

**IN THIS ISSUE: Volunteer Award Winners 2010, Minister for Civil Society, ISA Vetting and Barring Scheme, Equality Act 2010.**

# inter-ACTION

THE BI-MONTHLY NEWSLETTER OF RCVDA

RCVDA  
**Leading**  
the Way

## OUTSTANDING INDIVIDUAL

Sponsored by RCVDA

Winner: KEITH HELM



Keith is a well known face within the Voluntary and Community Sector across Redcar and Cleveland. He has been involved in the tenants panel of Coast and Country for many years and was part of the Community Network steering group he has also represented the sector on the Local Strategic Partnership. In his own community he is part of Pride in Eston (PIE) which runs a 'Juice Bar' and plays a major part in Eston in Bloom. Keith couldn't be at the award ceremony as he is spending time with his family after retiring from his volunteering activities due to ill health. His award was accepted on his behalf by Kim Gallagher Chair of Coast & Country Tenants panel.

## LIFETIME ACHIEVEMENT AWARD

Sponsored by R & C Adult Learning Service

Winner: BARBARA RANKIN



"Barb Rankin has blazed a trail for disabled people in Redcar and Cleveland over many years. The new visibility of disabled people as citizens, rather than passive recipients of care, owes much to Barb's pioneering work with the Redcar and Cleveland Disability Access Group and Cleveland Disability Forum." She has been involved in a variety of roles and initiatives and never stops campaigning to ensure "disabled people can have the choice and control and voice to live the life they choose". She is currently active with Middlesbrough MS Therapy Centre and MS Society's Redcar District Branch, Coatham Memorial Hall Association and ROC. Jane Reast says "this citation only scratches the surface of Barb's achievements as an activist, collaborator, trainer, role model, innovator, fundraiser, community leader and a caring warm and giving human being that goes far more than the extra mile"

## ADULT VOLUNTEER

Sponsored by R & C Community Skills Project

Winner: JIM COVELL



*"Jim is the mainstay of CARE & SHARE shop Guisborough. People come in to the shop just to see and speak to Jim, he can change a person's outlook or life around in just one conversation. In Jim's vocabulary there is no such word as "NO" he treats everyone the same as he would like to be treated. He is like a magnet people just take to him – if he can help anyone he will, he is the most obliging, kind courteous person I know"*



# Enterprising Charity Shop!



Teesside Hospice Shop in Redcar has been open for 16 years offering customers a good choice of quality items at reasonable prices. With the need to increase takings to contribute to the £4100 needed every day to keep the Hospice open they decided to try something a little different.

It was decided to test the water by changing to a £1.00 shop. This meant that the volunteers had to change the way they had worked for many years and learn new skills. They were rewarded by an increase in contributions this meant going from hanging approximately 100 garments a day to, on some days, steaming and hanging 400 garments. Also their customer base has also increased and the volunteers' customer skills help to ensure repeat business and have created a "buzz" in the shop.

**ENTERPRISE AWARD**  
Sponsored by LEGI  
Winners: TEESSIDE HOSPICE CHARITY SHOP, REDCAR

# Award Winners



**PARTNERSHIP AWARD**  
Sponsored by Redcar & Cleveland Partnership  
Winners: FRIENDS OF WESTGATE PARK

This group was formed in 2008 to address the deterioration off Westgate Park. Working in partnership with Groundworks, Guisborough Town Council and R & C BC Community Development and Parks section they are currently seeking funding to implement the plans drawn up by a landscape architect following consultation with local residents for the development of the park. Through partnership working they have also secured funding for new signage and 2010/11 will see the completion of a Playbuilder project. The nominator says "... through continued effort this shows what can be achieved by many partners working together towards a common aim – the improvement of Westgate Park, for the benefit of all residents."



**GEORGE PUNSHON  
COMMEMORATIVE AWARD**  
Sponsored by The Punshon Family  
Winners: REDCAR & CLEVELAND MIND

Volunteers at R & C Mind carry out various duties including facilitating group activities, helping in drop-ins, keeping the place clean, warm and friendly. They also help with all MIND projects and campaigns and actively support people who use the service. Volunteers also make up a large part of their executive committee. Their nominator sums up by saying "Volunteers play a vital role and are pivotal to the ongoing success of our service."

# YOUTH GROUP AWARD

Sponsored by SURESTART  
Winners: INVOLVED YOUTH ACTION TEAM



The Redcar & Cleveland Involved Youth Action Team are a group of young volunteers who have been involved in a number of fundraising activities.

In 2009 they organised a family festival in Saltburn which raised funds for Zoe's Place. They are currently working on an anti-cyber bullying campaign including designing a poster and making a film to make young people aware of cyber bullying and its effects. Once complete they will be distributed to all local youth centres and colleges. Plans are already in place for 2010 include a sponsored walk across the transporter and a fancy dress fundraiser both for Help the Heroes.

*All photos from the event can be downloaded from our flickr page via our website at [www.rcvda.org.uk](http://www.rcvda.org.uk)*



## Award Winners



*Ian Swales MP for Redcar & Cleveland presents Emma with her award*

### YOUTH INDIVIDUAL AWARD Sponsored by Connexions

Winner: EMMA STRANG, Target Leaving Care Team

Emma has a busy life attending college, holding down a part time job and of course having a good social life but she also finds time to volunteer as Target's representative at the National Young Peoples Benchmarking Forum making sure the views of young people are heard. Her nominator says "Emma deserves to be recognised for her volunteer work ...the contribution she makes as part of the Young Peoples Benchmarking Forum helps care leavers all over the country receive the best service possible"

### ADULT VOLUNTEER GROUP AWARD Sponsored by TVRCC Winner: LADIES OF STEEL

*Cllr Peter Spencer Chair of TVRCC presents the award to Ladies of Steel*



Ladies of Steel are a group of local women from Dormanstown who provide family and children activities aimed at enhancing the lives of the local community. Their aim is to improve community spirit by encouraging people to work together around common interests. They do this in a variety of ways from arranging family events to running a weekly youth club. They also fundraise to support local families and have in the past funded a local child's memorial stone and garden.



*Mike receiving his Award from Kim Gallagher Chair of Coast & Country Tennent's Panel*

### COMMUNITY CHAMPION Sponsored by Coast & Country Housing

Winner: MIKE JEFFERSON

Community Champion Mike is involved in all aspects of community life in Lingdale, not only is he a founder member and Chair of Lingdale Lift Off, he is also a governor at Lingdale Primary School. Mike has been involved in a number of activities to celebrate the history of the village and also to ensure that the village is one to be proud of. He led the campaign to provide Lingdale with Christmas lights, was involved in the village entering Northumbria in Bloom (winning six awards in 2009) and is currently very 'hands on' in developing a community allotment. In the words of the nominator "MIKE IS A REAL COMMUNITY CHAMPION"

### HEALTH CHAMPION OF THE YEAR Sponsored by NHS Redcar & Cleveland

*Representatives from Skelton Weight Management Group accept the Health Champion award from Sue Cash, NHS Redcar & Cleveland*

Winner: SKELTON WEIGHT MANAGEMENT GROUP

Skelton Weight Management Group are a dedicated group who raise funds to carry out a wide range of health related activities that bring benefit to their members. As well as holding a weight management session and exercise class they also arrange walks and deliver a wide range of activities that promote good health. The sessions also create an informal support network especially for individuals who could become vulnerable and isolated if it wasn't for the group.





## WORKING IN VOLUNTARY AND COMMUNITY ORGANISATIONS



The Open University is offering the above course aimed at the voluntary and community sector. The cost is £155.00 and provides an introduction to voluntary and community organisations, and helps develop the skills needed to work in such organisations, whether in paid or unpaid roles. It offers an insight into how the voluntary and community sector differs from other sectors, and the opportunities and challenges this presents for how voluntary and community organisations function. The course will equip you with the important skills needed to function effectively, such as communicating with others; taking part in meetings; working with volunteers or as a volunteer; understanding funding and resources; and stress management. The content of this course includes:

- understanding individual and organisational values and beliefs
- the role of volunteers
- the interests of different stakeholders
- power and empowerment
- communication
- participating in meetings
- resources and sustainability
- dealing with the realities of the sector.

For more information or to register for this course go to [www3.open.ac.uk/study/undergraduate/course/b191.htm](http://www3.open.ac.uk/study/undergraduate/course/b191.htm)

### Support for arts, heritage and sport as Lottery to be restored to original shares

Legislation that could see arts, heritage, and sport each receiving an extra £50 million a year will be placed before Parliament in September, the Secretary of State for Culture, Olympics, Media and Sport Jeremy Hunt announced in a keynote speech at The Roundhouse in London.

Under the proposals the share of money going to each of the arts, heritage and sport good causes will increase to 20 per cent with the Big Lottery Fund receiving the remaining 40 per cent. Another change will see the Big Lottery Fund focus its support exclusively on the voluntary and community sectors.

Culture Secretary, Jeremy Hunt said *"I want to get the Lottery back to how it was originally conceived. That's why I will restore arts and heritage, as well as sport, to their original 20 per cent shares of Lottery funding, ultimately providing an extra £100 million each year for arts and heritage – £50 million each – a figure that will be even higher once the Lottery ceases to fund its share of the Olympics and its cultural festival."*

He said there were three key principles to underpin future policy:

- a mixed economy of public and private support for the arts, with stronger incentives to promote philanthropy;
- access to high quality arts for as many people as possible, through continued free admission to national museums and galleries and continued education programmes; and
- a reaffirmation of the arm's length principle, with no politicisation of funding decisions.

The Department of Culture, Media and Sports has produced a consultation document which can be viewed at:

<http://www.culture.gov.uk/consultations/7070.aspx>

### Nick Hurd, Minister for Civil Society



The government reconfigured the Office of the Third Sector to the Office for Civil Society to reflect "the important job of building the Big Society", civil society minister Nick Hurd said

Hurd said the Office for Civil Society was in dialogue with all government departments about potential cuts to the sector. However, he added: "It will be completely unrealistic to say that the sector is going to be completely ring-fenced."

"We are very serious about the Big Society and the voluntary and community sector is at the heart of it, but we are all trying to do more with less and we are all trying to seek efficiencies – that extends to the sector as well."

"But the OCS has a good relationship with other departments, we will remind government to respect the Compact and all the commitments attached to that."

Source: Civil Society



## ISA Vetting and Barring Scheme

The new government has introduced a review of the ISA Vetting and Barring Scheme. Reports in the press regarding the Vetting and Barring scheme are confusing and in some cases have stated that the Vetting and Barring scheme has been scrapped – **this is not the case**. Sandy Adirondack co-author of the Voluntary Sector Legal Handbook writes: *“Although the government announced on 15 June 2010 that some aspects of VBS registration in England and Wales and in Northern Ireland were being reviewed and “remodelled”, much of the guidance still applies.”*

Any of the legislation which has already been introduced will stand, however while the government's review is in progress, the following provisions, which were due to come into effect on **26 July 2010** and in **November 2010**, have been put on hold.

**Voluntary registration with the ISA.** Provision for voluntary ISA registration for individuals starting work or changing roles, whether paid or unpaid, in **regulated activities** with children or vulnerable adults has been suspended. Voluntary registration was due to start on 26 July 2010.

**Compulsory registration with the ISA.** Compulsory registration of anyone starting work or changing roles, paid or unpaid, in a regulated activity was due to start in November 2010. The statement issued by the Home Office on 15 June and information on the ISA website seem very clear that all registration, including compulsory registration from November, has been suspended.

**Employers' access to ISA information.** Provision for all employers, to make online ISA checks from 26 July to see if a person is registered or is barred from work with vulnerable groups, has been suspended. Information about whether a person is barred will continue to be provided to employers and volunteer-using organisations only through CRB enhanced checks. Provision for employers to register with the ISA has been suspended.

Provisions that were implemented on 12 October 2009, or in some cases earlier, remain in force. These include:

**CRB checks.** All CRB checks for work with children or vulnerable adults are enhanced. Standard CRB checks are no longer available for work with children or vulnerable adults.

**Regulated activities.** An employer or organisation which manages or controls **regulated activity** is called in the Home Office guidance a RAP — a **regulated activity provider**. The range of regulated activities from which people can be barred is now wider than it was before October 2009, especially in relation to work with vulnerable adults, but some aspects of regulated activity were eased following the Singleton review

**Duty to refer.** Employers and service providers of regulated and controlled activities, social services, professional regulators, and personnel suppliers (employment agencies, employment businesses and education institutions) must notify the ISA of relevant information about individuals who pose a threat to children or vulnerable adults. Employers and organisations which do not have a duty to refer, parents/private employers, and members of the public may — but do not have to — refer information to social services or the police, who will investigate and if appropriate refer it on to the ISA.

**Vetting and barring.** Decisions about inclusion on the children's barred list (which replaced the Protection of Children Act list and list 99) and the adults' barred list (which replaced the Protection of Vulnerable Adults list), are made by the Independent Safeguarding Authority (ISA). Employers and volunteer-using organisations find out if someone is barred via an enhanced CRB check.

This is obviously a complex issue and therefore further information can be found on the following websites.

Sandy Adirondack <http://www.sandy-a.co.uk/legal.htm>

The Independent Safeguarding Authority: <http://www.isa-gov.org.uk/>

Source: Sandy Adirondack



## PROMOTE, PUBLICISE, PERSISTENCE

It was Redcar's turn to host Voices For Volunteers (VfV) this month at the Redcar Education Development Centre. The topic for discussion was press and publicity and Adrian Hogg, Executive Editor of the Evening Gazette, gave a very interesting presentation with some very helpful tips on how to get your story noticed and printed in the newspaper. Adrian spent some time answering questions before we had a short break for refreshments.

Our thanks to Debbie Coulson, Marketing Manager at Teesside Hospice, for kindly stepping in at the last minute to replace our advertised speaker who was unable to attend. Debbie discussed what does/does not work for Teesside Hospice as far as marketing is concerned. We also discussed the use of technology eg email mailshots, websites, facebook, twitter etc. to get the message out there. See minutes of the meeting on [www.rcvda.org.uk/volunteers](http://www.rcvda.org.uk/volunteers). The next meeting of VfV will be held at Police Headquarters, Ladgate Lane, Middlesbrough on Wednesday 8<sup>th</sup> September 2010 9.30am – 12 noon. If you are interested in attending VfV please contact Trish on 01642 440571.

## Government promises new fund for community groups

By Mathew Little, Third Sector Online, 9 June 2010

Francis Maude, Minister for the Cabinet Office says Communities First fund will help start more groups in deprived areas.

The government will set up a fund to foster the creation of community groups in deprived areas, Francis Maude, Minister for the Cabinet Office, revealed.

Maude said the fund, called Communities First, would provide start-up funding for community groups in disadvantaged parts of the country. He did not say how much the fund was worth or when it would open.

"It's easier to set up a gang than to set up a community response to a gang problem," he told delegates at a conference in London. Charities would be encouraged to offer support to the community groups financed by the fund, said Maude. The minister said that one of the government's main aims was to increase social capital in local areas by creating small neighbourhood groups. "We want to be super-local, seriously neighbourhood-based and almost microscopically granular," he said.

The government would also ensure that charities and social enterprises bidding for payment-by-results contracts in welfare or the rehabilitation of prisoners would have access to working capital so they were able to compete, Maude said.

One source of this would be the proposed Big Society Bank. "We will pay up for this," he said. "We won't cheese-paring\* it."

Maude also told the conference that the government would cut red tape to make it easier to set up a charity or a social enterprise, and said the third sector would receive a "better share" of public funds.

A spokesman for the Cabinet Office said later that the fund would operate in the most deprived areas of England with low social capital. The amount in the fund would be decided in the coming months.

*\*BBC English dictionary has the word cheese-paring, defined as behaviour in which you are extremely careful with your money and spend as little as possible; used to show disapproval.*

### Ask the Expert



**Q. My organisation is facing cuts in funding and we are going to have to make some staff redundant. How best shall we go about minimising the impact on both my workforce and organisation?**

A. The likelihood of an organisation emerging from a redundancy based situation in a healthier position is increased greatly by them adhering to minimum redundancy procedures, writes Peter Done, Managing Director of Peninsula. When considering redundancies, it is your legal obligation to inform employees of the situation within strict timetables.

Looking at alternative solutions may also be of benefit to the organisation and instead of jumping straight in with redundancies other avenues could be explored. These include temporary lay-off or short-time working, or amending contracts of employment to reduce working hours and therefore pay which can help an organisation avoid having to dismiss staff.

Voluntary redundancy or retirements are alternative ways to achieve your aim. Ensure that retirements are always conducted in accordance with the statutory retirement procedure, which requires at least 6 months' notice to the employee. It is important to give special attention to any redundancy policies used within an organisation so that the way in which procedures are carried out fit in with the agreed contractual terms. Criteria for selecting workers to be made redundant should be relevant to the job role and as objective and non-discriminatory as possible.

Before proceeding with any redundancies I would strongly recommend you seek advice and remember to follow any contractual dismissal procedures before terminating employment. For more information on this or other employment issues contact Russell Smith on 07976 922314 or via e-mail, [Russell.Smith@peninsula-uk.com](mailto:Russell.Smith@peninsula-uk.com)



## Equality Act Implementation

The Government Equality Office (GEO) has withdrawn the timetable that detailed when and which parts of the Equality Act would come into force. Some elements were due to come into force in October 2010. The GEO had published a timetable online but that has been withdrawn. A GEO spokeswoman said that the withdrawal was due to the recent change in government and that the new government had yet to finalise its own legislative timetable. "An announcement on scheduling for implementation of the Equality Act will be made in due course," said the spokeswoman, who confirmed that the new government is not bound by the timetable set by its predecessor.

Experts say:

- The government may end up not implementing many of the Act's provisions.
- They are unlikely to repeal the law. They will just implement the parts of the Act they like and not the parts they don't. Elements of the Act might just sit on the statute book awaiting another change of Government.
- Three parts of the Act were highlighted by the Conservatives in the run up to the recent election as being elements they would not introduce.
  - The first is a provision that when hiring, companies could discriminate in favour of people from under-represented groups such as women, ethnic minorities or disabled people, but only if candidates were equally well qualified.
  - The second area was the requirement that companies report the gap between the amount they pay women and the amount they pay men.
  - The third part of the law that the Conservatives said they would not introduce was a provision forcing public authorities to take socio-economic factors into account when allocating their resources.
- The more managerial elements of the Act are likely to make it into law.

The official statement on the Government Equalities Office website reads:- *"The Government is currently considering how the different provisions will be commenced so that the Act is implemented in an effective and proportionate way. In the meantime, the Government Equalities Office continues to work on the basis of the previously announced timetable, which envisaged commencement of the Act's core provisions in October 2010."*

The Equality and Human Rights Commission has not removed the original timetable from their website which can be viewed at <http://www.equalityhumanrights.com/legislative-framework/equality-bill/equality-bill-timeline> . They also have additional information regarding the consultation they recently carried out regarding the guidance and Codes of Practice. Their website is at <http://www.equalityhumanrights.com/>

Further information regarding the Equality Bill 2010 can be found on the GEO website at [www.equalities.gov.uk](http://www.equalities.gov.uk).

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## Volunteer Awards Special Recognition.

Every year it is more and more difficult for the judges to decide on the winners of the Volunteer Awards. This year the judges wanted to highlight two individuals who they considered should have a certificate of Special Recognition. These were Linda Dickinson of Families of Children on the Autistic Spectrum (FOCAS) and Piers Mitchell of Fairbridge.

Linda was nominated in the Health Champion Category. Two of her children have been diagnosed with Autism and she has experienced many stressful, difficult and upsetting times when trying to access the best possible opportunities and services for her family. Linda is passionate about and is motivated to continue working to improve the lives of all affected by ASD in Redcar & Cleveland through her involvement with FOCAS.

Piers was nominated in the Adult Volunteer category. Piers is a local business man who uses his expertise and knowledge to raise the profile of Fairbridge to secure the support of companies and businesses. He hosts dinner parties, speaks publically and bakes cakes. His infectious nature and his drive to secure a better life for the young people Fairbridge support has enthused many people across the region. He couldn't join us at the awards as he was volunteering in Rwanda at his own expense to teach under privileged children rugby and football and he is also providing free kits.

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

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