



CAVOS

newsletter

Autumn 2010

Advertise through CAVOS

Have you read our networking pages and e-bulletins?

Have you looked at our website?

Do you have some exciting or important news or events about your organisation you want to share?

Why not send us your details and we can advertise them via our fortnightly e-bulletins, our website and our quarterly newsletter.

Why use them?

Circulation is to hundreds of groups within the local surrounding areas.

IT'S FREE!

How to get your group's information shared:

It couldn't be simpler!
Just contact CAVOS

CAVOS Christmas Celebration Event

**15th December 2010 @ Shildon Civic Centre
7pm—10.30pm**

**Join us to celebrate the achievements of the
Voluntary & Community Sector in 2010**

With a buffet, live entertainment, disco & awards presentation... this event is a must!

Get your nominations in!

Do you know a group or organisation that deserves an award for the work they've done in 2010? Then nominate them for a CAVOS Achievement Award! Contact CAVOS for a nomination form or download one from our website: www.cavos.org.uk

This event celebrates the achievements of organisations, not individual volunteers

Why not treat this event as your own Christmas party?
Get in touch early to book tickets for your group or organisation.
But be quick....tickets will go fast!

Please let us know if you would like to attend by contacting our office.

Booking is essential This is a FREE event

**If you have any queries relating to
this newsletter, or would like an
article published in the next issue
please contact us:**

Tel: 01388 811115 Fax: 01388 817772

Email: enquiries@cavos.org.uk www.cavos.org.uk

New face at CAVOS!

CAVOS recently underwent an internal restructure to ensure that we have a staff structure in place that is as efficient as possible. As a result, two new posts were formed within the organisation (*Organisational Development Officer and Admin & Support Worker*).

CAVOS would like to welcome Michelle Fortune in her new role as Organisational Development Officer - Michelle was previously our Information & Communications Officer. She has been with CAVOS since early 2007 and is a familiar face to most of you.

Amanda Turner has been recruited into the new post of Admin and Support Worker—Amanda has been working with CAVOS on a temporary basis since April of 2010, prior to which she volunteered in our reception. Amanda's is the friendly voice you hear when you ring our office!

So what about the new face? Well... we are delighted to welcome the lovely Donna Zepernick to our team as our new Information & Communications Officer. She has only been with CAVOS a month and we already couldn't imagine the office without her! Donna is very keen to find out more about the fantastic groups and organisations that we work with so be sure to book your ticket to our Christmas event so you can meet Donna and tell her about the brilliant work your group does!

For information on the job roles of each member of our staff team, visit our website at www.cavos.org.uk and check out our CAVOS Team page.

CAVOS AGM & Birthday Celebration Event Update

Thank you to everyone who joined us for our AGM and to celebrate our 10th birthday! The event was a roaring success and your feedback has been incredible. The event included our usual AGM official business and this year's guest speaker was Jo Curry, Chief Executive of VONNE (Voluntary Organisation Network North East) who gave a thought provoking speech on the growth of the sector over the past 10 years, Big Society and the future of the sector. As usual, we made sure that everyone was well fed!

The most memorable part of the event was the entertainment provided by performing arts company Enter CIC. CAVOS provides a wide range of support and advice to Enter CIC and they kindly offered to entertain our audience. And boy were they entertained! The audience was pleasantly surprised to see famous faces from Coronation Street and Shameless entertaining them with a touch of comedy too! The event rounded off with a mass balloon popping (congratulations to our prize winners), the cutting of the CAVOS birthday cake and then champagne galore!

Overall, the event was enjoyed by all and we'll struggle to top it with our next one.....but we'll try! So get your tickets booked now for our Christmas Event - it's set to be a cracker!



CAVOS Chair Julia Bowles (centre left) and Chief Officer Gillian Fortune (centre right) with the cast of Enter CIC



CAVOS Health Checks and Organisational Files

If you are concerned that your organisation may not have the correct policies in place and/or governance, remember CAVOS can help. There is so much that has to be done just to run a small organisation that it can be a bit of a minefield and it is hard to know where to start and if you have everything you need.

We have a solution that may help you to decide what you need to know. After all, you don't know what you don't know!

The CAVOS 'Group Health-Check' is an easy guide to finding out what you *should* have, what you *do* have and what support you *need* to help you get to where you want to be. CAVOS can help your group carry out a 'Health-Check' and provide organisational files to complete any gaps you have.

Things to think about:

- ⇒ Even if you're not a registered charity you may still need certain policies in place - we can help you with these
- ⇒ You don't need to reinvent the wheel – we already have model policies in place to adapt for you
- ⇒ When was your Constitution formed? Is it still relevant? - we can help you update it
- ⇒ It's straightforward to do and won't take up much of your time

This simple step-by-step approach couldn't be easier!

This is a great way of prioritising the support and information you need, so get in touch and we can make a start with the health-check and help us to help you.

Contact CAVOS (01388 811115) for more information or to arrange an appointment.

VCS Participation Project

CAVOS has been funded through the Sedgefield Local Children's Board to provide our 'Voluntary Sector Participation Project'. This project provides support to Voluntary Sector organisations to help them through the uncertainties of safeguarding: including what to do, how and when to do it. We can provide a wide range of information, advice, bespoke training and best practice to your group so you're aware of what you need to know to keep kids safe! A key part of this project is our 'Never Do Nothing' campaign which supports groups and volunteers to clearly identify a course of action if you suspect a child is in danger of harm and so you know that there is always something that you can do. Contact CAVOS for more information on this project

Safeguarding Support Pack

As part of our VCS Participation project, we have developed a pack which supports Voluntary Sector organisations to work in line with best practice regarding safeguarding.

This **Safeguarding Support Pack** is FREE and contains a wealth of valuable information to keep you on track with safeguarding. It contains a wide range of factsheets on topics such as the Vetting and Barring Scheme and Every Child Matters. It also contains a fantastic Child Protection policy template and a range of our brilliant new 'How To' Guides. Contact CAVOS for your FREE support pack

CAVOS Trustees 2010/11

The CAVOS Board of Director-Trustees for 2010—2011 is as follows:

- ⇒ Julia Bowles (Chair)
- ⇒ Steve Mitton (Vice Chair)
- ⇒ Dave Rutherford (Treasurer)
- ⇒ Ian McLaren (Chair of Personnel)
- ⇒ John Fitzpatrick
- ⇒ Doug Long
- ⇒ Vince Crosby
- ⇒ Margaret Hayes
- ⇒ Jean Thompson
- ⇒ Bess Robertson

There are still 4 remaining places left on the CAVOS Board—contact Gillian at CAVOS for info



Dog fouling - bag it and bin it

'There's no such thing as the dog poo fairy'

A recent survey of Area Action Partnerships (AAPs) identified dog fouling as one of the biggest environmental concerns in the area. It is also a big area of customer complaint. To tackle the problem, Durham County Council have just run a campaign of awareness, education and enforcement in each AAP area.

The campaign coincided with the national campaign by Keep Britain Tidy which carries the theme 'There's no such thing as the dog poo fairy'. Although this campaign ended on October 17th, Durham County Council are still continuing to increase awareness of this issue

Most dog owners are responsible and pick up after their pets. However, a small minority use excuses to justify not picking up such as 'there aren't enough bins', 'I didn't know which bin to use', or 'I didn't have a bag'.

How you can help

Although the campaign has now ended, you can still get involved. Are you a local group in your area who would support this cause and be willing to help raise the profile? Perhaps a local dog walking group who can champion the cause of being a responsible dog owner or a mother and toddler group who have experienced problems with dog fouling.

If you would like to find out more or help raise awareness of this cause, contact your local AAP whose details can be found via the Durham County Council website www.durham.gov.uk or contact Durham County Council Customer Services on: 0300 123 7070.

Free market stalls for community groups

Plans have been developed to help toward providing a more vibrant outdoor Saturday market in Spennymoor town centre. The market initiative has been supported financially by Spennymoor Area Action Partnership as part of its strategy to help improve the vitality of the town.

Market stalls are being offered to the local community including groups, clubs and not for profit organisations for them to raise money. There will always be 2 stalls allocated to community organisations every week free of charge.

If you are a local dance group looking to increase membership, or a drama group wanting to promote your Christmas pantomime, then what about using the market place for a street performance? If you are part of an allotment society or an individual allotment holder you could take a stall at the market to sell fruit, vegetables or flowers which may be surplus. This market initiative intends to offer two free market stalls or pavement spaces each Saturday until June 2011. If you are interested or would like to know more, contact Phil Ball on 07590 920085

or email phil@philball-leisure.co.uk

What next for the VCS?

One Voice Network - Countywide Conference.

9:30am-1pm Tuesday 16th November 2010, Excel Centre, Newton Aycliffe

One Voice Network would like to invite you to join colleagues from across the County Durham Voluntary and Community Sector and other partners in attending their annual conference. This year they are hoping to provide delegates with an opportunity to raise issues and ask questions about the future of the VCS following the comprehensive spending review and developments of Big Society and localism.

The event will be comprised of a series of presentations followed by a chaired "Question Time" session. If you would like to submit a question, please do so on your booking form. They will also be taking questions on the day that may arise from the presentations.

For more information and a booking form contact Fay at One Voice Network on 01207 529621 or email fay@onevoice.co.uk

Conference information will be sent to you in advance of the event. Final date for bookings is Friday 5th November.

The future of cheques

CAVOS has previously reported on the Payments Council target date of 31 October 2018 to close central cheque clearing, a move that would effectively see an end to cheques.

The Council's aim is to ensure that by 2018 there is no scenario where individuals or organisations would still need to use a cheque. In 2016, a final decision will be taken as to whether this 2018 goal will be achieved.

Earlier this year the Payments Council commissioned a market research agency to run consultation workshops to find out how voluntary organisations use cheques, and possible alternatives for the future. Those workshops have now ended. A report on the findings should be available soon. Please keep an eye out for updates from CAVOS.

For more information on the Payments Council's work on cheques, go to their website:

www.paymentscouncil.org.uk

- ⇒ Was this article interesting to you?
- ⇒ Are you a treasurer?
- ⇒ Did you know CAVOS has set up a treasurers forum?

Community Accounting Project — Treasurers Forum

We know how difficult a treasurer's job can be sometimes! This is why we have set up a Treasurers Forum so that treasurers from across the area can link together, support one another, share their experiences and learn from each other. We know how busy you are so the forum will be email based instead of meetings.

Being part of this forum is very beneficial... whether it's asking other treasurer's who checks their accounts for the cheapest price, or offering to do one another's independent examination (it is best practice to do this even if your organisation doesn't legally require independent examination)

REMEMBER - Most of you will find that within the next 6 months your annual accounts will be due. Don't wait till the last minute to think about it! Why not join this forum now and maybe one of the other treasurers who is trained as an independent examiner could check your accounts at a reduced rate.

If you think that this is a good idea and you would like to be involved please contact Donna at CAVOS on 01388 811115 or for more information or to register your interest

Charities are making "too many basic mistakes"

The Charity Commission has published its third annual report setting out lessons from its Compliance work. According to the report, some charity Trustees are still making too many basic mistakes in managing their charities. The report also reveals that, while the number of serious incidents reported to the regulator has risen, many Trustees may still be failing to let the regulator know where serious problems have occurred in their charities.

The Charity Commission has revealed that charities continue to be put at risk of abuse or harm because of weak governance and poor management. The Commission has stated that failures by Trustees to properly govern charities, poor financial management and no - or inadequate - accounting and reporting continue to be among the most common areas of concern. CAVOS can help you to identify areas for development within your organisation by supporting you to complete an organisational healthcheck. We can then provide you with the development support you need to get back on track!

Budget cuts will 'hit North harder'

The BBC has commissioned a report from Experian to assess the likely impact of public sector cuts. The data is available online and consists of an interactive map showing how resilient each of 324 local authorities nationwide is likely to be in relation to different factors like business, community, place and so forth. This series of maps is designed to show the "resilience ranking" of local authority areas in England - essentially how vulnerable places are to cuts in public spending.

The North East is one of the most threatened regions with Durham ranking 276, while Middlesbrough is bottom of the list at 324.

To view this map for yourself, go to www.bbc.co.uk/news/business-11233799

BIG SOCIETY – the simple guide

In recent newsletters, CAVOS has reported on key topics that have emerged as part of the new Government's Big Society agenda. Many of you have told us that Big Society still doesn't make much sense to you and have requested that we publish a simple breakdown of what this Big Society malarkey is all about!

Well you asked.....we've answered! This simple guide to the Big Society, produced by the wonderful guys at Urban Forum, offers a simple breakdown on what Big Society is all about. We hope this clears a few things up for you!

1. What's the Big Idea?

The Big Society is David Cameron's 'big idea' to fundamentally change the relationship between citizens, the Voluntary and Community Sector and the state. It involves the radical transformation of public services – giving local people and not-for-profit organisations the opportunity to take over the running of public services – and giving more control to citizens over what happens in their area. The government wants to see more people involved in local community action and has said its aim is to have neighbourhood groups in every community, and for every adult to be involved in a neighbourhood group. It's also about devolving power from central government to local government and giving local authorities more control over decision-making in their areas.

2. Is this new, or just the same old stuff?

Big Society could be described as '*something old, something new, something borrowed, something blue*'. It's got similarities with the previous government's devolution and empowerment agenda ('old'), but it seems to go much further in the scale of its ambition ('new'). It borrows a lot from approaches overseas, such as the free schools model from Sweden, and community organising from the United States. Some have said it's true to a Conservative tradition ('blue') that goes back to Disraeli's 'one nation' politics, but it's a long way from Margaret Thatcher's statement that there is 'no such thing as society'.

3. I've heard that Big Society is just a cover for spending cuts. Is that true?

Some people have suggested that, whilst others say it's not related to the cuts. The fact is, we can't prove it either way as we're getting them both at the same time. But over time, as the economy recovers and we get the public finances under control, we'll see whether the changes that Big Society offers have been realised and whether power has truly been devolved to local people, whether citizens are able to hold the state to account and whether we become a more socially active and responsible society.

4. What's this neighbourhood army?

This is a social action army. The government wants to see community groups being set up everywhere, supported by 'community organisers'. They will train 5,000 of these community organisers to help citizens' organise themselves and make their communities better places to live, work and play. The government's idea of community organising comes from Saul Alinsky's work in the US including his book 'Rules for Radicals' and has been successfully used by groups in the UK for some years. Probably the most famous community organiser is President Barack Obama, who was a community organiser in Chicago before going into politics.

5. What has John Lewis got to do with public services?

During the election, David Cameron talked about John Lewis (yes the department store!) which is an employee-owned business, as an example of how public services might be.

6. So we're all going to take over public services then?

Well, we'll have the opportunity, but according to recent polls it appears as if the general public has a fairly limited appetite for actually being responsible for running public services. However, lots of

people say they do want to have a say over how services are run and to hold government to account for the way they are run. The Education Secretary, Michael Gove, said there had been 700 expressions of interest from people keen to set up new 'free schools', but it turns out only 62 applications have been submitted and even fewer people are queuing up to volunteer to empty rubbish bins!

7. What's the Big Society Bank idea about?

The government is going to use money that is sitting dormant in banks (money no one has claimed to own for a number of years) to support the Big Society programme. The previous government introduced the legislation to do this and was planning a 'Social Investment Wholesale Bank' to provide investment to social enterprises and charities to develop social businesses. The Big Society Bank will do a similar thing, though it may support a wider range of activity than just loans for community enterprise. The bank is planned to open for business in April 2011, with assets of between £60m-£100m to start with.

8. Is there any other money available to pay for all this stuff?

As everyone knows, money's tight and 'more for less' is the mantra of the moment. But there is some public funding for certain aspects of the Big Society programme – there's the Big Society Bank, small grants for neighbourhood groups in deprived areas (called 'Communities First') and funding to train 5,000 community organisers. But the government does want to see a significant increase in voluntary action which will not be paid for directly by government. And they also want to see what public money there is directed to where people want to see it go – so charities, social enterprises and cooperatives that want to take over public services will have the opportunity to do so and to receive the contract funding that accompanies this.

9. What is the Big Society Network?

The Big Society Network was set up before the election, at the same time as the Conservatives published their original Big Society policy paper. It is a group of citizens and groups that want to achieve the Big Society's aim of having lots more social action going on. It is independent of government, but has very close links. One of the Network's co-founders, Nat Wei (now Lord Wei), has been appointed by David Cameron to advise the government on Big Society.

10. I heard Big Society means I'll have to do the jobs that public sector employees used to do. Is that true?

Well...no one is being forced to do anything at the moment. However, there is likely to be less public sector staff to do some things and, if local people want these things to continue, then they will have to find an alternative way to keep them going. That may be finding a charity or social enterprise to take something over, or by doing it themselves. Libraries are being given as an example of where volunteers could be used to help keep them open.

11. It's all a bit vague isn't it?

It's true that there's not a massive amount of detail on precisely what the Big Society entails - it's more of a framework or a 'vision' of how things could be in the future. The government expects voluntary and community groups, charities, social enterprises and citizens to 'fill in some of the detail' and shape it in their own ways. Maybe that makes it appear a bit vague, but it also gives some opportunities for influencing what happens – if we respond quickly as things are moving at a fair old lick. What we're not being given is a complete policy with everything worked out and planned – this is no *fait accompli* – which feels quite different from the way some policy was developed under the last government.

12. Where can I find out more?

You can find information on the Cabinet Office website and the Big Society Network's website. Urban Forum also has lots of information on its website about the Big Society, including a briefing presentation, a policy response and Big Society blogs.

You can always contact CAVOS to discuss your Big Society issues and concerns too.

(Source: Urban Forum www.urbanforum.org.uk)

The new Equality Act 2010 - what does it mean for you?

The Equality Act 2010 replaces the existing 9 separate anti-discrimination laws with a single Act. Most of the Act is expected to come into force from October 2010.

What makes it better?

- ⇒ It simplifies the law, removes variations and is easier to understand and follow
- ⇒ It strengthens the law to help tackle discrimination and inequality

Does it apply to your organisation?

It applies to you:

- ⇒ If you provide a service to the public, if you sell goods or if you provide facilities
- ⇒ Whether or not you charge for your services
- ⇒ If you are a private club and other association with 25 or more members.

Some key points

Protected characteristics The Equality Act covers the same groups that were protected by existing equality legislation, but they are now called 'protected characteristics' They are: age; disability; gender reassignment - changed definition; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation

Disability and Gender reassignment - for protection from discrimination, a disabled person no longer has to show that their impairment affects a particular ability and a transsexual person no longer has to show that they are under medical supervision

Direct discrimination – in employment has not changed, and age continues to be the only type of direct discrimination that is capable of justification. Direct discrimination has changed when providing services, which has been extended to disability.

Association and perception - protection now applies to all *protected characteristics* (apart from marriage and civil partnership) such as assuming someone is homosexual and discriminating against them when they are heterosexual

Indirect discrimination - this applies when you have a rule or practice that applies to everyone but disadvantages a particular *protected characteristic*. It now covers all *protected characteristics* (except pregnancy and maternity) and can only be justified if it can be shown to be a fair way of getting a genuine aim.

Harassment and Victimisation - protection is now extended to all *protected characteristics* (except marriage, civil partnership, pregnancy and maternity). Employees can now complain about behaviour they find offensive even if not directed at them. Employers can now be liable for harassment of their staff by people they don't employ. Now there is no need for a victim to show that they have been less favourably treated than someone who has not made or supported a complaint under the Act. They need only show that they have been treated badly.

What do I need to do now?

- ⇒ review your equality and diversity and harassment policy and procedures
- ⇒ inform your staff and management committee of the new provisions
- ⇒ consider whether your staff need any further training.
- ⇒ if you work with particular groups of people, find out whether it's still lawful to do it

More information about the Equality Act 2010 can be found via:

- ⇒ www.equalities.gov.uk
- ⇒ www.equalityhumanrights.com
- ⇒ www.equalityact.co.uk

Quick guide to providing equal pay

Quick-start guidance on equal pay audits for small and medium size employers has been produced by the Equality and Human Rights Commission with the British Chamber of Commerce. It should take about half a day for an employer with 20 employees and five different types of jobs.

www.equalityhumanrights.com/equalpay-quickstart

Minimum wage update

The minimum wage rates from 1 October 2010

⇒ workers aged 21 and over - £5.93 per hour

⇒ workers aged 18-20 - £4.92 per hour

The qualifying age for the adult rates has dropped from 22 to 21 so make sure you are paying your staff the right amount.

Work-related stress

- what the law says

The Chartered Institute of Personnel and Development (CIPD), with support from the Health & Safety Executive, ACAS and others, has published new guidance for employers highlighting the importance of managing employee stress through tough economic times. It is in employers' interests to tackle staff anxiety through good people management and there are legal risks if they ignore their responsibilities. For more information, visit: www.acas.org.uk/index.aspx?articleid=3118 or ring ACAS on 08457 474747

You can also contact the Volunteer Centre at CAVOS on 01388 811115 for advice and support to ensure you're providing your volunteers with the advice and support they need.

Small Charities Coalition

The Small Charities Coalition exists to help small charities access the skills, experience and resources they need to achieve their aims. They are like a Voluntary Sector matchmaking service, matching small charities with other organisations that have the skills, experience, and in some cases resources, that the small charity lacks. This might be through their skills sharing and mentoring service or by accessing free or discounted products and services. It is absolutely free to join the Coalition and enjoy all the benefits it has to offer.

For more information visit:

www.smallcharities.org.uk or ring 0207 391 4812

Trustee Week

25th-31st October

There are just over 180,000 charities in England and Wales and each one is different, but one thing the majority of them have in common is their reliance on their team of Trustees.

Trustees are vital and it is very important for any charity to have Trustees who are committed to their role and who have skills, knowledge and experience that the charity needs. Trustees play a vital role in the governance of charities and have a lot to contribute to their success.

It's very important that charities consider the need for diversity on their Trustee boards. Having a range of people from different backgrounds and with a variety of skills and experience will lead to more effectively-run charities. As charities are increasingly called upon to provide a greater range of services to a wider range of people, this is more important than ever.

CAVOS can provide informal, bespoke training for your Trustees to allow them to find out more about being a Trustee and the responsibilities involved. If you would like to know more or register for this training please contact CAVOS

National shortage of Trustees

A UK wide shortage of young Trustees has been highlighted by a charities commission report. According to the research, only 0.5% of charity Trustees are aged 18-24.

The report shows that the mean age of a Trustee is 57, and two thirds of Trustees are aged over 50. For more information on Trustee and management committee roles, responsibilities and recruitment, contact CAVOS



Networking Page

Spennymoor Settlement upcoming events!

Thriller of the Year 18th, 19th, 20th November at 7.30pm, a play in three acts by Glyn Jones

Annual pantomime—Dick Whittington & His Pirate Adventure 5th, 6th, 7th December 7pm professional production by Fame Factory Spotlight

Tickets are available from J.Welsh (Jewellers), High Street, Spennymoor or on-line at www.spennymoorsettlement.co.uk

Something exciting is happening at Spennymoor Market!

Plans have been developed to help towards providing a more vibrant outdoor Saturday market in Spennymoor town centre. There will be more traders for shoppers to see in the future as the list of interested traders is growing all the time!

A programme of street entertainment and activities has also been arranged around the bandstand for everyone to enjoy and in some cases, join in!

There will also be monthly themed markets:

2010/11	Theme	2010/11	Theme
October	Arts	November	Food
December	Christmas & toys	January	Community
February	Food	March	Schools
April	Combined churches	May	Arts
June	Food		

Key dates for your diary:

23rd October	Arts market
30th October	Halloween Market
27th November	Christmas children and toy market
4 th December	Christmas food market
11 th December	Christmas market
18 th December	Christmas market

Agnew Community Centre Sports for young people

Agnew Community Centre, in partnership with Active Inclusion CIC, is running FREE, ongoing sport sessions with young people 9-14 During school term: Tues, Wed 4.30-6.30, Fri 4.45-6.45 During school holidays: Mon 10-12 & 1-3, Thurs 1-3 & Fri 9.30-11.30 (excluding Christmas Holidays)

You're welcome to turn up on the day to Agnew Community Centre, Newton Aycliffe (DL5 4QZ) For more information contact Ron Mitchie on 01325 301033 or 07535255098

Pioneering Care Partnership

The Pioneering Care Centre run by the PCP currently has a wide range of fantastic facilities and activities available for everyone to take part in! For more information, visit www.pcp.uk.net or ring 01325 321234. The PCP also has dedicated staff who are able to come to your group to talk about what the PCP has to offer and how you can benefit from accessing their facilities and taking part in their brilliant activities—ring Debbie Ryan on the number above for more information.

New Patron for local charity

Congratulations to Heel & Toe on the appointment of their new Patron, Teletubbies creator Anne Wood! For more information on Heel & Toe and their new patron, visit www.heelandtoe.org.uk or ring 0844 335 0512

Championship triumph for local club

Congratulations to Fishburn Kurling Club who once again, were victorious at the British New Age Kurling Championships in October. The title of British Singles Champion was won by Mr Tom Stubbs. This is a fantastic result for a small organisation like Fishburn Kurling Club. The Club practices every Wednesday from 4-6 pm, at Fishburn Youth and Community Centre and anyone who is interested in finding out more about New Age Kurling (not Curling) or becoming involved is welcome to pop along.

Networking Page

Feature Organisation - Jayenell Gymnastics Club

Who we are: Jayenell is a voluntary organisation offering a range of gymnastics training sessions which include pre-school, intermediate and recreational or a gym aerobics style session for adults.

What we do: We provide fun and exercise for children who can be offered the opportunity to enter into local competitions.

Why we're needed: The activities help with balance, coordination, strength and flexibility. All the coaches and helpers at Jayenell give up their time to coach and mentor on a voluntary basis and do not receive a wage, which shows the dedication and their love of the sport.

Where we are: Jayenell are based at the Newton Aycliffe Leisure Centre where they hold various sessions are held. Exact details of sessions are available by contacting the club directly

How you can get involved: Jayenell is open to people of ages 3 years upwards with sessions including gymnastics and movement for people with disabilities (GMPD). Jayenell have been ecstatic to see the number of new gymnasts who've joined and they welcome many many more through the doors. Currently Jayenell are yet again looking at various different fundraising events to assist in the purchase of new specialised flooring and other equipment for the gymnasts and would welcome any kind of company sponsorship to assist in reaching this goal.

Recently, a most welcomed guest, Mr Jerry Tweddle, father of Olympian British Gymnast Beth Tweddle visited Jayenell to deliver a personal message of support and gifts for the club from his daughter. The gifts included a signed tracksuit, t-shirt, jumper and signed photos and posters. It was an honour to receive such kind gestures. The club expressed their appreciation to Beth and have spoken personally on the telephone extending the offer of a visit to the club anytime.

We're 10 years old!

Club founders Jean Stifman and Louise MacDougall were proud to be able to open the doors to over 250 members of the public, by putting on a 10 year Anniversary Celebration display, sponsored by Aquabliss Bathrooms, which included routines from all who currently attend Jayenell.

Special guest performances from:

- ⇒ Deerness Valley Sports Acrobatics,
- ⇒ Grangefield Gymnastics Club
- ⇒ Skyline Cheer and Dance Squad.

How to contact us: For more information on Jayenell Gymnastics, please contact Val Beck on 01325 319262



Fantastic funding success for local charity!

Congratulations are in order for the Learning Library (based in Spennymoor) who, with support from CAVOS Development Manager Laura Agar Wilson, secured a staggering £130,000 from Big Lottery's Reaching Communities fund. This money will allow them to expand their existing services into new areas of the County. www.learninglibrary.org.uk

ISA referral – your obligations

Over the past year, CAVOS has featured articles on the new Vetting and Barring Scheme in our newsletters and a factsheet was sent out in a previous issue. The Vetting and Barring Scheme was set to be a new system that would be introduced to help protect children and vulnerable people from harm by stopping people who are considered to be 'unsuitable' from working with them. The Vetting and Barring Scheme is administered by the Independent Safeguarding Authority (ISA).

The next phase of the scheme was due to be introduced in July 2010. It was due to become a legal requirement as of November 2010 for any new employee/volunteer working regularly with vulnerable people to be registered with the ISA before they start that work.

THIS HAS NOW BEEN POSTPONED

However, despite this, there are several aspects of this Scheme, that were introduced in October 2009—the main thing being 'ISA referrals'. It is the ISA registration process that has been postponed, not the obligation to make referrals to ISA.

So what are ISA referrals?

An ISA referral is the provision of information to the ISA which does or *could* indicate that an individual has engaged in an activity that caused concern for the safeguarding of children or vulnerable adults. Making a referral involves completing and signing an ISA Referral Form and posting to the ISA together with any supporting information and evidence you may hold.

In the case of the Voluntary and Community Sector, referring information to the ISA is the 'statutory duty'* of any organisation who employs staff or volunteers in 'regulated activity'**.

By **statutory duty, we mean your obligation as an employer, Trustee, management committee member to work in line with safeguarding legislation.*

*****regulated activity** is any activity that involves working with children or vulnerable people and occurs once a week (frequent) or 4 or more days in any 30 day period (intensive). This applies to paid and voluntary positions. Such activity must be of a specified nature. In the Voluntary Sector this could be: people providing advice such as credit unions, citizens advice bureau; community bus drivers; people providing a training course or information session; people in a supervisory role such as overseeing activities, supervising children in a kids club.*

When did it become a statutory duty to refer?

In October 2009, the term 'regulated activity' came into use. At this time, it also became the statutory duty of any organisation employing people to work in 'regulated activity' to refer relevant information to the ISA.

For more information on ISA Referrals, CAVOS has produced a factsheet that is available on request. Simply contact Michelle at CAVOS on 01388 811115 or email michelle@cavos.org.uk for a copy of this factsheet.

This factsheet is also available as part of the CAVOS Safeguarding Support Pack

