



**January 2012**

### **Welcome to the latest Gedling CVS ebulletin**

Welcome to the ebulletin for Gedling Community and Voluntary Services. It includes items of interest to voluntary and community groups, many of which may have short deadlines to respond to. I hope you will feel it is relevant to your work.

**Feedback** is welcomed at anytime as to how it can be improved or just what you think of the ebulletin as a resource. You can email any comments or suggestions to [info@gedlingcv.org.uk](mailto:info@gedlingcv.org.uk).

Visit our website for more up-to-date information, see our latest newsletter, Community Eye, as well as more news and funding from previous e-bulletins that you may have missed - [www.gedlingcv.org.uk](http://www.gedlingcv.org.uk)

If you think a friend or colleague would benefit from this e-newsletter then please send us their details so we can contact them to be registered.

Kind Regards

Jean Ramsden  
Frontline Services Manager  
Gedling CVS

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## Gedling CVS News

### **New Website**

Gedling CVS has a new look website where we shall be putting the latest information for the sector. There is also a 'Diary Page' for events, conferences, trainings etc. So if you are holding any of these and would like to have them included on our website please email: [info@gedlingcvcs.org.uk](mailto:info@gedlingcvcs.org.uk).

### **“Strengthening Community Action”**

Gedling CVS offers a range of services including: Volunteer Centre, funding advice, newsletter, library, Community and Voluntary Transport scheme; group support including getting groups involved in local initiatives. If you would like any information or support from any of these services please email: [admin@gedlingcvs.org.uk](mailto:admin@gedlingcvs.org.uk).

## **New Work Club Offers Support to Gedling's Job Seekers Gedling Work Club - Launching 31 Jan 2012**

A Work Club is a place where you can meet other people who are looking for work, build new contacts, share job hunting experiences and get advice and help to find that elusive job. The Gedling Work Club will launch on 31 January 2012 at Gedling Community Hub 20 Main Street, Gedling NG4 3HP. Anyone interested can come along. So please spread the word—if you or someone you know might be interested in joining our work club—please get in touch. As well as the support available, you can become a work club member which will give you some free access to our brand new computers in our Community Hub. The first meetings of the Gedling Work Club will be 10 00am – 1100am on:

Tuesday 31 January  
Wednesday 8 February  
Tuesday 14 February  
Wednesday 22 February  
Tuesday 28 February

If you are interested contact Melanie Russell-Smith at Gedling CVS on 0115 987 1981.

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### **Training, Events and Campaigns**

#### **Investing in the Future**

- Q** Are you looking for alternative ways to generate income?
- Q** Have you considered tendering for public sector contracts?
- Q** Not quite sure how to go about it successfully?

If the answer is **YES** to any of these questions this series of training events offered by Gedling CVS in conjunction with SilverLock Tenders is for you.

The three sessions will take you from not yet having made your mind up if tendering is for you, to being fit for purpose to tender and confident of the process.

For further information : <http://www.gedlingcvs.org.uk/learning-events/local-training-courses/>.

## **Employment Training Workshops: March 2012**

Employment Advice Manager, Andrew Monroe, at CA Plus is delivering a series of 2 workshops on commonly requested employment subjects, these will be hosted in partnership with local support groups throughout the City and County of Nottingham. The two workshops are:

**1) Essential Employment Facts:** a Whistle-Stop tour of the essential employment facts that all employers should know and understand; e.g. recruitment, contracts of employment, PAYE and deductions, paid holidays, sick pay, notice periods and pensions. This is an ideal session for both new and existing employers to make sure they really do know their employment obligations.

**2) Employment Update:** The Government is embarking on far reaching plans to revive the economy and hence they are consulting on fundamental changes to legislation to make employment easier. This session will review all recently introduced employment legislation, plus a look at their programme of forthcoming new legislation expected in the next 12 twelve months.

**Gedling CVS, 20 Main Street, Gedling, Nottingham, NG4 3HP  
27th March 2012, Session 1 (Morning), Session 2 (Afternoon).**

Booking Contact, Mel Russell-Smith on 0115 9871981.

For further information see [www.caplus.org.uk/content/training-courses](http://www.caplus.org.uk/content/training-courses)

## **Listening Skills Week at St John's Nottingham**

Monday 26 - Friday 30 March 2012. A skills based course which also provides the basic counselling theory necessary to understand what constitutes good practice in listening in pastoral care. The aim of the course is to improve your performance as a listener. Led by Michael Grandey who is an ordained priest in the Church of England, having previously been a medical doctor. He is particularly interested in pastoral care and healing and has a Postgraduate Diploma in Pastoral Counselling. Cost for week: £280 (includes meals and overnight accommodation). To book contact David Hilton 0115 968 3224 or [conferences@stjohns-nottm.ac.uk](mailto:conferences@stjohns-nottm.ac.uk). or follow this link: <http://stjohns-nottm.ac.uk/listening-skills-2/>.

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## **Consultations, Meetings and Networks**

### **Office for Civil Society Launches VCS Web Survey**

The Office for Civil Society, in conjunction with the Big Lottery Fund, has launched a survey looking at how voluntary and community groups and use websites and social media for networking and learning.

Read the full article on our website <http://www.gedlingcvs.org.uk/>

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## Funding

### **Consultation on Big Lottery Fund's Infrastructure Programme**

The Big Lottery Fund has published a discussion paper, entitled *Building capabilities for impact and legacy*, about its new £20million infrastructure programme, which will complement the Transforming Local Infrastructure fund. The paper aims to stimulate debate and thinking to shape, influence and inform their future thinking and investment. The Big Lottery Fund wants to be more purposeful in its investment and leave a legacy that demonstrates measurable impact of this form of investment and to help organisations to be able to do this as well. The consultation is open to 15 March. To download the discussion paper visit [www.biglotteryfund.org.uk/buildingcapabilitiesv2.pdf](http://www.biglotteryfund.org.uk/buildingcapabilitiesv2.pdf).

The Big Lottery Fund would also like to discover if you would like a discussion event in the East Midlands on the consultation during the last two weeks of February. The event would not replace the requirement for you to contribute to the consultation, but would provide an opportunity for the Big Lottery Fund regional office to support the discussion process, explain its thinking behind Building Capabilities and gather your views. If you would be interested in attending the discussion event, if one was held in the region, email your interest to [sean.tizzard@biglotteryfund.org.uk](mailto:sean.tizzard@biglotteryfund.org.uk).

### **Coalfields Regeneration Trust**

The trust is actively encouraging small voluntary and community groups to come forward with their ideas for funding under its Level 1 grant scheme.

The scheme allows for capital or revenue funding up to a maximum of £5,000 for projects in eligible coalfield areas with high levels of deprivation.

The fund is currently undersubscribed and the regional office will gladly assist applicants to determine if they have a project that fits with CRT criteria.

So far in the current funding round projects like Bulwell Boxing Club, Newton Methodist Church, Clipstone Youth Centre Playscheme, and Fifth Word Theatre have all benefitted from grant awards that enable them to provide improved services and projects for their communities.

CRT cannot fund salaries under this scheme but it can support the use of sessional workers to deliver projects that provide local community benefits. It can support training for volunteers and host groups, and can also support purchasing of equipment and small refurbishment projects.

***To discuss your own project with the Trust please tel 01246 820970 to get the ball rolling. What have you got to lose?"***

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## Resources

### **Opportunity to Manage High Energy Costs through One EM Group Buying**

One East Midlands is offering its members the opportunity to benefit from its joint buying power to reduce their organisations' energy costs. This scheme has already worked successfully for Nottinghamshire YMCA and others. The scheme is operated by an independent cost consultancy, who provide specialist services to VCS organisations to help clients reduce energy costs through ongoing reviews of supplier contracts and negotiation with suppliers, as well as group buying. For further information and to register your interest email [information@one-em.org.uk](mailto:information@one-em.org.uk) or telephone Lindsay Boyle or Claire Chapman on 0115 934 9535.

### **Jargonbuster Website Launched**

The Charities Evaluation Service (CES) and the Jargonbusters group has launched a new website dedicated to providing clear and simple definitions of the key terms used to describe what organisations do and the difference their work makes.

The free resource for VCS organisations, funders, and government and regulatory bodies, aims to make sure everyone is speaking the same language, and give organisations consistent information to help them to understand, plan, review and develop their projects in a systematic way and become more effective at what they do.

The website includes detailed definitions, practical examples and information about the language used when talking about your goals, your activities and your achievements.

The Jargonbuster website can be found at [www.jargonbusters.org.uk](http://www.jargonbusters.org.uk).

### **Nottinghamshire Fit for Work - Support in Work**

This is a **FREE** service targeted at people who are in employment who are either off sick or struggling in the work place with a health condition.

The Nottinghamshire Fit for Work - Support in Work service is an NHS service that provides support to people who are off work sick. Delivered by a team of Occupational Therapists, they complete assessments of patients' health and work related difficulties. Then using a range of bio-psycho-social interventions, they case manage individuals back into work, including liaising and mediating with their employers. They are now looking to generate more referrals through GP's.

Funding:

Nottinghamshire Fit for Work is funded by the Department of Work and Pensions, is supported by local commissioners and has no cost implications on individual practice budgets. As it is very much an 'early intervention' service, they are now seeing early evidence that it will reduce costs on practices through less use of medication and certainly on society as a whole through less cost to employers.

What we do:

Their job involves weaving together the right support from the right people. This can involve informing GP's of what recommendations would be helpful to write on a person's Fit Note, so they are realistic for both patients and their employer. They are often asked to be the "link" between employee and employer and negotiate return to work processes directly. They also help employers understand specific health difficulties so that they can appreciate some of the issues their employee may be facing and this can help reduce work place stress. If these situations can be managed, it is likely to reduce further visits to their GP practice and help individuals stay in sustainable work.

Referring into Support in Work:

Referring into the service could not be simpler - they want to make GP's life easier and do not expect them to fill out **ANY** forms to refer into the service. GP's can simply telephone or give patients their business cards, so they can self-refer. In addition to this they have the usual posters and leaflets for waiting areas.

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## Sector News Update

### **Law Changes to Enable VCS to Join Credit Unions**

VCS groups will be able to join a credit union from 8 January under changes made to the Credit Unions Act 1979. Previously, only individuals were able to be members of credit unions and use the financial services they provide.

Read the full article on website <http://www.gedlingcvcs.org.uk/>

### **Charities Act 2011 receives Royal Assent**

The Charities Act 2011 received Royal Assent on 14 December. The new Act, which will come into force in March 2012 repeals and replaces the Recreational Charities Act 1958, the Charities Act 1993 and many of the provisions of the Charities Act 2006.

The new Act fulfils a commitment made during the pre-legislative scrutiny of the Bill which led to the Charities Act 2006, to consolidate existing legislation. Lord Hodgson's review of the Charities Act 2006 will still go ahead as planned.

To download the new Act visit

[www.legislation.gov.uk/ukpga/2011/25/contents/enacted](http://www.legislation.gov.uk/ukpga/2011/25/contents/enacted)

## Pensions & Pension Reform

Employers are often under a mistaken belief that they have to provide a pension for their employees, or make contributions to the employees own pension scheme. Currently there is no legislation that actually requires employers to make any such pension provision at all. Employers have complete discretion over whether they provide a pension or not (a decision based most likely on an ability to pay).

This however is changing, and starting in October 2012 for large employers (it will be more likely 2015 - 2016 for small employers with less than 50 employees) for the first time ever there will be a compulsory scheme in place that will require **ALL** employers to automatically enroll employees in a pension scheme **AND** make minimum financial contributions to it.

The minimum contributions to the Pension scheme must total 8% of qualifying earnings. This will be made up of 3% from the employer, 4% from the employee and 1% in tax rebate. Contributions levels can be higher if either the employer or employee agree.

As this will start to come into effect for most Groups as from 2015 (ish), if they are applying for any grant funding, they will need to be aware of the future budget constraints that these contribution levels will impose.

The following CA Plus Advice Guide provides some further pensions information in more detail for you.

[Pensions Advice Note \(Word\)](#)

[Pensions Advice Note \(PDF\)](#)

[Source: News from CA Plus New Employment pages 05.01.12]

## 2012/2013 - Statutory Rate Rises

The Dept. for Work and Pensions has announced the following annual increases to the following statutory rates for employees earning £107.00 or more per week in 2012-13

Statutory Maternity Pay	£135.45 per week
Ordinary Statutory Paternity Pay	£135.45 per week
Additional Statutory Paternity Pay	£135.45 per week
Statutory Adoption Pay	£135.45 per week
Statutory Sick Pay	£ 85.85 per week
Lower Earnings Limit	£107.00 per week

Rates will take affect from:

The above rates for Statutory Maternity, Paternity and Adoption Pay will apply for complete pay weeks commencing on or after 1 April 2012 (the first Sunday in April), for Statutory Sick Pay this will apply from 6 April 2012.

**Note:** the Small Employers NI compensation threshold (which determines if employers can reclaim all their SMP etc.) will remain at £45,000 per annum.

[Source: News from CA Plus New Employment pages 05.01.12]

## **Employment law - general**

*Added or updated on the legal update website for voluntary organisations*  
'Weekly pay' for calculating statutory redundancy pay for redundancies taking effect on or after **1 February** goes up from £400 to £430.

Maximum compensatory award for unfair dismissal goes up from £68,400 to £72,300.

[www.sandy-a.co.uk/employment.htm#weeklypay](http://www.sandy-a.co.uk/employment.htm#weeklypay)

Proposed increases in statutory maternity, paternity, adoption and sick pay from **6 April**.

[www.sandy-a.co.uk/employment.htm#sickpay](http://www.sandy-a.co.uk/employment.htm#sickpay)

[www.sandy-a.co.uk/employment.htm#matpatpay](http://www.sandy-a.co.uk/employment.htm#matpatpay)

The website includes a round-up of proposed employment law changes in 2012 and beyond, including proposals arising from the government's red tape challenge and its consultations on modern workplaces and workplace dispute resolution. In the short term the key points are that from **April** the government intends to increase the qualifying period for claiming unfair dismissal from one year to two years – reverting to the law as it was in 1999; “calls for evidence” on reducing the consultation period where there are more than 100 redundancies and on changing the TUPE regulations end on **31 January**, and a consultation on the introduction of fees for employment tribunal cases ends on **6 March**. Several more consultations are planned, and a raft of new legislation is likely in 2012 and 2013.

[www.sandy-a.co.uk/employment.htm#employment-pipeline](http://www.sandy-a.co.uk/employment.htm#employment-pipeline)

Employment resources from PEACe, Church Urban Fund, ACAS, the TUC and the government's pay and work rights helpline.

[www.sandy-a.co.uk/employment.htm#employment-resources](http://www.sandy-a.co.uk/employment.htm#employment-resources)

## **Chinese New Year - 23 January 2012**

The longest and most important festival in the Chinese lunar calendar - it involves elaborate parades with Chinese dragons (made of bamboo, paper and silk). 2012 is the year of the dragon.

## **International Memorial Day - 27 January 2012**

Remembrance of the victims of The Holocaust. 27th January 1945 is the date Auschwitz-Birkenau, the largest Nazi death camp, was liberated by Soviet troops

## **Localism Bill Receives Royal Assent**

The Localism Bill has received royal assent and, as the Localism Act, will grant new rights to communities to bid for land and run local authority services. For further information on the Localism Bill visit

<http://services.parliament.uk/bills/2010-11/localism.html>.

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