



Charnwood CVS

Voluntary action for a just and inclusive Charnwood

Charnwood

Newsletter of Charnwood CVS

September & October 2006



A Lloyds TSB Foundation funding workshop, facilitated by Gary Beharrell, organised by CVS, held in June. Photo: Cath Walker

Charnwood Community Development Workers Forum

Vicci Barrett

The purpose of the Community Development Forum is to bring together community workers, community representatives and people who have an interest in community development issues to share information and best practice.

Membership is drawn from a wide range of organisations working in Charnwood.

Meetings are topic focused, with speakers and presentations from agencies

and projects. Meetings are usually held in locations around the Borough every three months, and include an information-sharing slot and the opportunity for people to network over lunch.

The next Charnwood Community Development Forum will be on the topic **Learning in the Community**, on **Thursday 14 September, 10.30am** with lunch at 1pm, at the Moira Centre, Moira Street, Loughborough.

If you would like to be included on the Forum's mailing list

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and receive invites to the meetings, please contact: Vicci Barrett on 01509 631787 or vicci.barrett@charnwoodcvs.org.uk

Gardening Project

Bobby Smith

I have no idea what the weather will be doing by the time you are reading this, but at the moment it is still scorching hot. It becomes very difficult to manage the project at times like this as our first responsibility is to our volunteers. Adults with learning difficulties can be particularly vulnerable in extreme weather conditions and it is up to us to keep them safe and as comfortable as possible. The solution so far has been to forgo digging and the like and hold numerous training sessions in the shade of the oak tree. It is in fact a great opportunity to go over good health and safety practices, gardening techniques and tool identification, also to update our tool inventory.

July 13th saw a very good turnout for our annual Open Day. The main aim of the day is for the volunteers to show off their work; but we are, of course, happy to have raised over £70 on the sale of produce. Our thanks to everyone who turned out on a very hot

day, to support the volunteers.

We would like to welcome three new volunteers, Mark, Tara and Christian, and Stephen has increased his time with us from two to three days a week.

Back in June, I attended the 3M/Loughborough Echo Community Awards dinner. Although we were not lucky enough to receive an award this year, I would like to express my thanks for a very enjoyable evening and for the donation to the project of £100.

We would all like to thank Carillon Radio for featuring us on a recent Saturday morning broadcast and Wyevale Garden Centre at Rothley for arranging a discount on the purchase of a polycarb greenhouse, cold frames and other equipment.

As always, I'd like to thank all of our volunteers for their time and effort and everyone who supports us whether it is through donations or by buying our produce at John Storer House.

Please contact me on 01509 631774 for information or to arrange to visit the project.

Clueless About CAMHS?

Rachana Vyas

Specialist Child and Adolescent Mental Health Services (CAMHS) are a comprehensive range of services available within the local community, which provide help and treatment to children and young people who are experiencing mental health problems, disorders and illnesses.

The voluntary sector plays a vital part in the provision of services to children, young people and their families - and to ensure that the voluntary sector is kept up to date with Specialist CAMHS processes, periodic information events throughout the City and the County are held. At these events, referral processes, children and young people's mental health and the services within CAMHS are discussed. For more information about these free events, please contact the Primary Mental Health Team on 0116 225 2918.

In my role as a CAMHS community development worker for Black and Minority Ethnic communities, I work alongside the Primary Mental Health Team at community events around the City and the County. We have information stands that highlight relevant services/issues for particular communities, and much of our information is in the process of being translated, so as to be able to address the stigma of mental health across all communities. We also try to provide information packs in relevant languages for parents and carers, highlighting local services, as well as information on how they can help their child with issues such as bullying, etc. If you are holding an event, please contact me on 0116 295 4139/ 07919 690793 to see how we can work together.

Time to Think Positive About Age

Steve Williams, Head of Acas Equality Services

From October 2006 age discrimination will be unlawful in employment and vocational training.

Age Discrimination Legislation 2006 – key points:

- The regulations cover employment and vocational training.
- Pre and post-employment practices and procedures are affected (i.e. recruitment, provision of references).
- People of all ages are covered.
- All workers – employees, self-employed, contract worker, office holders (including the police and members of trade organisations) are protected.
- Upper age limits for unfair dismissal and redundancy have been removed.
- There is a default retirement age of 65 (to be reviewed in 2011).
- All employees have the 'right to request' to work beyond the default retirement age of 65 or any other retirement age set by the company and all employers have a 'duty to consider' requests from employees to work beyond 65.
- Exemptions are allowed if they can be objectively justified or if there is a genuine occupational requirement, BUT both are likely to be difficult to prove. However, the legislation will protect individuals or companies who are forced to discriminate on age grounds in order to comply with other legislation e.g. bar staff serving alcohol must be at least 18.
- Benefits based on a length of service requirement of five years or less, the 'five-year exemption', are exempted and will be able to continue. After the five-year exemption, employers must show that there will be an advantage from rewarding loyalty, encouraging the motivation or recognising the experience of workers by awarding benefits on the basis of length of service.
- Employers may be held liable for the

discriminatory actions of their employees.

Age check

Recruitment advertisements

- Avoid specifying a minimum/maximum length of experience as this disadvantages certain age groups (also, when asking for 'graduates' this may discriminate against older workers so make sure the qualification is relevant and consider alternative qualifications or experience if possible) but asking for graduate qualifications is ok providing it is a necessary requirement.
- Advertise in a cross-section of media so you get in touch with all age groups.
- Do not ask for date of birth on application forms (this information can go on your monitoring form) or unnecessary employment history.
- Use skills/competence-based application forms.

Selection procedures

- Train managers to avoid stereotypes e.g. the assumption that younger workers do not have the skills for management or older workers are just coasting towards retirement.
- Monitor the results of your recruitment and selection. Do you need to take positive action to help recruit certain age groups? For details visit the Department of Trade and Industry website at www.dti.gov.uk/er/equality/age.

Training

- Make sure training is open to all – do not overlook an older person for training, thinking they may not be interested in career development.

Performance appraisal

- Set the same standards of performance regardless of the age of the employee.
- When writing appraisal reports avoid comments like 'does well despite their age' or 'shows remarkable maturity for their age'.

Continued on page 4

Continued from page 3 Redundancy policy

- Review your policies: use of LIFO (last in, first out) or length of service to select employees for redundancy is likely to be discriminatory.

Equality policy

- Add age to your equality policy and talk to your employees about how you tackle age discrimination.
- Make sure your bullying and harassment policies cover age.

Know your workforce

- Think about who is likely to retire and when.
- Consider flexible working for older workers.

Acas' free age guidance tells you everything you need to know about the age regulations – visit www.acas.org.uk where you can also book training sessions.

The above article appeared in Circulation, August/September 2006 NAVCA newsletter

Mapping the Local Voluntary Sector

Kerrie Fletcher

One of our roles as a CVS is to hold up-to-date information on local organisations and, with your consent, to share this with people and agencies who might want to know more about your services and activities. In order to lobby for and represent the interests of the sector we also want to build up an accurate picture of the local voluntary and community sector.

All the organisations currently on our database will shortly be receiving a letter and questionnaire asking for this information - **please** take the time to complete this and return it in the freepost envelope provided. The mailing will also include information about membership of Charnwood CVS and an invitation to renew your membership. If you don't understand any part of the form or would like help to complete it, or if you have any questions about membership, please get in touch with Janet Walker on 01509 631750.

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Dept of Work and Pensions Guidelines on Volunteer Lunch Expenses Update

The Department of Work and Pensions has made an unexpected u-turn with its announcement that volunteers on benefits will no longer have to bear the cost of their lunchtime meal. The announcement comes after mounting pressure from Volunteering England's "Right to Reasonable Expenses" lunch campaign. The withdrawn guidance represented a new interpretation of the rules and a departure from long-established custom and practice.

Community Buildings

The Big Lottery Fund Community Buildings programme supports the creation and improvement of facilities that offer a wide range of services and activities to a broad range of local people.

www.biglotteryfund.org.uk/prog_community_buildings

Sport Relief

Sport Relief is targeting its funding at community groups which use sport to tackle social issues. Grants of up to £5,000 are available.

www.comicrelief.com

BT Community Connections

A nationwide award scheme that connects local community and voluntary groups to the internet. In 2006/07 over 1300 awards will be made to groups who can demonstrate how a PC and internet connection will benefit their work and the local community.

<http://www.btcommunityconnections.com/>

Images of Disability

The DWP has launched a new website giving guidance about portraying disabled people in communications materials.

www.imagesofdisability.gov.uk

Count Me In

The Count Me In Calendar website has been relaunched, providing information on up and coming events and campaigns organised by charities and NGOs.

<http://www.countmeincalendar.info>

Changes to the Primary Care Trust

Sallianne Thomas

From the 1st of October Leicestershire County and Rutland Primary Care Trust (PCT) will be formed.

Catherine Griffiths has been named Chief Executive for the new PCT and John Grant, current Melton Rutland and Harborough PCT Chair, will be the new Chairman.

Initially Catherine will be based temporarily at Lakeside House, the former Strategic Health Authority headquarters in Leicester, until there is agreement on the new PCT headquarters.

If you are interested in receiving updates on involvement of the Voluntary and Community Sector with Health and Social Care, please contact Sallianne Thomas 01509 631785 or sallianne.thomas@charnwoodcvs.org.uk

Choose and Book Your NHS Hospital or Clinic

Choose and Book is a new emerging NHS service, that will eventually be available to all patients, that allows you to choose your hospital or clinic and book an appointment with a specialist.

When you and your GP agree that you need an appointment with a specialist, Choose and Book – a computer resource available to GPs - shows which hospitals or clinics are available for your treatment. You will be able to choose from at least four hospitals or clinics and you will also be able to choose the date and time of your appointment.

If you know where and when you would like to be seen, you can, if there's availability, book your appointment there and then, before you leave the surgery. Or you can take an appointment request letter away with you and book your appointment later.

For more information on Choose and Book contact PALS on 01509 564444

World Mental Health Day

Stan Cramer

The Market Place in Loughborough will resound to the sound of energetic drummers over lunchtime for World Mental Health Day which this year is on Tuesday October 10th. This will be entertaining and remind us all of the importance of mental health in our lives and what we can do to keep as mentally fit as possible.

For the Day, in addition to the drumming, there will be a release of balloons at 2.00 p.m - a ceremony which will take place in several locations around the county at the same time. In the Library in Granby Street free complementary therapy sessions will be offered from noon to 1.30 p.m., and there will be a display of art work through most of October. The Day will be celebrated in the Shree Ram Krishna Centre Alfred Street with traditional dancing, music and a community meal.

The events will help to remind us all of the importance of good mental health in our lives. For sufferers of a mental illness - the effects can be devastating for themselves their friends and families, and the stigma that these conditions attract makes the path back to good health so much more difficult. It is reckoned that 1 in 4 of us will suffer some form of mental distress in any one year. The events for the Day are being supported by Charnwood Arts, the Leicestershire Library Service and several local mental health service providers.

If you would like to know more about local mental health issues do come to the next meeting of the Charnwood Mental Health Forum which is being held on Monday September 4th, 2.00 p.m. at John Storer House. For more information and an agenda, please telephone 01509 233475

Network Meeting Dates & Events

Charnwood CVS

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Flyers & leaflets

Members £45

Non-members £85

Business Sector £110

Copy deadlines

November & December
2006 issue:

9 October

Charnwood CVS welcomes articles, letters and news, but reserves the right to edit or omit. Please send your articles to Cath Walker on **01509 631784** or cath.walker@charnwoodcvs.org.uk

Disclaimer The views expressed by contributors in Charnwood are not necessarily those of Charnwood CVS.

Format If you would like Charnwood in an alternative format, please contact Cath Walker at the CVS.

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It is advisable that you check these dates

September

3 Charnwood Mela

Cultural festival
12 noon-6pm.
Southfields Park,
Loughborough.

4 Charnwood Mental Health Forum

2pm. JSH. Contact
01509 233475.

6 Exploring Volunteering

A short workshop for people new to volunteering, run by Loughborough Volunteer Centre (LVC). 9.30am-12.30pm. JSH. Contact 01509 631770.

7 Loughborough Carers' Support Group

1.30pm-3.30pm. JSH. Contact 01509 631783.

14 Development Workers Forum

10am-12.30, Moira Centre, Loughborough followed by lunch and networking. Contact Vicci Barrett on 01509 631787.

19 Shephed Carers' Support Group

2pm-4pm. Charnwood Road Community Centre. Contact 01509 631783.

21 Volunteer Managers Workshop 1: 'Getting Volunteers Involved'

run by LVC. Morning.

JSH. Contact 01509 631770 for details.

21 Sector Liaison Forum

2.30pm. JSH. Contact 01509 631784.

28 Volunteer Managers Workshop 2: 'Keeping Your Volunteers'

run by LVC. Morning. JSH. Contact 01509 631770 for details.

October

5 Loughborough Carers' Support Group

1.30pm-3.30pm. JSH. Contact 01509 631783.

See CVS' website for more events

Learning & Work Advice

The *nextstep* service, based at Charnwood CVS, offers free, confidential advice and information on any aspect of learning and work to adults, over 20, who have yet to achieve Level 2 qualifications (equivalent to NVQ 2, 5 GCSEs at grade A-C or BTEC National Diploma) at various locations around Charnwood.

We can help you to look at options; write a CV; apply for a job; practise interview skills etc. To make an appointment, please contact Angeline Attenborough on 01509 631786 or email angeline.attenborough@charnwoodcvs.org.uk

Charnword Stop Press

A New Date for the Sector Liaison Forum

Please note that the Sector Liaison Forum has been re-scheduled from the 6th September to Thursday 21st September at 2.30pm, John Storer House.

The Sector Liaison Forum brings together representatives from the various forums and networks across the voluntary and community sector (VCS) in Charnwood. It is designed to work at strategic level and to provide an overview of the liaison happening between the VCS and other sectors.

More and more voluntary and community organisations are being asked to send someone to a meeting where public services are being discussed. As a whole VCS, we are also having more and more opportunities to provide our views in the decision-making processes of public bodies. In Charnwood, the CVS represents the interests of the VCS to the statutory sector. So, we are able to provide advice and guidance to people who wish to get involved in planning and commissioning public services, and monitoring delivery. Charnwood CVS has a template for recording representative roles, and information about how the VCS is involved in influencing public services.

As part of the CVS Capacity Building Strategy we are seeking to provide

information about the ways in which you can be an active citizen. As well as volunteering in traditional roles, and new ways of volunteering, there are ever-increasing opportunities for people to get involved in active citizenship, in their local neighborhoods, for the community where they live, or a community of interest.

The Sector Liaison Forum is an opportunity for VCS representatives to come together and share experiences. All are very welcome to attend.

For further information, please contact Cath Walker on 01509 631784.

Charnwood CVS Change of Website Address and Email Addresses

As from Wednesday 23 August our website and email addresses have changed to Voluntary Action Charnwood:

We are, for the present, still known as Charnwood CVS, until our merger with Shepshed and Syston Volunteer Centres takes place. When the merger is complete, the organisation will become Voluntary Action Charnwood. All incoming emails addressed to Charnwood CVS will be automatically re-directed to the new address. Access to the website will also be re-directed.

CVS Holds *Finding the Funds* Sessions Across Charnwood

As well as providing on-going support to groups to find funding, from our base at John Storer House, Charnwood CVS is holding *Finding the Funds* sessions in local towns and villages across Charnwood.

Mountsorrel Library – Friday 22 September 10.30pm-noon & 3pm-4.30pm.

Thurmaston Library -Tuesday 17 October. 2.30pm-5.30pm.

Birstall Library - Tuesday 14 November 10am-12.30pm & 1.30pm-3.30pm.

- **Anstey Library** - Tuesday 5 December 10.30am-12.30pm & 2.30pm-4.30pm.

Further events will be held at libraries or community centres across Charnwood.

To book a session, please contact Cath or Vicci on 01509 631784/787

Charnwood CVS and John Storer House Annual General Meeting

Wednesday 15 November
7.15pm

All Welcome

Volunteer Organisers' Forum

Payment and Perks: what you can offer volunteers

- What expenses can you pay to volunteers?
- How do you avoid creating a contract of employment with your volunteers?

Wednesday 8 November

1.00pm-3.00pm

(Including a buffet lunch)

Scope Room

John Storer House

Wards End

Loughborough

For bookings, please contact
01509 631770

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