



## Monthly Update Providing Key Information about the Third Sector

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### NEWS FOR SUPPORT AGENCIES

#### **New name for ACS – Health and Community Services**

Adult Care Services (ACS) is now called Health and Community Services (HCS) and includes Customer Services, Libraries, Culture and Learning. ACS has been renamed to reflect changing priorities and forthcoming responsibilities for public health and community wellbeing, helping people to keep fit and well. The change will not affect the way people get adult social services. The phone number remains 0300 123 4042. HCS webpages can be found at [www.hertsdirect.org/hcs](http://www.hertsdirect.org/hcs).

#### **Voluntary Sector Cuts**

[www.voluntarysectorcuts.org.uk](http://www.voluntarysectorcuts.org.uk) is a new website giving voluntary and community organisations the opportunity to monitor the impact of public spending cuts on their ability to deliver vital services. It is a joint project bringing together NAVCA, NCVO, ACEVO, Volunteering England and other leading voluntary and community sector bodies. Get involved and use the website!

#### **March for the alternative: jobs, growth, justice**

Although organised by the TUC, this march is not a party political event. Please tell your members about the demonstration so that people can take part if they share the view that the cuts are too deep, too fast and too unfair. 26 March, London. <http://marchforthealternative.org.uk/>

#### **Localism Bill: Community Rights to Challenge and to Buy Consultations**

The Localism Bill sets out the proposed framework of the two Rights. The detailed approach will be established through regulations. To assist in developing the detail of the regulations see the consultation documents and response forms on the DCLG website at: **Community Right to Buy:**

<http://www.communities.gov.uk/publications/localgovernment/righttobuyconsultation>  
**Community Right to Challenge:**

<http://www.communities.gov.uk/publications/localgovernment/righttochallengeconsultation> Deadline: 3 May 2011

### **Beware potential huge costs of bidding to run existing services**

The difficulties of bidding for public service contracts in a shrinking market has been highlighted by the case of homelessness charity the 700 Club in Darlington being hit with costs under TUPE regulations that could exceed the value of the contract. Under TUPE the transfer of a service can also require the transfer of the existing staff providing the service. Read Civil Society Media article, <http://www.civilsociety.co.uk/finance/news/content/8204/>

### **Big Society Bank**

The Government has announced that four national banks (Barclays, HSBC, Lloyds Banking Group and RBS) will support the establishment of the Big Society Bank by providing £200m of capital over two years from 2011. [http://www.hm-treasury.gov.uk/press\\_17\\_11.htm](http://www.hm-treasury.gov.uk/press_17_11.htm)

### **Criminal record checks**

The government has announced, as part of the Protection of Freedoms Bill, plans to scale back the vetting and barring scheme and criminal records regime. The proposals include: merging the Criminal Records Bureau and Independent Safeguarding Authority; a reduction in the number of positions requiring checks; portability of criminal records checks between jobs; an end to a requirement for those working or volunteering with vulnerable groups to register with the VBS and then be continuously monitored. For a readable round-up of changes proposed from 2012 from Bates Wells and Braithwaite: <http://preview.tinyurl.com/5t7zwmwj>

### **Making an impact - networks, frameworks and reporting**

1. A report from New Philanthropy Capital makes the case for "impact networks" where small and large organisations and individuals come together with a common aim. 'Impact Networks: Charities Working Together to Improve Outcomes' includes examples of collaboration to achieve objectives, and can be downloaded (registration required) <http://preview.tinyurl.com/6agtap8>, or read the Guardian Public article at <http://preview.tinyurl.com/6g68Imp>
2. Meanwhile charity chief executives umbrella body ACEVO is working with New Philanthropy Capital to develop a framework to measure ACEVO's impact and organisational outcomes. Once it has been piloted, this framework will be made available to other infrastructure organisations. <http://www.acevo.org.uk/performance>
3. Charity Finance Directors' Group has just published 'Impact Reporting in the UK Charity Sector', summarising research carried out by two students from Cass Business School. It looks at the current state of impact

reporting amongst charities and the barriers to doing this successfully. News release at [http://www.cfdg.org.uk/cfdg/press\\_release\\_090211.asp](http://www.cfdg.org.uk/cfdg/press_release_090211.asp), or download from <http://preview.tinyurl.com/5rj5f6r>

**KnowHow NonProfit has launched a 'How-to' guide micro-volunteering platform** to allow anyone interested in the VCS to share their knowledge by writing a guide or learn from guides contributed by others. This is a free support tool for charities which responds to the Government's Green Giving Paper calling for technology to enable micro-volunteering. It has already been populated with a number of guides. <http://www.knowhownonprofit.org/how-to>

**The online community for the voluntary sector, Improving Support** has a range of new resources to help charities and social enterprises manage equality issues and improve their performance in this area. The site features top-rated tools including an updated version of the Guide to Equality and Diversity in the Third Sector. There are a range of events to help you understand equality legislation and work with individuals from diverse backgrounds. Become a member to share, connect and learn with other people in the sector. If you are already a member you can upload and promote content. <http://www.improvingsupport.org/>

## WORKING IN PARTNERSHIP

### **Eric Pickles MP– Important Announcement**

Eric Pickles made an announcement in his speech at the NCVO conference that he expects local authorities to behave reasonably in the way they manage their relationship with voluntary and community groups. He set out three tests of reasonableness: First that councils should not pass on disproportionate cuts to local and voluntary groups. Secondly that they should talk to voluntary and community groups at a very early stage about how services need to change. And thirdly that they will have at least three months notice about the need to end or alter a grant or other support. The Secretary of State defined disproportionate cuts in his speech as bigger reductions to budgets than they take on themselves. He also gave a commitment to consider giving statutory force to these expectations should local authorities fail to meet them. Eric Pickles speech is at <http://www.ncvo-vol.org.uk/networking-discussions/blogs/20591/11/03/01/eric-pickles-mp-secretary-state-communities-local-govern>

### **When do procurement rules apply?**

Which procurement rules do commissioners have to follow when procuring a service? <http://www.navca.org.uk/localvs/lcp/news/procurementrules.htm> for a flowchart and accompanying guidance to make this complex area more straightforward.

## LEGAL MATTERS

### **NJC scales**

Latest information on [NJC scales for 2010/11 and 2011/12](http://www.navca.org.uk/localvs/scales/) is available at <http://www.navca.org.uk/localvs/scales/>

### **Changes to the Regulation of Excepted and Exempt Charities**

The Charity Commission has published updated guidance on the regulation of exempt and excepted charities, and what the charities affected need to do. [http://www.charitycommission.gov.uk/Start\\_up\\_a\\_charity/Do\\_I\\_need\\_to\\_register/reqreq.aspx#b1](http://www.charitycommission.gov.uk/Start_up_a_charity/Do_I_need_to_register/reqreq.aspx#b1)

### **Guide on how to use the Equality Act**

The Equality and Diversity Forum has produced a leaflet that aims to help Voluntary and Community Sector organisations use the Equality Act as a tool in their work. It's aimed at organisations who don't necessarily use equality law in their work now but who could benefit from doing so. <http://www.edf.org.uk/>

### **SANDY ADIRONDACK: AMENDMENTS TO THE LEGAL UPDATE WEBSITE FOR VOLUNTARY ORGANISATIONS at [www.sandy-a.co.uk/legal.htm](http://www.sandy-a.co.uk/legal.htm)"**

#### **Employment: Parents' & carers' rights**

- Increases in statutory maternity, paternity and adoption pay (from **6 April**). [www.sandy-a.co.uk/employment.htm#matpatpay](http://www.sandy-a.co.uk/employment.htm#matpatpay)
- Additional paternity leave for babies due or children matched for adoption on or after **3 April**. [www.sandy-a.co.uk/employment.htm#additionalpaternity](http://www.sandy-a.co.uk/employment.htm#additionalpaternity)
- Parents/carers of all children under 18 have the right to request flexible working to care for the child (from **6 April**) – age limit for non-disabled children increased from 17. [www.sandy-a.co.uk/employment.htm#parentflexible](http://www.sandy-a.co.uk/employment.htm#parentflexible)
- Changes in tax treatment of childcare vouchers and some employer-supported childcare (from **6 April**) – very important if your organisation provides these benefits. [www.sandy-a.co.uk/employment.htm#childcare-tax](http://www.sandy-a.co.uk/employment.htm#childcare-tax)

#### **Employment**

- Government consultation until **20 April** on changing the qualifying period to claim unfair dismissal from one year to two years, requiring all employment claims to be lodged with ACAS before going to tribunal, speeding up the tribunal process, introducing financial penalties for employers found to have breached rights – and more. [www.sandy-a.co.uk/employment.htm#dispute-reform](http://www.sandy-a.co.uk/employment.htm#dispute-reform)
- Government 'discussion' until **20 April** on the "employer's charter" setting out the rights of employers. [www.sandy-a.co.uk/employment.htm#employer-charter](http://www.sandy-a.co.uk/employment.htm#employer-charter)

- Immigration tier 1 to be closed, certificates of sponsorship available under tier 2 to be capped, all tier 2 jobs may have to be graduate level, overseas student numbers cut.
- New UK Border Agency guidance on checking the right to work of everyone.
- New UKBA guidance specifically on checking the right to work of refugees, asylum seekers and people with humanitarian protection.
- UK identity cards no longer acceptable as proof of identity (since **22 January**). [www.sandy-a.co.uk/employment.htm#righttowork](http://www.sandy-a.co.uk/employment.htm#righttowork)
- Department for Education guidance on children and young people as employees or volunteers. [www.sandy-a.co.uk/employment.htm#youngworkers](http://www.sandy-a.co.uk/employment.htm#youngworkers)
- CIPD guidance for managers supporting employees returning to work after long-term sickness. [www.sandy-a.co.uk/employment.htm#fitnote](http://www.sandy-a.co.uk/employment.htm#fitnote)
- Adecco/CIPD guidance on the rights of agency temps (in effect from **1 October 2011**). Essential reading if you use, or could use, the same agency temp for more than 12 weeks. [www.sandy-a.co.uk/employment.htm#agencyrights](http://www.sandy-a.co.uk/employment.htm#agencyrights)
- Royal wedding bank holiday. [www.sandy-a.co.uk/employment.htm#bankholiday](http://www.sandy-a.co.uk/employment.htm#bankholiday)

To subscribe to Sandy's email updates, send details to [legalupdate@sandy-a.co.uk](mailto:legalupdate@sandy-a.co.uk)

## CHILDREN AND YOUNG PEOPLE

### At What Age Can I...?

The [Children's Legal Centre](http://www.childrenslegalcentre.com) has published a new edition of this guide which covers all aspects of age-based legislation in a systematic and engaging way for professionals and parents.

<http://www.childrenslegalcentre.com/Publications+Consultancy+and+Training/shop/productpages/atwhatagecani?time=634242133925264131>

**The London Safeguarding Children Board** has launched new guidance and tools to help agencies identify and support children who have been trafficked.

<http://www.londonscb.gov.uk/trafficking/>

## RECENTLY PUBLISHED

**How to rescue the Big Society** NCVO. <http://www.ncvo-vol.org.uk/news/civil-society/how-rescue-big-society>

**Monitoring and evaluation on a shoestring** Charities Evaluation Services. [http://www.ces-vol.org.uk/index.cfm?pg=763&dm\\_i=6FP,D92I,12IDTR,11SMR,1](http://www.ces-vol.org.uk/index.cfm?pg=763&dm_i=6FP,D92I,12IDTR,11SMR,1)

### **Funding the Future – new report from the Funding Commission**

This latest - and last - report from the Funding Commission takes an explicit look at how charities can bolster their resilience in face of dwindling resources and high demand for services. Well worth scanning for an overview of sector trends and sustainable funding recommendations. <http://www.ncvo-vol.org.uk/news/funding/new-report-explores-how-sustain-increase-charity-funding-future>

**NCVO's new Good Guide to Campaigning and Influencing** Brings together latest thinking and new opportunities to help you increase the impact of your work. <http://www.ncvo-vol.org.uk/goodguidetocampaigning>

## **LEARNING & DEVELOPMENT/EVENTS**

### **Fair Train**

Representatives from over 60 third sector organisations have launched Fair Train, an employers' forum to support the development of apprenticeships in charities, social enterprises and the voluntary and community sector. <http://www.fairtrain.org/>

### **Online e-learning for the sector**

My Learning Pool is a new e-learning platform with over 20 training modules tailored to meet the needs of all organisations, charities and social enterprises in the sector. <http://www.mylearningpool.com/welcome/>

### **Charityfair**

Are you looking for two days of intense voluntary sector training for everyone in your organisation and a chance to network with 1,000 sector colleagues? Book up for the annual Charityfair at the **Hotel Russell in Central London on 27 & 28 June**. In addition to training covering every aspect of the sector, there will also be a FREE Resource Area with FREE one-to-one coaching. [http://www.charityfair.org.uk/?dm\\_i=6S7,D102,TDRZE,11L4M,1](http://www.charityfair.org.uk/?dm_i=6S7,D102,TDRZE,11L4M,1)

## **FUNDING**

### **LankellyChase Foundation**

Each year the trustees of the LankellyChase Foundation set aside funds for a summer small grants programme. This year the foundation has decided to concentrate these funds on summer activities for children and young people who are living in refuges for families escaping domestic violence or who are young carers. Deadline: 13 May. <http://www.lankellychase.org.uk/>

### **Society for the Assistance of Ladies in Reduced Circumstances**

SALRC supports projects for the benefit of women in financial need. Priority is given to smaller projects where it can be demonstrated that the society's grant will make a real difference. Deadline: 25 March. <http://www.salrc.org.uk/>

### **Church and Community Fund**

The Church and Community Fund helps imaginative and innovative projects of all kinds that bring the community into the church and the church into the community. The maximum grant is £10,000. Deadline: 30 March <http://www.churchandcommunityfund.org.uk/>

### **BBC Children in Need**

Children in Need grants are available for UK charities and not for profit organisations working with disadvantaged children and young people, including small grants of £10,000 or less per year for up to three years and main grants over £10,000 per year for up to three years. Next deadline: 14 April. <http://www.bbc.co.uk/pudsey/>

### **Brook Trust**

The Brook Trust supports charitable organisations that carry out arts and social welfare activities. Its priorities are support for parenting, women's charities and learning activities. <http://www.brooktrust.org/>

## **OTHER NEWS**

### **New Home Insurance for Voluntary Sector Workers**

NCVO, in partnership with CaSE Insurance, have launched a great value new home insurance policy designed specifically for voluntary sector staff, trustees and volunteers. Take a look and see how much you could save. "This insurance offer reflects the contribution made by people working for voluntary organisations. It rewards them with additional free cover - designed especially for them." Stephen Lloyd, Senior Partner at Bates Wells and Braithwaite. Get a quote and claim a £25 M & S voucher. [www.ncvo-vol.org.uk/insurance/home-insurance](http://www.ncvo-vol.org.uk/insurance/home-insurance). Buy your policy online at [www.casehomeinsurance.co.uk](http://www.casehomeinsurance.co.uk)

**Iris has developed a guide for small to medium-sized charities** and educational establishments called Developing and Maximising Your Online Presence: a strategic approach to online marketing and communication.

[http://not-for-profit.iris.co.uk/campaigns/ids\\_v49.aspx?CLICKREF=DonorStrategyv4.9Launch](http://not-for-profit.iris.co.uk/campaigns/ids_v49.aspx?CLICKREF=DonorStrategyv4.9Launch)

### **Free Guide - Survive & Thrive: Why charities must now think Internet First**

Dramatic funding cuts make it urgent for charities and community groups to embrace technology. Good use of technology offers your organisation new routes into funding and lets you reach more people – donors, policy makers or beneficiaries – more effectively, cheaply and 24/7. So, ultimately, you can

improve more lives. Eight of the UK's top funders met last month to discuss the role of technology in the modernisation of charities and to improve their efficiency. As a result the Survive & Thrive guide was produced full of useful case studies and tips on how you too can use technology to cut costs; raise more money; build communities; increase your reach and more vividly demonstrate your impact.

[http://raceonline2012.org/sites/default/files/resources/survive\\_\\_thrive\\_-\\_charity\\_sustainability\\_through\\_technology.pdf](http://raceonline2012.org/sites/default/files/resources/survive__thrive_-_charity_sustainability_through_technology.pdf)

### **Clydesdale Bank - business and charity combi- bond.**

See [www.cbonline.co.uk](http://www.cbonline.co.uk) for details of new opportunity for charities to save and invest at the same time. <http://www.cbonline.co.uk/>

### **Issues around volunteers filling senior positions**

An 'Ask the expert' piece on The Guardian's Voluntary Sector Network looks at the many issues raised by placing a volunteer in a key organisational role. Some hard questions are posed here,

<http://preview.tinyurl.com/6bgc5xm>

### **Giving World Online**

Register at [www.givingworldonline.com](http://www.givingworldonline.com) if you want to access items donated by companies – who are being targeted by an awareness campaign in April. As goods become available on the website, only those charities and community groups already registered will have immediate access.

<http://www.givingworldonline.com/>

### **Free will-writing service**

Legal365.com, a new website that produces legal documents, is offering charities a free will-writing service for their supporters. For further details, see

[www.legal365.com](http://www.legal365.com)

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