



Newsletter December 2016

VAO News & Services

Orkney Youth Awards 2016: Orkney's Community in Good Hands!

Around 140 people squeezed into the St Magnus Centre on Tuesday 15 November to attend the Annual Youth Awards. Certificates were presented for a wide range of achievements, including Duke of Edinburgh, Dynamic Youth, Youth Achievement and the Saltire Awards to young people aged 12-25 year old.



There was a strong youth led element to proceedings, with the evening hosted by Brooke Mitchell, Scott Manson, Brogen Moffat, Calum McArthur and Jack Norquoy. Supper was prepared by young folk at the Connect project, who also produced a short film entitled 'Straight Outta Connect' that played during proceedings. The audience were treated to performances from folk involved in the ROAR youth music project, the Aim siblings -Magnus, Graham and Jessica – and Kayla Bruce and Samantha Buck. The musicians then presented a cheque for over £2500 to Women's Aid Orkney, raised at a concert during the summer. A poem by an anonymous young writer was also read out to great approval from all in attendance.

The Summit Awards, for outstanding contribution to volunteering, were last to be presented on the night, and the stories of the young folk nominated were all read out. 19 nominations were received recognising 18 young people.

'It's so inspiring to hear what all these young folk are doing – our community is in good hands' said Brian Cromarty of Voluntary Action Orkney.

Delivered in partnership with Community Learning and Development and Voluntary Action Orkney with funding from Cashback, VAO and OIC, the awards were as follows:

- Duke of Edinburgh – 30 awards
- Saltire Award – 49 awards totalling 5990 hours
- Youth Achievement/Dynamic Youth – 28 awards
- Sports – 6 awards
- Summit – 19 nominations/18 young people
- Scottish Mental Health First Aid – 3 awards
- Food Hygiene – 12 awards
- First Aid – 7 awards



Rebecca receives her Youth Award



Rebecca volunteered with the Adult Befriending Service throughout the summer months as a volunteer for the Summer Lunch Group. This role involved setting up the hall for lunch, serving lunch, engaging with the older people and taking part in activities. This was a lot of hard work which Rebecca took in her stride and she contributed from beginning to end of every session she attended.

Through her volunteering role Rebecca has achieved a vast amount of experience, knowledge and understanding of engaging with older people. She did so in a highly appropriate and effective manner, demonstrating respect and empathy and offering choices, all done with a lovely smile!

One of our Summer Group guests is German. He was absolutely delighted to find that Rebecca spoke German and they had several conversations over the summer. This made such a huge and obvious difference to the gentleman as he rarely gets to speak in his native language any more. Rebecca did this of her own accord. She recognised through conversation that this was something that would be appreciated, an amazing insight for a young person. Rebecca was south at University at the time of the Youth Awards so we were delighted when she came along to the Adult Befriending tea and light tour where she was presented with her certificate by Linsey Drever, Adult Befriending Service Co-Ordinator.

Your Island Your Choice – Participatory Budgeting Small Grants Programme

VAO, as a partner in The Orkney Partnership, applied for Community Choices funding to disburse small grants using the Participatory Budgeting (PB) process, which we've called, Your Island Your Choice (YIYC). Orkney Community Planning partners contributed additional amounts to the total 'pot'.

Participatory budgeting is a very different way of allocating resources. It enables communities to make decisions about where and how funding is spent. Crucially, it is members of the community themselves who come up with ideas and solutions to identified priorities and who then vote to decide which projects should receive funding.

Around the same time, The Orkney Partnership and Orkney Health and Care were making plans to consult the isles to gather information for their respective locality plans so, to avoid carrying out three separate pieces of work, it was agreed that the partners should collaborate to gather information for the plans and to enable isles communities to determine priorities for funding.

The consultation began with an on-line and paper survey and the funding aspect began with the establishment of an Inter-island Steering Group to plan the YIYC programme.

At the end of the survey period, teams visited each island to feed back the results, gather additional information on each of the question areas, explain the PB/YIYC process and provide information about locality plans.

During the visits, each island chose up to three priority areas for which to seek applications for funding and, with guidance, to set up a local steering group to promote the fund and arrange their

voting events - all of which must be completed by the end of February 2017. This is a new approach for Orkney, although it has been done in other areas of Scotland, and we look forward to working with those involved to make it a success.

More information about PB can be found below and at <https://pbscotland.scot/>

Below are some photographs of the teams' visits to (clockwise from top left): Eday; North Ronaldsay; Hoy; Sanday; Graemsay.



VAO Christmas Closure

VAO will be closed from 24 December 2016 to 3 January 2017 inclusive. Happy Christmas from all the staff and Directors at VAO.

Local Third Sector News

Congratulations to Orkney Heart Support Group

2016 has been a busy and highly successful year for the Orkney Heart Support Group. Thanks to fundraising carried out by the group, 17 defibrillators have now been donated to schools across Orkney. In the case of a cardiac arrest the defibrillators significantly improve the chances of survival and can be used by anyone – no training is required as the devices give audible instructions for use when switched on.

Alongside fundraising, the Orkney Heart Support Group offer mutual support to people with heart problems, arrange social events and leisure activities, help maintain contact with health professionals and represent the needs of local heart patients. They meet in the British Legion, Kirkwall at 7.30 on the 4th Tuesday of most months. For more information about the Orkney Heart Support Group please contact Phyllis Braby, Chairperson, on 01856 873365.



Newly qualified counsellor at OACAS



Orkney Alcohol and Counselling Advisory Service is pleased to share the news that one of their counsellors, Barbara Dunn, achieved her COSCA Validated Diploma in Person Centred Counselling and Psychotherapy. Barbara is pictured here with manager Simon Gordon.

Who's behind the Blue Door?



Holm Community Association	9 – 14 January
Friends of Aurida House	16 – 21 January
Stronsay Marlins	23 – 28 January
OACAs	30 January – 4 February

Legislation & Guidance

New Data Protection Regulation

Due to the changes in data protection regulation many organisations in the third sector will be deemed 'data controllers' because of the client/donor and employee personal data they hold and collect. Most data controllers should be registered with the Information Commissioner's Office (ICO). You can visit the ICO [website](#) and use their online self-assessment tool to check whether your organisation needs to be registered or not. Read more from Third Force News [here](#).

Asset Transfer Draft Guidance

The Community Empowerment (Scotland) Act 2015 introduced a right for community bodies to make requests to all local authorities, Scottish Ministers and a wide-ranging list of public bodies, for any land or buildings they feel they could make better use of. Subject to the agreement of the Parliament, the asset transfer legislation will come into force on 23 January 2017. Guidance has been developed for both relevant authorities and community bodies. This guidance is published as a "draft final" version; final guidance will be published when the legislation comes into force. The statutory requirements and procedures are now fixed (subject to approval by the Scottish Parliament), but there is still flexibility to make the guidance clearer. Please send any comments, questions and suggestions by [email](#) or [click](#) here for more information.

Does your charity own or rent a property? Do you know your obligations?

Many charities are unaware of their obligations in relation to property they own or use according to a recent article in Third Force News. If your charity owns or rents property then click [here](#) for more information.

OSCR Annual Returns

This month OSCR issued a reminder to charity trustees about Annual Return and Accounts submission. Every year, every charity registered in Scotland has to provide annual information by completing an online Annual Return and uploading or sending a statement of accounts, a Trustees' annual report and an external scrutiny report.

Have you submitted yours yet? If not, read more [here](#).

New easy read guide to support people with learning disabilities on charities' trustee boards

A new easy read guide to trusteeship has been published, which aims to help people with learning disabilities to become charity trustees.

NCVO has translated its Good Trustee Guide into an easy read format to provide information about a trustee's role and best practice guidance to people with learning disabilities.

By making the information in the Good Trustee Guide accessible, NCVO hopes to help charities improve the diversity of their governance structure and increase the effectiveness of their trustee board. Increasing board diversity is a key recommendation of the new draft Charity Governance Code. Whilst the Guide reflects English charity law it will provide a useful resource.

The 4 booklets can be downloaded from the NCVO [website](#).

Scottish Government Publishes the Health and Social Care Delivery Plan

The Scottish Government has launched its delivery plan for health and social care – just before the festive break. This is the first time that health and social care have been integrated in a joint plan and interestingly for the third sector the first sentence of the document includes the word 'prevention', which is of course a third sector strength. Click [here](#) to read the Plan.

Funding & Finance



Become part of the PB Scotland Network

Across Scotland, local people have been directly deciding how public funds are being spent in their area. This activity, otherwise known as participatory budgeting (PB), is being captured on the PB Scotland website. The PB Scotland Network has been set up to bring people together across the country to share enthusiasm & learning around PB in Scotland. If you've been involved in, or are interested in, PB and would like to join the PB Scotland Network please visit their [website](#) enter your details. It's free and open to everyone.

An interactive map has also been set up on the PB Scotland site, which enables anyone to add a relevant PB project that they're involved in or have heard of. Many examples of PB in Scotland have already been added, but not everything will have been captured. Please take a look and add anything that is missing.

Tesco bags of help moves to monthly vote

From 1 December 2016, Tesco's Bags of Help grants programme will invite customers to vote for their favourite community project every month. Until now the awards programme has been run every nine months. The new monthly format is expected to result in more than 7,000 community projects across England, Scotland and Wales receiving funding each year. Click [here](#) for more information.

The Aberlour Children's Urgent Assistance Fund

The Aberlour Children's Urgent Assistance Fund is open to families in Scotland with children under 18, who are in urgent need of financial help. Examples of requests that may be considered include: emergency clothing and footwear; beds or bedding; appliance repairs or replacement of appliances that have failed; and other situations where emergency furniture is required – for example, for a family whose home has been damaged due to flooding, or for a parent who has fled domestic violence, leaving everything behind. Please visit their [website](#) for more information or to make an application.

Volunteering opportunities



Rackwick Museums – Museum Volunteer

Volunteers are needed to help restore and renovate items in the collection over the three buildings of the Rackwick Museums. The museums are located near the glen; two are on the flat and one is up the glen. The volunteer must be enthusiastic about Orkney/Hoy history, old photos, writings etc and also should be able to paint farm machinery. Expenses will be paid for foot passenger on the ferry and lunch and tea and coffee provided.

NHS Orkney – Patient Support Volunteer

NHS Orkney are looking for a patient support volunteer. The volunteer will

- work alongside and complement clinical staff providing care and social support.
- provide meaningful support and stimulation based on individual patient interests. This can include chatting, reading and reminiscing with patients, involving them in craft activities, encouraging food and fluid intake, going for short walks and generally providing companionship.
- support orientation within the ward area
- Dementia Volunteers can assist patients completing the ‘Getting to Know me’ document.
- The Dementia Volunteers will also interact with families and carers and help signpost them to the right services and support where appropriate.
- This post is suitable for 18+ volunteers and supported volunteers will be able to take part in small group activities.

For details of these and other volunteering opportunities, please visit the [VAO website](#) or contact [Rob](#) on 872897.

Have your say.....



Nation-wide study into hopelessness and depressed mood in older adults across local communities in Scotland

A doctorate student from the University of Edinburgh, Shri Cameron, is conducting a nation-wide study into hopelessness and depressed mood in older adults across local communities in Scotland. The study involves participants completing a series of online questionnaires which ask them about the level of social contact they have, how they feel about their social contacts, their current mood and about their personality. Once completed the research will be shared with individual respondents and relevant organisations/service providers throughout Scotland. Please click [here](#) for more information or to take part in the study.

Scottish Government review of the governance of our school system in Scotland

The Scottish Government are currently reviewing the governance of our school system in Scotland, and are seeking your views on how excellence and equity in education can be achieved in order to close the qualifications attainment gap. To access the full consultation paper and question sheet on the education governance review click [here](#).

[Lead Scotland](#) are keen to reflect the views of the people they support and how they think changes in the governance of education in Scotland could make a difference to the experiences and qualifications outcomes of children with additional support needs.

They would particularly like to know your views on Question 6 of the consultation: “How can children, parents, communities, employers, colleges, universities and others play a stronger role in school life? What actions should be taken to support this?”

If you would like to share your views on this question with them, please contact [Rebecca Scarlett](#), Lead's Senior Policy & Information Officer on 0131 228 9441 or you can write to them at: Lead Scotland, Napier University, Merchiston Campus, Room B05, 14 Colinton Road, Edinburgh, EH10 5DT

Please respond by Wednesday 4 January 2017 if you would like Lead to reflect your views in their response.

Consultation on Early Learning and Childcare in Scotland

The Scottish Government is running a consultation on Early Learning and Childcare in Scotland. As part of the consultation on the expansion of early learning and childcare in Scotland the Scottish Government wants to hear the views of parents and carers. More information can be found at [here](#).

DWP Work, Health and Disability: Improving Lives Green Paper Consultation

The Department for Work and Pensions (DWP) is seeking views on what needs to be done to transform employment prospects for disabled people and people with long-term health conditions. This work includes assisting people in recovery into employment. The link to the document can be found [here](#).

Also in the news

How to help a homeless person this Christmas

Christmas is traditionally a time of goodwill when many of us look to help those less fortunate such as those who are homeless. A recent article in [Third Force News](#) gives ideas of the best ways to help a homeless person this Christmas.

Tips on giving

Around this time of year, many people choose to give to charity. Their donations are extremely important for the work of these charities.

We know that most charities are doing the right things. However, you can make a few simple checks to make sure that your donations go to those you intend to support. Read more [here](#).



OSCR Annual Review 2015 – 2016

OSCR have published their latest Annual Review covering the financial year 2015-16. Click [here](#) for a copy of the review.

OSCR is now on Facebook!

To keep up with all the latest news from the Scottish Charity Regulator please visit and 'like' their new [Facebook](#) page.

Keep the heid this Christmas!

Orkney's Public Health Team have published a list of tips to keep your stress levels low and your mood positive this Christmas:

- Plan activities that you enjoy
- Take a walk with a friend
- Go easy on sugary snacks

- Avoid excess alcohol
- Try to avoid skipping meals
- Take a warm relaxing bath
- Make time for exercise
- Enjoy time with family and friends
- Eat healthily
- Read a good book
- Stay hydrated

Please click [here](#) for a poster.

Third Sector Forum

The dates for 2017 have been set, so put them in your diary. For more information about the Third Sector Forum, please visit our [website](#) or contact [Cecily](#) on 873937.

19 January 2017	VAO Board Room, Anchor Buildings, Kirkwall
23 March 2017	MacGillivray Room, Kirkwall Library
18 May 2017	VAO Board Room, Anchor Buildings, Kirkwall
20 July 2017	MacGillivray Room, Kirkwall Library
21 September 2017	VAO Board Room, Anchor Buildings, Kirkwall
23 November 2017	MacGillivray Room, Kirkwall Library

Education & Training

Developing Social Enterprise Ventures – 24 February 2017, Kirkwall

Social enterprises have the potential to make a real difference when engaging our communities and creating sustainable social and economic impact.

At the request of HIE and VAO the Social Enterprise Academy are running a one-day programme that will bring together individuals interested in exploring the opportunities for social enterprise created by the new hospital in Kirkwall. During the day delegates will support each other to gain clarity over the vision of their social enterprise venture and explore community benefit clauses and how they can contribute to the sustainability of their social enterprise.

Click [here](#) for more information or contact [Kate McArdle](#) on 01463 238088.

ESOL programmes

Do you employ migrant workers? Are you a foreign national that wants to improve your English skills? Do you have family and friends that may need ESOL provision?

The Learning Link are asking local employers, individuals, family, friends, etc... to contact them to register an interest for up-coming ESOL programmes (English for Speakers of Other Languages).

Days and times to be confirmed. For more information please contact The Learning Link on 01856 879200.

Learning Curve funding for level 2 courses.

The Learning Curve have funding available for 21 different Level 2 courses. Courses from Caring for Children and Young People to End of Life Care are available online. Please click [here](#) for more information.

Impact practice for small organisations

Based in a small charity or voluntary organisation and interested in learning about measuring your impact or outcomes? NCVO consultants Sarah Menzies and Georgina Anstey discuss how to use *Inspiring Impact's Measuring Up* self-assessment to review your impact practice. Watch their [webinar](#) to find out more.

Skills Development Scotland, Individual Learning Accounts (ILA)

Individuals who meet the eligibility criteria for SDS Individual Learning Accounts (ILA) may qualify for £200 a year towards training. And because it's not a loan, the money doesn't need to be paid back.

Over 400 training providers across Scotland are registered to deliver ILA training. In 2015/16, 22,000 people undertook 25,000 courses. The training covers a whole range of skills – from using Microsoft Excel to operating a forklift truck.

Anyone earning less than £22,000 per annum and meeting the eligibility criteria can apply for a Skills Development Scotland ILA.

You can apply for an application pack by ringing 0800 917 8000 or visit the [website](#).

Free workshops from Business Gateway

Business Gateway are running a number of free workshops in 2017. If you are interested in training on New Business Start-up, Record Keeping, New Business Essentials, Marketing or Pricing Essentials click [here](#) for more information or phone Business Gateway on 886666.

Dates for your Diary

Touched by Suicide

The next meeting of the Touched by Suicide group will be held at 7pm on 29 December at VAO, Anchor Buildings, Bridge Street, Kirkwall.

The group aim to provide a safe, confidential environment where people who have been bereaved by the suicide of a close relative or friend can meet informally in a safe place where they can share their experiences, express their feelings, giving and gaining support from each other.



For more information please call 01856 872897 and ask for [Edwina Lloyd](#) or come along to the meeting on 29 December.

If you would like to print a poster to display, please click [here](#).

Focus on.....Orkney Rape Crisis

This month, Zelda Bradley tells us about her role at Orkney Rape Crisis.

Please sum up the main role of your organisation.

Orkney Rape Crisis has four main strands to its work, Support, Advocacy, Prevention and Campaigning.

Now sum up in three words.

We believe you

What are you working on just now?

Preparing for further multi-agency training in the New Year on the issue of consent, alcohol and the law. Our first training was oversubscribed.

How many staff and volunteers does your organisation have?

Me , I'm it, part time, 28 hours per week but watch this space for volunteering opportunities in the New Year!

Are you looking for volunteers? If so, who are you looking for?

We will be looking for steering group members and board and promotion/prevention volunteers in the New Year.

Roughly how many people use your service annually?

This is difficult to say as we are only in our first year. To date the service has provided support and advocacy to 15 survivors and their families. We have also provided awareness sessions and training to many multi-agency staff and organisations.



Zelda (right) pictured with Sandie Barton, Helpline Manager & National Coordinator (jobshare) Rape Crisis Scotland, at the launch of Orkney Rape Crisis in April.

How long have you been operating in Orkney?

In post as Support and Development Worker since 25/01/16 providing support advocacy and promotion since 01/03/16

Please give an example of how your organisation has helped an individual service user.

We have provided a survivor with all the information they needed to make an informed choice about how they wanted deal with what had happened to them. In this instance, the survivor decided to report to police and we were able liaise with police and to be alongside the survivor while they made their statements. Advocacy and emotional support will be ongoing throughout the legal process, which could easily last for more than 12 months, for as long as they want it.

How do you think people perceive your organisation? If you think they have the wrong perception, now's your chance to put them right.

When I tell people what I do I think people are initially shocked that Orkney might need a service to support survivors of sexual harms. But they immediately all then say that's so good that there is somewhere for people to get support and information. Women then go on to say they are aware that people they know have been subjected to sexual harassment or violence. Orkney is

undoubtedly one of the safest places in the UK and at the same time experiences serious problems, that's a difficult reality to hold psychologically.

People also assume I have a host of other staff and volunteers and that survivors from Orkney have access to forensics on island.

What one thing would you ask people to do that would have a positive impact on the work your organisation is involved with?

Please believe someone when they say they are a survivor of sexual violence, listen and support and hand control back to the survivor. It's not your job to be police, judge and jury.

Where would you like to see your organisation in 5 years' time?

I would like to have a small group of staff engaged in prevention and support work, making a real difference to survivor's lives and equipping the community with the skills to change attitudes and behaviour.

What would you do with a donation of £1,000,000?

Provide Orkney with a multi-agency forensic suite with all the necessary equipment and staff to support survivors (adults and children) without them having to be flown off the island.

I'd like people to be able to provide forensic evidence anonymously as they do at the Archway, in Glasgow, and have immediate access to support and information before carefully considering if they want to take the next step to report the crime.

I'd like to have a centre set in a trauma aware service, where there are child and survivor friendly rooms so that when someone decides they want to access services or report they can do so in a safe and truly confidential and private environment.

How did you end up in your job?

I've always worked with people in a service role and it's that part of the job I've always enjoyed, encouraging positive relationships. I've worked in statutory agencies before and moved into the voluntary sector 7 years ago. I trained with Relationships Scotland Orkney as a Couple Counsellor and Cruse Bereavement Care Scotland as a Bereavement Counsellor. Latterly I worked with Women's Aid Orkney and as MARAC co-ordinator and these experiences clearly defined that Orkney needed a specialist service to support and advocate for survivors of sexual harms.

What's the best thing about working for your organisation?

The positive commitment, across the Rape Crisis Scotland network, in making support for survivors in the isles and remote areas work as effectively as it does in inner city areas. There's an interest and acknowledgment of the challenges associated with doing this kind of work in Orkney.



What's the worst?

That in this day and age I find myself in situations where people are arguing that in some way the survivor was to blame for the abusive behaviours of the perpetrator.

What does a typical day in the office involve?

Providing emotional support, advocacy and information directly to survivors of rape and sexual assault is my priority. After that, liaising with Police Scotland at all levels, Victim Information and Advice, High Court, other statutory and voluntary agencies on behalf of survivors. Developing awareness and prevention training and publicity that will improve the experience of survivors for the better.

What's surprised you most while working for your organisation?

The levels of hidden harm in our community.

What's the most important thing you've learnt while working in your organisation?

That perpetrators of sexual harms are just like us, they are not other – in fact they are us. They are part and parcel of our community and that's a difficult and challenging concept. Because, at some point in our lives, we were cared for by them, we were at school with them, worked alongside and for them. They are our partners, family, friends and neighbours, they are the professional and the acquaintance and therefore we couldn't believe that they were also capable of abuse because they may never have shown us that side of themselves.

This is how abuse works, hidden in plain sight, without empathy and below our community radar. It's difficult to accept that in our transparent community we wouldn't notice wrongdoing. We have all been bystanders, because of proximity we didn't challenge their behaviour or their attitudes and dismissed it as banter or a laugh. Thankfully this is changing.

When a survivor has the courage to say STOP!, in spite of the consequences, or tell someone about what has been happening whether that is recent or historic we can find this difficult to believe. Please believe.

'Everyone has a right to a future that is not dictated by the past' - Karen Saakvitne



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Useful links: [Tea and Consent](#) [Bystander Intervention](#) [Making Recovery a Reality](#)