **LEGAL MATTERS**

### **The Agency Workers Regulations 2010**

Agency workers now have from 'day one' rights including access to the hirer's collective facilities and amenities (e.g. canteen, childcare facilities etc.), as well as to be informed of vacant posts with the hirer. Liability for failure to provide lies with the hirer, although if they can show objective grounds for treating a worker less favourably than a comparable permanent worker, it may be justifiable. After a 12 week qualifying period with one hirer they have further rights relating to, among other things, pay, working hours, paid holiday and maternity entitlements. Breaks in assignments will usually restart the 12 week period, but the Regulations provide for several exceptions to this rule, so employers should consider the circumstances of each agency worker individually.

[www.russell-cooke.co.uk](http://www.russell-cooke.co.uk)

### **English "community right to bid" becomes law**

Multi-purpose, community-led organisations welcome the introduction in the Localism Act of a Community Right to Bid in England to take over treasured local assets like shops and pubs. A 'Plain English' guide to the Act is at

<http://preview.tinyurl.com/cfjb38s>

### **Employment v Self Employment**

Cases regularly occur where courts have made findings of employment status despite workers having entered into arrangements labelled as 'self employment.' Read the discussion of a case which provides a useful checklist to determine employment status.

<http://www.russell-cooke.co.uk/clientUpload/document/file/Employment%20v%20Self%20Employment%20-%20September%202011.pdf>

### **Public law victory in Isle of Wight**

Two disabled men who faced losing their right to care won a landmark High Court case over cost cutting by their council. They successfully used public law to challenge the council's decision to cut services.

<http://www.independent.co.uk/news/uk/politics/courts-step-in-to-save-vulnerable-from-cuts-6261192.html?origin=internalSearch>

### **Credit unions will be able to provide services to community groups**

In the New Year Credit Unions can provide services to community groups, attract investment from local businesses and extend services to new groups, including housing association tenants and employees. Credit unions will also be able to pay interest on savings, instead of a dividend, so people will more easily be able to compare rates.

<http://www.abcul.coop/media-and-research/news/view/193>

### **Intellectual Property Rights**

Avoid expensive intellectual property (IP) copyright issues which can arise when organisations use external consultants alongside employees.

<http://www.dsc.org.uk/PolicyandResearch/Linksandresources>

## **CHILDREN AND YOUNG PEOPLE**

### **UK Children's Commissioners express concern over spending cuts**

They want an urgent reassessment of the impact of the Coalition Government's Spending Review on vulnerable children outlining serious concerns at high levels of persistent poverty across the UK and the need for children to be given priority in national and local budgets so that vital children's services are protected.

[http://www.childrenscommissioner.gov.uk/content/press\\_release/content\\_446](http://www.childrenscommissioner.gov.uk/content/press_release/content_446)

### **Child Poverty**

The DfE has released statistics on the distribution of child poverty in England and how this has changed over time.

<https://www.education.gov.uk/publications/RSG/AllPublications/Page1/DFE-RR161>

### **Sure Start Closures**

Latest figures show 3,507 Sure Start centres in September 2011 compared to 3,631 in April 2010, a reduction of 124.

<http://www.education.gov.uk/childrenandyoungpeople/earlylearningandchildcare/delivery/surestart/a00200125/number-of-childrens-centres-by-local-authority>

### **Registering for free school meals - extra benefits**

Parents and carers should register their children for free school meals whether they take them or not so that schools don't miss out on Pupil Premium funding. Schools receive a payment for each child who is registered for free school meals currently £488 per year.

[http://www.direct.gov.uk/en/NI1/Newsroom/DG\\_200057](http://www.direct.gov.uk/en/NI1/Newsroom/DG_200057)

### **Adult Skills Budget enhance offer to support 19-24 NEET**

Skills Funding is making £5 and £10 million of grants available to Third Sector Training Organisations to enhance the work they currently do with the young adults NEET.

### **Improving Access to Psychological Therapies**

£32 million has been invested over the next four years in Children and Young People's (IAPT) programme.

<http://www.dh.gov.uk/health/2011/10/improved-mental-health-therapies-for-children/>

### **Government response to Munro review of child protection**

The DoH and the DfE have published a work programme to ensure arrangements to safeguard children are central to the health reforms.

<http://www.education.gov.uk/munroreview/>

### **Young people's well-being measure**

NPC's online tool measures the well-being of 11–16 year olds in the UK. It is a rigorous way of quantifying your impact on young people's self-esteem, emotional well-being and relationships.

[http://www.well-beingmeasure.com/?dm\\_i=59B.MDD2.KFPMC.1T8IJ.1](http://www.well-beingmeasure.com/?dm_i=59B.MDD2.KFPMC.1T8IJ.1)

## **HEALTH AND SOCIAL CARE**

### **National Service Standards for Rape Crisis Centres**

Timed to coincide with International Day to Eliminate Violence Against Women, these standards describe in detail what is needed in order to deliver effective specialist sexual violence services.

[http://www.rapecrisis.org.uk/news\\_show.php?id=59](http://www.rapecrisis.org.uk/news_show.php?id=59)

### **Major report due into homecare for elderly people by EHRC**

The Equality and Human Rights Commission seeks an older person (over 65) who has had a negative experience of homecare willing to speak about their experience with journalists, especially on TV or radio. If you know of anyone please contact Ruth Barnett 01223 221903 or Neil Martin 0113 205 3701.

### **Health and Social Care Bill factsheets**

These factsheets explain particular topics contained in the Bill, including its key themes. They include case studies of the policy in action, or answer frequently asked questions about the topic.

[http://healthandcare.dh.gov.uk/factsheets/?dm\\_i=6I1,L9DZ,4GDUSX,1Q44C,1](http://healthandcare.dh.gov.uk/factsheets/?dm_i=6I1,L9DZ,4GDUSX,1Q44C,1)

### **Changes in health and social care commissioning**

A new briefing paper will help you make sense of changes in health and social care commissioning, gives a summary of the emerging local statutory organisations and how best to engage with them.

[http://www.ncvo-vol.org.uk/sites/default/files/Influencing\\_the\\_New\\_Health\\_System\\_in\\_a\\_Local\\_Area\\_-\\_Final.pdf](http://www.ncvo-vol.org.uk/sites/default/files/Influencing_the_New_Health_System_in_a_Local_Area_-_Final.pdf)

### **Operating Principles for Health and Wellbeing Boards**

These operating principles are designed to be a realistic and practical response to supporting health and wellbeing boards. They are intended to help board members consider how to create really effective partnerships across local government and the NHS.

[http://www.local.gov.uk/c/document\\_library/get\\_file?uuid=c40f27d7-7208-4dc1-9120-fa5fd67e5253&groupId=10161](http://www.local.gov.uk/c/document_library/get_file?uuid=c40f27d7-7208-4dc1-9120-fa5fd67e5253&groupId=10161)

## **LEARNING & DEVELOPMENT/EVENTS**

### **New Ways to Work – 3 days Training for Herts Organisations 2012**

Fully-funded training for staff and volunteers in Hertfordshire organisations who provide support, advice and training to help clients and people in the local community to get into work. Course dates January 2012 to March 2012 in Bishop Stortford, Borehamwood, Stevenage, Broxbourne and Watford.

<http://www.hcsprovek.co.uk/HCS/Training-Events/Training-Courses-Events/Events/Volunteers-and-Staff/>

### **New Ways to work - Training for Herts Job Seekers 2012**

A range of fully funded 1 day courses for those looking for work including Develop the Skills Employers are Looking for; Setting Yourself up for Success in the Workplace; Introduction to Computers; Using the Internet for Social ; Caring for Your Future. Courses venues as above.

<http://www.hcsprovek.co.uk/HCS/Training-Events/Training-Courses-Events/>

### **Jan 10 2012 Using the Law to fight the local cuts –NAVCA members only**

An afternoon workshop to give you the skills to identify when a local authority or Primary Care Trust may be behaving illegally by deciding to cut without proper consultation or without regard to the impact of the cut on disabled people, black people, women and other disadvantaged groups.

<http://www.navca.org.uk/services/learningopps/evs/evsworkshops>

### **New support for CEOs and senior management teams- NAVCA members**

To support members in these roles, NAVCA has launched set2lead - a new package of support that combines executive coaching, mentoring and face-to-face training.

<http://www.navca.org.uk/setevents-1>

### **February 2012 Develop your management skills from only £25**

Action-focused workshops for voluntary sector managers at DSC's Management Fair in London. Workshops include Building the Perfect Team, Leadership Development, Communicating Upwards and Emotional Intelligence: Handling Relationships plus many more.

[http://www.managementfair.org.uk/?dm\\_i=6S7,LV6P,TDRZE,1SI6Q,1](http://www.managementfair.org.uk/?dm_i=6S7,LV6P,TDRZE,1SI6Q,1)

## RESOURCES AND NEW FUNDING

### **HERTS CVS Find the Funding**

For a comprehensive monthly update of current funding available to the sector, contact your local CVS. This update is available to CVS member groups. Only new programmes or funds of particular interest will be included in this Digest in future. <http://www.hertscvs.org.uk/>

### **Marks and Spencer**

M&S store charity budgets can provide small donations (up to £50) to local charities including schools and hospitals. For more information phone Marks and Spencer 020 7935 4422.

### **The People's Health Trust 's Small Grants Programme**

The charity in charge of money from the new Health Lottery, has announced how its first small grants programme will work. The Healthy Communities programme will be available for health-related projects and organisations with annual turnovers of less than £75,000 can apply for up to £10,000. Organisations can register their interest on the trust's site and will be notified when their areas open for applications. <http://www.peopleshealthtrust.org.uk/>

### **VAT exemption for shared back office functions**

George Osborne confirmed the government will introduce a VAT exemption for voluntary and community sector organisations that wish to share back-office services.

[http://www.civilsociety.co.uk/finance/news/content/11059/sector\\_wins\\_vat\\_exemption\\_on\\_shared\\_services](http://www.civilsociety.co.uk/finance/news/content/11059/sector_wins_vat_exemption_on_shared_services)

### **Free Trees**

Join thousands of groups across the UK celebrating the 2012 Royal Diamond Jubilee with free trees from the Woodland Trust.

<http://www.woodlandtrust.org.uk/en/moretrees-moregood/get-involved/plant-trees/Pages/apply-community-tree-pack.aspx>

### **Business Connectors link businesses and communities**

Business Connectors are people seconded from business who share a passion for connecting and engaging the resources of businesses for the benefit of the local community. To find out more about the programme in your area, including opportunities to host a Business Connector in your organisation call Alison at Business in the Community on 020 7566 8768.

### **Free employment law advice surgeries**

Russell-Cooke can assist with employment law related issues at free advice surgeries at DSC's Management Fair in February in London.

[http://www.managementfair.org.uk/?dm\\_i=6S7,LV6P,TDRZE,1SI6Q](http://www.managementfair.org.uk/?dm_i=6S7,LV6P,TDRZE,1SI6Q)

### **Charities and Investments**

Charity Commission updated guidance confirms trustees can invest ethically, sustainably, for a financial return or to achieve charitable aims or for a mix of all or any of these but trustees must be able to justify that they are using their charity's resources in its best interests.

[http://www.charitycommission.gov.uk/Charity\\_requirements\\_guidance/Charity\\_governance/Managing\\_resources/charitable\\_funds\\_overview.aspx](http://www.charitycommission.gov.uk/Charity_requirements_guidance/Charity_governance/Managing_resources/charitable_funds_overview.aspx)

### **At Your Bidding**

A guide for charity trustees about commissioning and tendering for public services. It focuses squarely on the key issues that individuals need to be aware of in fulfilling their duties as charity trustees. Download a free copy.

<http://www.navca.org.uk/publications/atyourbidding>

### **Treasurer Guide**

A range of practical plain English resources developed by Gingerbread for branch treasurers. Includes templates that can be downloaded and customized

<http://www.gingerbread.org.uk/content/634/Treasurers-guide>

### **Third Sector Knowledge Portal**

This newly launched one-stop knowledge resource can aid anyone needing evidence on issues concerning the voluntary sector.

<https://cssfs10.bham.ac.uk/heritage/>

### **My Community Starter**

A free online resource for people who want to get involved in organising small, straightforward community activities. It provides guidance on some legal, health and safety, insurance and planning issues. [www.communitytoolkit.co.uk/](http://www.communitytoolkit.co.uk/)

### **Small grassroots organisations – free membership of Community Matters**

Community Matters is offering membership at no charge for small community organisations with annual income below fifteen thousand pounds.

<http://www.communitymatters.org.uk/content/335/Become-a-Member>

### **Managing the impact of social networking**

Recent ACAS guidance to help employers respond to the challenges posed by social networking tools at work, including how to develop a social media policy.

<http://www.acas.org.uk/index.aspx?articleid=3375>

### **Guide to making online videos**

A guide to making online videos for community and voluntary groups is a practical publication giving links to top-rated equipment, some simple shooting tips and step by step notes on using common software.

<http://preview.tinyurl.com/7u6fz5f>

### **Opportunity to promote events**

The BBC is offering promotional opportunities for charities. By signing up as a partner, organisations can post events under various programme linked themes, including arts and crafts, history, nature or science based activities etc..

<http://www.bbc.co.uk/thingstodo>

### **Getting media coverage for charity case studies**

Reposted to their discussion site from New Philanthropy Capital's online magazine (in 2010), 'How to win coverage with your charity case studies' is at

<http://preview.tinyurl.com/7npygae>

### **Principles of Good Impact Reporting.**

NPC has worked to set out some universal Principles of Good Impact Reporting covering two themes: how charities should communicate their impact, using principles such as clarity, accessibility and transparency; and what charities should communicate, from objectives to results to lessons learned.

[http://www.philanthropycapital.org/publications/improving\\_the\\_sector/improving\\_charities/impact\\_reporting\\_principles.aspx?dm\\_i=59B,MDD2,KFPMC,1T8IH,1](http://www.philanthropycapital.org/publications/improving_the_sector/improving_charities/impact_reporting_principles.aspx?dm_i=59B,MDD2,KFPMC,1T8IH,1)

### **Two free legal help services for NCVO members**

LawWorks offer support for NCVO member groups with an income of less than £500K a year using volunteer lawyers

<http://www.ncvo-vol.org.uk/members/your-services-lawworks-1of4>

In association with Russell Cooke Solicitors, NCVO's new HR service offers bespoke telephone advice for 30 minutes per month on any area of HR, available Mon to Thurs 10-4.

<http://www.ncvo-vol.org.uk/members/hr-advice>

### **Update on local government pay scales**

The latest agreed pay scales are those for 2009/10, available via NICVA's site, for charities that can still afford them!

<http://preview.tinyurl.com/cvftp5b>

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