



IN THIS ISSUE: UK Civil Society Almanac, Community Infrastructure Support Group, Compact Refresh Group, Holiday Activities, Strong Communities Partnership

inter-ACTION

THE BI-MONTHLY NEWSLETTER OF RCVDA

RCVDA
Leading
the Way

RCVDA's Funding Roadshow Saltburn Arts and Community Centre

...full story inside



Voices for Volunteers



Volunteer support officers taking part in discussion groups at a recent Voices for Volunteers meeting.

See inside for full story

RCVDA Annual Volunteer Awards



Two of last years winners

**It's Nomination Time
Again!!**

See inside for
information on this
years Volunteer
Awards



RCVDA Funding Road show: Saltburn Community and Art Association

At the end of January RCVDA held another of its funding road shows and this time the venue was Saltburn Community & Art Association. Again, the event proved very popular with local groups with attendance from representatives from 17 local groups.

The guest speaker was Brendan Murphy from the Regional Arts Council who provided a comprehensive look at the variety of funding opportunities available for arts and cultural activities.

Attendees continued to network and chat to the RCVDA team over a delicious buffet lunch. Comments received highlighted the success of the event:

“Excellent information”
“Really glad I came – has given me some great ideas”.

UK Civil Society Almanac 2009

Contracts are becoming even more important to our sector nationally. A recent NCVO (National Council for Voluntary Organisations) publication reports that charities depend more on contracts and less on individual donations than ever before, according to the *UK Civil Society Almanac 2009*. The almanac, which is produced each year by NCVO reveals that earned income, which consists primarily of money earned from contracts, contributed 51 per cent of civil society’s income in 2006/07, compared with 39 per cent in 2000/01. The NCVO defines civil society as including charities, housing associations, universities and co-operatives.

In contrast, voluntary income accounted for 41 per cent of income in 2006/07 – down from 50 per cent in 2000/01. Charities received £7.8bn from statutory sector contracts in 2006/07, an increase of 9.8 per cent, but grant income fell to £4.2bn.

“The statutory sector has seen a strong, comparative shift from grant funding to contract funding over recent years,” the almanac says.

The publication also highlights that the civil society’s rate of growth was slowing sharply even before the recession began to impact. Total income for 2006/07 increased by 3.3 per cent to £33.2bn; it had grown the previous year by 9.4 per cent.

However, the growth in the number of charities showed little sign of slowing. The total number of UK charities stood at more than 170,900, an increase of 6,810 organisations, and the voluntary sector continues to employ over 634,000 staff (71 per cent of whom were female). One in 50 people in the UK workforce were employed in the sector.

RCVDA Meeting/Training Room

Looking for a pleasant venue to host a meeting or training session?

Why not use RCVDA’s meeting room?

The pleasant, airy room will comfortably hold 16 people. We can provide flip charts and also have a multi media projector for those PowerPoint presentations.

Room hire rates are:

Voluntary and community groups
- £10 per hour

Statutory/other sectors
- £15 per hour

We can also provide refreshments.

For small meetings of up to 8 people, tea and coffee is included in the room hire.

Over 8 people, we charge £6 per flask

To check availability and to make a booking please contact:
Jill at RCVDA on 01642 440571 or email jill@rcvda.org.uk



Interview with Richard Fryer, Assistant Chief Executive, Redcar & Cleveland Borough Council



What were your first impressions of Redcar & Cleveland?

The Borough is stunning in its scale and diversity. I was amazed by the incredible industrial infrastructure, the superb countryside and, for someone used to living and working in landlocked South Yorkshire, the fabulous coastline. The Borough strikes me as a real community of communities, with distinct and proud places sharing a common identity and heritage. And everyone I've met has been really friendly and welcoming.

How did your career start out, what kind of background have you come from?

I started out supporting committees of councillors for a County Council, in Worcestershire and Herefordshire. Since then I've worked in corporate management roles in local government, in Nottinghamshire and, most recently, Barnsley Metropolitan Borough Council. My background has been working at the corporate centre, on policy and performance issues, and this has included a lot of experience of partnership working across all sectors.

You played a big part in the success of the last strategic partnership you worked with, what was the biggest achievement during your time there?

I led the work on developing and driving Barnsley's Local Area Agreement. This sounds fairly dry stuff, but to me it was about getting a real consensus amongst all the partners about the improvement priorities that we all needed to focus on for the next few years, and making sure that we had the practical plans in place to deliver them. This was vital to make sure that the long-term vision for the Borough led to more immediate improvements which local people recognised.

What are your ambitions for our borough?

That all partners work together as effectively and creatively as possible to meet the challenges and opportunities within Redcar and Cleveland. We need to move ahead with far-reaching regeneration plans that will secure a successful and sustainable future for all the Borough's communities and address the inequalities that currently exist within the Borough around life chances. I'd also like far more people outside Redcar and Cleveland to know what a great place this is - in terms of our partnership approach to taking the Borough forward and the many fantastic things we have to offer as a place to live and work, invest in and visit.

What role do you see the third sector playing in these ambitions?

The third sector is very diverse and will make a crucial contribution in many ways. The sector will be an important partner in service delivery; will make sure that plans and actions reflect local needs and preferences; and will enable more people to be involved in the civic and community life of the Borough. It is right that all partners have committed to creating an environment in which the third sector can thrive.

What do you think your priorities will be over the next twelve months?

My priorities will be to build on all the excellent work done so far and make sure that there is a clear long-term vision for our Borough, shaped by the views of local people and shared by all partners, and that we work together in flexible and imaginative ways to translate this into practical changes on the ground that the Borough's residents, investors and visitors will value.



inter-ACTION

Community Infrastructure Support Group

This sub-group of the Partnership has been working on a number of issues relating to the Community Engagement & Capacity Building Plan, developed and published last year. Over the last few months, key members of this group have been working on the development of resources for community development workers which they hope will bring a consistency of quality and approach to working with local groups.

The members of the group have also put a great deal of work into carrying out a survey of the activities and services being delivered by infrastructure groups and a survey of local community groups.

Compact Refresh Group

The purpose of the Compact refresh group is to review, refresh and enliven the current Compact so that it is fit for purpose as a living document that underpins the way the VCS and public partners work together to deliver the outcomes that local people need and want.

The group aim to raise the profile of the Compact by championing a 'Compact way of working' in all that we do. Currently the group are developing a consultation draft that will enhance the ownership and relevance of the compact for all partners.

In developing the work the group have taken a team based approach through a diverse membership that includes stakeholders from across the LSP theme groups (public sector, elected members, VCS). So far the group have:

- Agreed Draft Values and Principles
- Drafted rewrite of current Compact
- Agreed a format for a consultation document: Guide to the Redcar and Cleveland Compact and that this be concise and accessible for all
- Agreed the codes that will underpin the Compact (consultation and engagement, disputes resolution, volunteering, equality and diversity, funding and procurement)

The Compact Refresh Group believes that widening the ownership and understanding of the Compact is fundamental to its relevance and effectiveness as a living document and a way of working.

The group aim to consult and engage on the draft proposals which will include an understanding of what the Compact is and what it means to everyone.

Does your organisation provide holiday activities for Children and Young People?

Do you want free advertising and marketing?

If you answered Yes to the above questions and you would like your activities included in Redcar & Cleveland's booklet of holiday activities it is important that your organisation/club is listed on **the Redcar & Cleveland Families Guide**. This year all the activities listed in the publication will be taken from the information contained within the Families Guide.

It is very easy to submit your details for submission by completing an on line form found on the Guides website. at www.redcarclevelandcyptrust.org.uk/familiesguide.

Reaching Out: Building Sustainability in Rural Communities

PNE Development is offering a **FREE** management development programme to managers working in isolated rural communities. See enclosed leaflet for more details.



Stronger Together in Redcar & Cleveland

The Stronger Communities Partnership is the most recent board to be established under the local strategic partnership and has strong and active contribution from the voluntary and community sector. The Stronger Communities Partnership has a membership not only drawn from the Voluntary/Community sector, but also the public sector and representatives from other local partnerships.

Stronger Communities has the responsibility of taking forward work and issues around;

- Community Cohesion – ensuring people from different backgrounds in our communities get on well together
- Community Engagement – making sure communities can influence decision making locally
- Infrastructure Support – ensuring local voluntary & community organisations can access the support they need to grow and thrive
- Compact implementation – managing the relationship between the VCS and public sector bodies through our own local compact

The Redcar & Cleveland Partnership (also known as the Local Strategic Partnership) has 35 key priorities or targets that are agreed with central government, local authorities and their partners to improve services and the quality of life in a place. The Stronger Communities Partnership has the responsibility for three of these targets which relate directly to our local communities. These are:

- *Creating an environment for a Thriving Third Sector: National Indicator 7 (NI7)*
- *Participation in Regular Volunteering: (NI6)*
- *Percentage of people who feel they can influence decisions in their locality: (NI4)*

Over the next two years the Stronger Communities Partnership will develop and implement action plans that will improve our performance in relation to our priorities. Two of these targets (NI4 & NI6) are measured by questions in the 'Place Survey' which is circulated to local households – NI7 is measured through a question in a survey of local charities conducted by the Office of the Third Sector.



Next RCVDA Funding Road Show: Skelton

Our next funding Roadshow will be held on Friday 27 March 2009 and the venue this time will be Skelton Civic Hall, starting at 10.30 am.

Awards for All have recently been carrying out a review of its funding criteria and the theme for this Roadshow will be an update on Awards for All.

Our guest speakers on that day will be grant officers from BIG Lottery at Newcastle.

The invitation for this event is included in this edition of Interaction – don't delay – book your place(s) now!

RCVDA VOLUNTEER AWARDS 2009 A DATE FOR YOUR DIARY!

Our annual volunteer awards event will be held on Friday 5th June 2009 from 1.00 – 4.00 pm at Gisborough Hall and you will find a nomination form inside this month's mailout. Please take time to nominate your volunteer/group/community building.

The 9 categories will remain as last years and are:

- Youth Award
- Youth Group Award
- Adult Award
- Adult Group Award
- Charity Shop Team
- Community Centre/Village Hall
- The Partnership Award
- RCVDA Outstanding Individual Achievement Award
- The George Punshon Commemorative Award for Outstanding Voluntary Group

The introduction of The Partnership Award last year proved very popular and just to remind you that this award is for any work which demonstrates the benefits of partnership working between groups/communities/organisations. Eg residents groups working with statutory organisations to improve their area, groups sharing equipment, sharing a community building, joint projects etc etc.

Because of the exceptional amount of nominations last year I noticed the judge's particularly highlighted those nominations which had been well thought out and researched.

Finally, there won't be a marketplace this year but if you wish to bring along any of your organisation's publicity we will gladly display it. I look forward to seeing you all on 5th June and good luck – hope you are a winner!

Trish

VOICES FOR VOLUNTEERS

Our 2nd meeting of the Volunteer Coordinators Forum was held at Ladgate Lane Police Headquarters on Wednesday 4th February. Our thanks to Caroline Kerr and Cleveland Police for providing the venue and delicious breakfast buffet.

Over 40 delegates attended this very successful forum and our thanks to Malcolm Freemantle of Project North East for facilitating a lively discussion on recruitment and retention of volunteers (for minutes go to www.rcvda.org/volunteers)

It was proposed that we name our forum so that it was not confused with other Voluntary Sector meetings. A number of suggestions were voted on and 'Voices for Volunteers' was the most popular choice.

Our next meeting will be held on Wednesday 6th May 9 am – 12 noon at a venue in Redcar & Cleveland (to be advised).

If you would like to be added to the mailing list to attend Voices for Volunteers please do not hesitate to contact Trish Waters at RCVDA on 01642 440571 and I look forward to seeing you on 6th May.



Ask the expert

HW writes: I want to look at changing the terms and conditions of my employees most especially working hours. Currently my employees work 9 to 5 but I wish to start them half an hour earlier and give them an hour lunch as opposed to 30 minutes. How do I go about changing terms, can I issue a memo to staff or do I need to follow set procedures? What happens if my workforce disagrees to the changes? Please advise.

A. There must always be a good reason for changing contractual terms, your employees must be consulted and informed, of all the facts prior to any decision being made, writes Russell Smith, Consultant at Peninsula. Ask for their co-operation and listen to their views and any problems as part of the consultation. If the employee agrees to the changes of hours they should be confirmed in writing within a month of the change taking effect. You should never forcibly impose a change of contract without an overwhelming need to do so.

Be sure that the changes are both necessary for the business and you have considered any other alternatives. Consult your employees to minimise the adverse impact of your proposals on the employees and to reach agreement. If despite strenuous efforts and full consultation you are unable to gain your employees' acceptance you need to decide whether to withdraw or to impose the change.

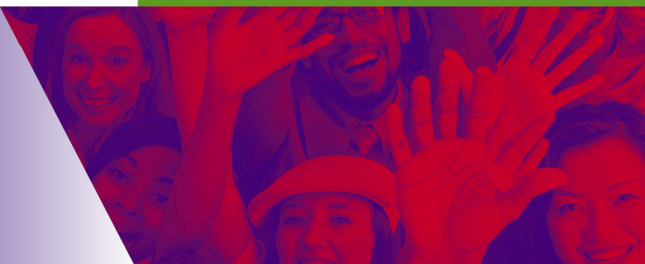
If you decide to impose a change and an employee refuses to accept, the consultation should be extended. The employee should be warned of the possibility of dismissal during further consultation if the employee continues to refuse to accept the proposed changes. The employee should be given notice that the old contract is being terminated with a new contract being offered at the end of the notice period. The notice period needs to be worked; payment in lieu of notice is not an option.

During the notice period the employee still has the option of accepting the new hours and therefore the new contract, continuity of service will be preserved and the employee will be entitled to benefits which they have received in the past. If the employee refuses to accept the new contract then this would be deemed to be a dismissal. Persuasion clearly is the better approach and remains the good employers' normal means of effecting contractual changes.

For further information please contact Russell Smith on 07976 922314 or via e-mail, Russell.Smith@peninsula-uk.com.

inter-ACTION

THE BI-MONTHLY NEWSLETTER OF THE RCVDA



Meet our new Finance Officer

Hi, I'm Claire Chatterton the new Finance Officer. I live in Redcar and have recently returned to work following the birth of my first child.

I've been with RCVDA for a few weeks now and I'm gaining a real insight into the Voluntary Sector. My working background is in Manufacturing, so my role here is a lot different to the experience I've gained so far in my career. I'm really enjoying the opportunities to get involved with the people of different communities, and hope to meet many of you in the future.

Claire

The information in the Interaction is published in good faith but RCVDA accepts no responsibility for any inaccuracy in the items.

Tel 01642 440571
Fax 01642 289177
E-mail enquiries@rcvda.org.uk
Web www.rcvda.org.uk

RCVDA Redcar Adult Education Centre,
Corporation Road, Redcar TS10 1HA

A member of the National Association of Councils for Voluntary Services.
Company limited by guarantee. Registered company name: Redcar and Cleveland Voluntary Development Agency.
Registered No. 2720382. Registered in England and Wales.
Registered Office at above address. Registered Charity No. 516233

