



Voluntary Action Orkney

JULY 2014

NEWSLETTER

VAO News & Services

People Management: VAO's HR Service



Whatever your issue, no matter how small, please give us a call!

Recruitment Support Service

Advice and Information

Policy and Procedures

Phone: 01856 872897

email :Hannah.ker@vaorkney.org.uk

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Legislation & Guidance Update

Right to request flexible working

As of 30 June 2014, all employees who have worked for an organisation for more than 26 weeks now have the right to request flexible working arrangements.

Requests should be made in writing to the appropriate

person, stating the date of the request and details of any previous applications. The employee should state what change to working conditions they are seeking and how this could affect the business. The employer must consider all requests and decide upon them within three months. Employers must have a sound business

reason for rejecting any request and employees can only make one request in any 12 month period.

VAO provide impartial advice for employers on a range of employment relations, employment rights, HR and management rights. For more information please contact [Hannah](mailto:Hannah.ker@vaorkney.org.uk) at VAO.

Regulation and transparency are key to public trust in charities – OSCR survey

Big Lottery Fund—new programme to help community enterprise

New guidance available about volunteers and insurance

Volunteers and trustees want to avoid being sued if something goes wrong. A joint working group of the insurance industry and the voluntary sector has tackled fundamental concerns about protecting individuals and organisations in the volun-

tary sector and produced new guidance on how volunteers are – and aren't – covered by insurance. Please click [here](#) for more details.

Charities SORP Consultation

The Financial Reporting Council has approved the new Charities Statements of Recommended Practice

(SORP) for publication. It is due to be published this summer on the SORP website. The Charities SORP provides recommendations for accounting and reporting, how accounting standards should be applied in the context of charities and how to account for charity specific transactions. Click [here](#) for more details.

OSCR News

OSCR Survey

Independent research suggests charities should promote the public benefit they provide. Regulation is a key element in encouraging the public's trust and confidence in charities, according to new research published this month. Progressive Partnership, an independent organisation commissioned by the

Scottish Charity Regulator, polled 1,000 members of the public and over 1,300 charities to produce the report.

Overall, levels of public trust in Scottish charities remain high. However, when asked what would reinforce trust, 87% of the public called for charities to state clearly that they were regulated by OSCR, and to

be more explicit about the impact they had made.

[Read the charity sector survey report here.](#)

[Read the public survey report here.](#)

For more information please contact [Mark Simpson](#) at OSCR

OSCR, communications@oscr.org.uk, 27-06-2014

Funding & Finance

Big Potential open for applications

The Big Lottery Fund has announced that its new £10 million programme to help community enterprise access social investment is open for applications. The programme is delivered by the Social Investment Business (SIB) in partnership with Charity Bank, Social Enterprise UK, Locality and the University of Northampton, and is aimed at community enterprises at the beginning of their social investment journey. Community benefit societies and co-

operatives are eligible to access support to help them work towards a community share offer. They will be able to access specialist one-to-one support from the Big Potential programme partners before making an application for grants between £25,000 and £75,000 to undertake more in-depth investment readiness work with one of Big Potential's approved providers. Big Potential is also still recruiting approved providers to offer this investment readiness support

and practitioners are encouraged to apply to the scheme.

The new Big Potential [website](#) has now been launched to enable applicants and providers to submit applications.

Donations

The Charities Aid Foundation (CAF) has announced the launch of a new [donation processing platform](#), CAF Donate, to make it easier for small charities to raise money.

Social Enterprise

Thinking of turning your charity into a social enterprise or your social enterprise into a charity?

A useful article outlining the issues charities must think about when becoming a social enterprise and vice versa was

recently published in [Third Force News](#). For anyone thinking of turning their charity into a social enterprise or their social enterprise into a charity it is well worth a look. Don't forget, if you would like to learn more about social enterprise in Orkney, please contact [Meghan](#) at VAO.



Artistic & literary opportunity

Calling all writers and artists...

Pushing Out the Boat, North-East Scotland's magazine of new writing and the visual arts, has put out its latest call

for submissions. The volunteer-run magazine of poems, stories and art work provides opportunities for local writers and artists. Submissions of writing and artwork are

invited for Issue 13, to be published in April 2015. The deadline for submissions is **1 November 2014** but earlier entries are especially appreciated. Find out more [here](#).

Job opportunities

Would your organisation benefit from hosting an intern?

The [Third Sector Internships Scotland programme](#) is seeking applications from third sector organisations to create internship opportunities for students currently studying at

Scottish universities.

By hosting an intern you will get:

- An opportunity to have a specific piece of work/project undertaken that will add value to your organisation
- Access to a highly skilled and motivated

pool of people

- Funding to support the intern salary costs
- Access to support and resources from the TSIS team before, during and after the internship

[Apply to host an intern now.](#)

Have your say....

Technology for social change award

Organisations using technology for social change are being encouraged to put themselves forward for the [Nominet Trust 100](#) – a prestigious award recognising inspiring projects. The NT100 demonstrates how technology can be used to improve public services and bring about social change, shining a spot-

light on people and projects using the web, mobile, data and computing to create positive social change. We are looking for nominations of ventures that have in-

spired people in their use of technology to mobilise significant social change. For more information please click [here](#).



*Could you use
an intern?*

*Technology for
Social Change*

Evaluation training

And here it comes ... the most dreaded part in your application for funding. EVALUATION! When you hear it, do you look like



or like



If you wish you knew more about the evaluating process from the beginning (setting up outcomes for your project) till the end (writing a smash-

ing report about your work) VAO has now a resource that can help you. One of our staff members, Kasha, has just finished training provided by Evaluation Support Scotland and is ready to pass on her experience to those who engage in evaluation processes for their projects. If you would like to know more, please contact [VAO](#).

Dates for your diary

Full of life Orkney Festival

Someone once said, 'It is important to have a twinkle in your wrinkle,' so if you have few wrinkles sprinkled with twinkles, come and celebrate Older People's Day with us.

The **1 October** is UK Older People's Day, when we celebrate achievements and contributions that older adults make to our society and the economy. The Connecting Communities Project (VAO) together with Age Concern Orkney and Age Concern

Scotland are organising the Full of Life Orkney Festival and would like to invite everyone who's over 55 to the Royal British Legion in Kirkwall.

For more information or if you would like to take part in this event, please visit the [Growing Older in Orkney website](#) or call Kasha on 872897 or Caron on 872438.



Lunch Clubs Get Together

13 August 2014

If you are involved in any way in a Lunch Club, or would like to start one, this opportunity might be of interest to you. VAO is organising an informal networking event and our guests from Age Concern Orkney, VAO

Befriending Project, Orkney Island Council and possibly from other groups will be sharing their expertise with you. The event will take place in the VAO Board Room on **13 August 2014** from 10.30am till 2pm and there will be a chance for some networking over lunch, which will be provided. If you would like to come, please contact Edwina

or Kasha from VAO on 872897.



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