

Newsletter March 2019

Local News

Ask for Angela Launch

"Ask For Angela" is a national public safety campaign that Orkney Rape and Sexual Assault Service launched in partnership with Community Alcohol Partnership, Orkney Street Pastors and Police Scotland in Orkney on Monday 18 March.

The campaign is launching in pubs, bars, restaurants and public venues across Orkney, with its purpose being that any customer can discreetly ask a member of staff for assistance if they felt uncomfortable with the behaviour of fellow patrons.

"Ask For Angela" was originally devised in a pub in England and aimed at people on a romantic or blind date, but in practice it can be applied to anybody who feels unwell, suspects their drink has been spiked, receiving unwanted attention or being pestered by customers who just won't take no for an answer.

"Ask For Angela" is aimed at everyone regardless of their age, gender or sexuality and will be advertised using small posters in each establishment.

Customers can approach any member of staff and ask if Angela is working this will be the signal to staff that something is wrong and the customer requires some assistance. Staff are not expected to challenge the unwanted behaviour but simply escort the person who asked for Angela to an area out of sight from the public and maybe call them a taxi, call a family member/friend or offer them a way to leave the premises discreetly via a back door.

"Ask For Angela" has received national and more recently world wide attention, being adopted by thousands of bars and clubs across the UK. Aberdeenshire has had great success since launching early last year, and Shetland launched their campaign at Christmas.

Orkney Rape and Sexual Assault Service (ORSAS) provides confidential support and advocacy should anyone feel distressed after experiencing or witnessing sexual violence. We also support family and friends of survivors. For more information please call ORSAS on 872298 or email contact@orsas.scot



Could You Use Some Hardworking Volunteers For The Day?



**HIGHLAND
ESTD 1798
PARK**

Scapa Distillery and Highland Park Distillery have offered to provide volunteers to help one of Orkney's charitable organisations with any one off projects they have! This could include outdoor activities such as gardening, painting, maintenance, etc or any indoors activities that may be needed.

The Scapa team are available in March or April, so don't delay!

If you feel your organisation could benefit from these generous offers please contact [Rob](#) at VAO on 872 897. Please note that the volunteers are only available for one day so your project should be able to be completed within that time period.

SCAPA
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Who's behind the Blue Door?



Blue Door	1 – 6 April
Orkney Island Games Assoc.	8 – 13 April
YPeople	15 – 20 April
Rendall FC	22 – 27 April
Good Companions	29 April – 4 May

Orkney Community Directory

Don't forget that the Orkney Community Directory is available to view on our [website](#).

The Directory provides a comprehensive list of community and voluntary groups in Orkney along with other organisations and services that may be of interest to you.

If you require to update your details in the Orkney Community Directory, please email [Ailsa Winterburn](#). This could include any changes to telephone numbers, email address, website or office bearers.

Also in the news

Delivery of disability assistance to start in 2020

Responsibility for all devolved benefits, including their funding, will sit with the Scottish Government from 1 April next year, with delivery for disability benefits rolled out shortly after.

The system will have a redesigned application process and significantly fewer face to face assessments, which will be carried out through the agency by qualified assessors and audio-recorded as standard. There will be rolling awards with no set end points and those with fluctuating health conditions will not face additional reviews due to regular changes in needs related to their condition. The burden of collecting information will be moved from the client to Social Security Scotland.

Click [here](#) for more information.

Expert Advisory Group on Migration and Population: Debut Report

The Expert Advisory Group on Migration and Population published their debut report last month: “UK Immigration Policy After Leaving The EU: Impacts on Scotland’s economy, population and society.”

The key findings of the report are as follows:

- The changes set out in the UK Government’s Immigration White Paper are projected to reduce net migration to Scotland by between 30-50% over the coming two decades.
- Scotland is projected to experience more pronounced population ageing than other parts of the UK, whilst reduced migration from the EU will lead to a gradually declining working age population. Together these will only exacerbate the challenge of managing an ageing society in Scotland
- 63% of workers in Scotland earn less than the proposed £30,000 salary threshold for Tier 2 entrants. This would dramatically constrain Scottish employers’ labour market access, with a pronounced negative effect through gendered and regional disparities.
- Restricted routes for EU migrants would also be particularly disruptive for Scotland’s remote rural and island areas. The relatively older age structure of these areas means that in-migration (including EU migration) is the only practical method of countering depopulation.
- The seasonal and temporary programmes proposed by the UK Government would prohibit the longer-term settlement of immigrants working in key sectors such as health and social care, education, construction and tourism.

The report has produced a useful evidence base around which discussions on Scotland’s future needs and migration policy can be built.

Click on the links for (i) [the report in full](#) and (ii) [an executive summary](#).

Funding & Finance



Wage and pension changes – are you ready?

The National Living Wage will increase by 4.9% to £8.21 in April 2019 for over 25 year olds. The Apprentice rate has increased to £3.90, 16 – 17 year old hourly rate has increased to £4.35, 18-20 year old rate has increased to £6.15 with 21-24 year old hourly rate increasing to £7.70.

Pension Contributions are also increasing! In April 2019, the employer contribution will increase to 3% and the employee contribution will increase to 5%.

By law a total minimum amount of contributions must be paid into each employee’s scheme, should they earn over the threshold each month. You, the employer, must make at least the minimum employer contribution towards this amount and your staff member must make up the difference. If you decide to cover the total minimum contribution required, your staff won’t need to pay anything.

If you have any questions on the above and how it affects then don’t hesitate to get in touch with [Hannah](#) on 872897.

For more regular updates on changes in legislation, or recruitment opportunities follow us on Facebook: **People Management Orkney**

Digital Participation Charter Fund

SCVO reports that over the past five years, the [Digital Participation Charter Fund](#) has provided funding to over 160 projects across Scotland, with over 16,000 people being supported to increase their essential digital skills. Find out more and learn how to apply [here](#).

You can also read a first-hand account of how the Fund has benefited Camphill Blair Drummond in Angela Flaws' guest [blog](#).

Have your say



Voluntary Action Orkney Volunteering Survey 2019

Volunteering is an integral part of the social fabric of Orkney and VAO are passionate about making sure volunteering gets the recognition it deserves. To help us do this VAO would like to get a clearer picture of the numbers of volunteers in Orkney.

We are asking all the organisations who rely on the hard work and enthusiasm of volunteers to take part in a very short survey so we can get a more accurate picture of the amount of volunteering input into Orkney's social and economic community.

Click [here](#) to complete the survey. If you have any questions at all about the survey please contact [Rob](#) or [Gary](#) at VAO on 872897.

A Consultation on Improving Disability Assistance in Scotland

This consultation asks questions on whether the policy intent set out in the Scottish approach to Disability Assistance will meet the needs of the children and adults it is intended to help. The Scottish Government would like to gather views to ensure they have identified the best possible approach to delivering this assistance before they draft the benefit regulations.

Building on their work with Experience Panels they are now keen to gather further views of people with a working knowledge of social security, including disability benefits, and experience of applying for disability benefits. The Scottish Commission on Social Security (SCoSS) has been established and will scrutinise the Disability Assistance regulations which will be drafted in accordance with feedback from this consultation.

Click [here](#) for the consultation which is open until 28 May.

NHS Education for Scotland Scoping Exercise

NHS Education for Scotland is carrying out a national Scoping exercise in order to connect with Allied Health Professions who are working within the Care, Independent or Third sectors in Scotland.

NHS Education for Scotland are keen to make connections with members of the Allied Health Professions across all sectors to provide support for people wherever they work and also to potentially modernise student experiences for professional practice. These connections will enable them to: widen our communication networks; plan for future workforce requirements; and help to connect members of the professions both locally and nationally.

Click [here](#) for the survey and background information.

They are seeking responses from the following professional groups: Art Therapists, Drama therapists, Music therapists, Chiropodists/Podiatrists, Dietitians, Occupational therapists, Orthoptists, Paramedics, Physiotherapists, Prosthetists/Orthotists, Diagnostic Radiographers/Therapeutic Radiographers and Speech and Language therapists.

They are seeking to connect with individuals who are: Registered as an Allied Health Professional with HCPC in Scotland and deliver services/employed within the Care, Independent or Third Sectors. Whose main employment/service delivery is not currently in NHS Scotland or a Local Authority.

Volunteering opportunities

Treasurer Needed at Orkney Athletic Club



Orkney Athletic Club need someone who can deal with all financial issues relating to the club (including gathering and banking cash for term fees / trips, etc); Deal efficiently and effectively with all invoices and bills; Liaise with suppliers, notably the Pickaquoy Centre re bookings/payments and other financial duties.

This role requires someone who has some experience of finance management, keeping financial records. The current treasurer will provide a full induction and hand over. A basic knowledge of Microsoft Excel would be an advantage

So if you are Reliable and trustworthy, have good record-keeping skills, are diligent and can meet deadlines and is good with basic finances this is your ideal role!

The Club are also looking at recruiting a group of volunteers to assist the Treasurer with specific activities e.g. fundraising, sponsorship grant applications etc so if you are interested in the treasurer role or helping out with the above please contact [Rob McGregor](#) on 872897.

For more information about Orkney Athletic Club, see our 'Focus on' article on p7.

St Magnus Way (Orkney Pilgrimage) looking for Path Maintenance and IT Volunteers



Volunteers are needed to walk a section of the St Magnus Way to check the route, clear litter and do some grass strimming. An IT volunteer is also needed to help manage the St Magnus Way website and app.

The path maintenance opportunity will suit volunteers who have a reasonable general fitness for moderate exercise and gentle walking. Full training in the use of a strimmer will be given and safety equipment provided.

The IT opportunity will suit those with basic IT skills and training will be given in the more specific aspects of the role.

This is a great opportunity to be involved with a truly inspiring part of Orkney's history. Click [here](#) for more information about the Orkney Pilgrimage.

If you are interested in volunteering for the St Magnus Way please contact [Rob](#) on 872897

Can you do the Moonwalk?

Walk the Walk are looking for volunteers to help out at MoonWalk Scotland 2019 in Edinburgh.

Volunteer at The MoonWalk Scotland 2019! Over 1,000 amazing Volunteers form the backbone of the Walk the Walk Team, providing support, encouragement and (most importantly) hugs to the Walkers during the iconic MoonWalk challenges. Whether you are new to Walk the Walk, an ex-walker or a seasoned member they would love you to join their incredible family!



Thousands of women and men take part in The MoonWalk Scotland... a Night Walk starting in the evening of Saturday 8 June right through to Sunday afternoon. There are over 30 roles to choose from and, for the benefit of the Volunteers, these are split into manageable stints... although there are some amazing Volunteers who spend the whole time with them!

If you are interested in finding out more about this amazing event please click [here](#) to find out how to get involved.

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

Education & Training

Orkney Walking Groups: Walk Leader Training

Monday 1 April, 9.30-4.00, VAO, Kirkwall

Rob McGregor from Orkney Walking Groups will be delivering Paths for All accredited Walk leader Training on Monday 1st April.

The training will run from 9.30am to 4pm at the VAO offices.



After attending this course participants will be able to:

- Outline the main benefits to be gained from becoming more active
- Recognise moderate intensity physical activity
- Be able to describe a Health Walk and know what makes a suitable route for a Health Walk
- Have an understanding of risk assessment and recognise potential hazards on a Health Walk.
- Outline the roles and responsibilities of a Walk Leader

Please note: Training includes a demonstration health walk so please come wearing flat supportive footwear and loose, comfortable, weather appropriate clothing. Please bring anything else you may need with you.

Refreshments will be provided but you will need to make provision for lunch.

If you would like to book on this training or know more about Orkney Walking Groups please contact [Rob](#) on 872897.

Free training courses online

The Free Courses in Scotland Website offers a host of free online learning opportunities. Topics include dementia care, nutrition and health, team leading, business and admin knowledge and lots more. Click [here](#) to see find out more.

Focus on....Orkney Athletic Club



This month Tamsin Bailey, Chair of Orkney Athletic Club, provides an insight into the work of the club and ways in which you can get involved.

Please sum up the main role of your organisation.

Orkney Athletic Club provides opportunities for people in Orkney to train and develop their skills in a range of athletic disciplines. We currently have 116 Junior Members (age 9 - 18) and 44 adult members (18+). Junior Athletes travel to attend competitions elsewhere in Scotland (up to 8 Club trips per year), and many senior members compete in middle distance and endurance runs both in Orkney and beyond.

Now sum up in three words.

Athletics. Participation. Fun

What are you working on just now?

We are developing the coaching team to increase the number and skills of our coaches, so we can continue to grow and offer more support to Club athletes to help them be the best that they can be.

How many staff and volunteers does your organisation have?

We have no paid staff currently, although we are recruiting a part-time (15 hours p.w.) Development Officer (closing date 1 April 2019!!).

We have a dedicated volunteer Coaching Team who run training sessions twice per week for Junior athletes and a Management Committee plus volunteers dealing with everything from organising our Home Competitions to Supporting Athlete Welfare, arranging Away trips, fundraising, communications etc.

Our Officials Co-ordinator has to find more than 30 volunteers for each Home Competition (this summer we will hold 5 competitions), as well as others needed to collate results, run a refreshments stall, accompany athletes on Away trips etc.

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

We are ALWAYS looking for volunteers!

At our AGM on 27 March number of long-serving committee members are stepping down. In particular we urgently need to recruit a Treasurer and a 10k race co-ordinator. The Club usually arranges 4 x 10k races over the summer and we are short of volunteers to help with organising and marshalling these races.

We would like to develop the adult membership offer and we need volunteers to help as we don't have the capacity to offer e.g. adult training in multiple disciplines within the existing team.

Roughly how many people use your service annually?

We have 160 members.

How long have you been operating in Orkney?

Arthur Groundwater started what is known today as Orkney Athletics Club back in 1987, coaching a handful of athletes at Stromness Academy. Originally called Team Raven Athletics Club, the

team affiliated with Stromness AC in 1988. When the Pickaquoy Sports Centre opened up in Kirkwall in 1997, the club decided to make the track at "Picky" their home and rebranded as Orkney Athletic Club.

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

We don't have service users as such - we support skills development in a range of athletic disciplines including sprints and middle distance running, high jump, long jump, javelin, shot putt and cricketball.

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

People who come along to the competitions or observe training sessions or athletes travelling to competitions often comment on the great atmosphere and how the athletes all support and encourage each other. This is very much the ethos we encourage - it's about helping people to fulfil their potential and to have fun while they're doing it!

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

Offer your services as a volunteer! You don't need to have knowledge of athletics - just enthusiasm for the sport and the willingness to give up your time to help.

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

I would like to see us in a position to fund a permanent staff post to support the running of the Club, and potentially fund additional coaching as well. Ideally membership would have continued to grow and we would be in a position to offer more support and training to Adult Members.

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

Oh I have a long list!

First up would be to buy the new Throws Cage we need to host the Island Games in Orkney in 2023. We would also really like a double-ended long jump pit. We have a lot of athletes in some age groups competing in long jump and it is difficult to schedule them all in at Home Competitions. I would put the rest towards employing staff and coaches to enable the ongoing growth and development of the Club.

If I had a magic wand I would conjure up volunteers - we need:

- more qualified coaches
- a new treasurer
- a 10k race / adult membership co-ordinator
- a new membership secretary
- a communications co-ordinator
-I could go on!!!!!!

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

I've made some great friends, learned a huge amount, and observed people stretching themselves and experiencing a thrill when they run/jump/throw well. It helps build their confidence and life skills, as well as having fun!

What's the worst?

Grappling with clunky systems which worked when the Club was smaller but need updating now we have grown so much and to allow us to continue growing for the future in line with the demand for athletics in Orkney, particularly among younger athletes.

What does a typical day in the office involve?

I do this in my spare time and no day is typical - lots of emails in the evenings, regular meetings, popping in to Tuesday & Thursday training to see how the athletes and volunteer coaches are doing, and helping out at competitions/road races.

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

The amount that's going on and how many people it takes to keep a Club like this running.

Also the commitment and dedication of many people who have been involved with the Club for a lot longer than me.

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

That athletics is a great way for people to express themselves, gain confidence and skills, and to make friends.

For more information about Orkney Athletic Club and to find out how you can get involved, please visit their [website](#) or email the [Club Secretary](#).