

Voluntary Action

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RESHAPING CARE FOR OLDER PEOPLE: OPPORTUNITIES FOR THIRD SECTOR

As you will be aware from our last newsletter, the Scottish Government has established a Change Fund of £70m for 2011 / 2012 with Dundee receiving £2.232 million. The fund is designed to enable health and social care partners make better use of their combined resources for older people's services. It will provide bridging finance to facilitate shifts in the balance of care from hospital and care homes to primary and community settings, the principal aim being to optimise independence for older people at home or in a homely setting. It is anticipated that a further £230m will become available in Scotland for 2012-2015.

The Scottish Government has now asked Community Planning Partnerships to submit Change Plans which can bring accelerated development of local services and supports to deliver better models of care through a planned partnership approach. A draft plan must be submitted by the 28th February with finalised plans agreed by June.

One of the conditions of application is that any plans must be prepared and agreed by the Health Board, the Council and Third / Independent Sector Partners. If the partners

cannot agree a plan, the money will not be released.

The Dundee Local Interface (DVA, Volunteer Centre Dundee and Social Enterprise Network) has established a process for compiling a draft plan through Dundee Partnership. At the time of writing, organisations from the third sector have been invited to attend a meeting on the 9th February, which will agree high level outcomes and representation for the future. Partners are meeting on the 18th February to compile Dundee's change plan. Following this, it is envisaged that workstreams will be set up to determine the services that need to be commissioned and we will be working to ensure that third sector representation is a core part of this process.

This is an excellent opportunity to get all partners working better together at local level in a long term relationship which will provide real benefits for our elderly population, as well as increasing sustainability for those third sector organisations which participate.

For further information contact Kathryn Mackenzie 305704 or Susan Gunn 305745

<http://www.scotland.gov.uk/Topics/Health/care/reshaping/changefund>

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The Future For The Third Sector



Forty one representatives from the voluntary and community sector attended a meeting with Marjory Stewart, Director of Finance Dundee City Council (DCC) on 19th January 2011. Marjory spoke on the challenges of public sector cuts on Dundee City Council's budget. The key points of her presentation for the

voluntary sector were:

- No cuts affecting voluntary sector budget other than standstill budget.
- FSF funding, despite initial 20% cuts are guaranteed for 3 years until end of March 2013
- No impact on voluntary sector budgets at departmental level other than standstill budget.
- Recognition of contribution of voluntary sector in service delivery and potential in future given challenges ahead.
- Commitment to annual meeting with voluntary sector to discuss and address potential future issues.
- This was in the context of:
- DCC has received a 1.2% cash reduction in its budget, however Dundee has done better than some other Local Authority Areas.
- Local Authorities have only received a one year settlement for 2011-2012.
- A package of £14.6m cuts has been put together to enable a Council Tax Freeze for 2011-2012. If DCC had not agreed a Council Tax freeze, a further £12.1m savings would need to be found.
- It is the first time savings proposals have been published early (published 13.12.10). The budget is due to be set and approved by Council on 10th February 2011. There are no other savings plans on the table.
- Much of the savings are being achieved by significant reduction in staff which will ultimately reduce service provision.
- There are no pay awards for staff and the Council require a total pay freeze across all staff.
- In reviewing the recharge of services to public, for example, Leisure Centres and Community Centre activity, DCC have tried to ensure protection of vulnerable and disadvantaged groups.
- An indicative budget for future years is expected at end of February 2011 but will not detail Local Authority awards.
- In Scotland there has been a protection of Health funding which is felt to be at the expense of Local Authority funding.
- Budget growth has been built into the budget due to expected demand and pressure. For example changing demographics mean more older people to be cared for. An additional £2m has been made to the Social Work budget.
- DCC are hopeful that a 3-year funding award will be made by Scottish Government in Autumn 2011.
- The "Changing for Future" Programme within the Council is not included in the 2011-2012 budget but will feed into 2012-2013 and future years.

At the Fit For the Future Conference in October 2010:

4% of you said you are fully involved & your views are completely represented in Community Planning
25% of you said you are generally involved and your interests heard
40% of you said you are not very involved and your interests are rarely considered
32% of you asked what is community planning?

So in response we are holding two events:

Influence the Future: How to have your say in Community Planning

Tuesday 26 April 9am - 1pm

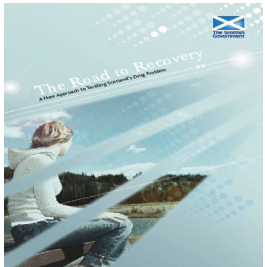
Influence the Future: Making it Happen

26 May 9am - 1pm

All training will be held at, Number Ten, 10 Constitution Road Dundee, DD1 1LL

To Book a Place contact Hazel Imrie, 01382 305731 hazelimrie@number10.org

A Personal View : Drugs Issues Within The Community & The Road To Recovery



The Road to Recovery manual was launched in Dundee over 2 years ago by the Scottish Government in response to the increase in the drug culture. What has changed since then - very little in reducing the drug blight that continues to affect our communities.

My interest in this subject began 8 years ago with the formation of the Dundee West Communities Association. This organisation came about as a result of the massive anti social impact drug addiction was having on the local people in the Lochee Ward and brought together all the local tenants groups to find a way to combat this growing problem. We very quickly found that when you begin to look at this problem in more detail, you realise it is not as clear cut as you originally believed. Therefore we began an investigation to look at how other areas deal with this problem and the solutions they have found that work. We discovered, to help a drug addict come off drugs, they have to have services which are easily accessible, the option of being referred for rehabilitation in an area which is far from where they live and follow-up support in the form of employment skills and independent living. This was the clear message we got each time we undertook a study visit to many rehabilitation centres in Glasgow, Edinburgh and Aberdeen who all have a great success rate.

Provisions for drug addiction within Dundee was minimal at this time, however, through meeting with Dundee Drugs and Alcohol Team, we were assured this was being addressed with the introduction of Addaction. It certainly was not being addressed at local levels, evident in the fact that Doctors had no drug addicts on their books as this was not encouraged. How then could people gain any help? Information for families affected by this blight had great difficulty or no chance at all of accessing information or support. This was evident even following the formation of Addaction, which has not yet advertised in local surgeries, libraries, community centres to name but a few. Believe me, we checked them all.

We met with the Drugs and Alcohol Team on a number of occasions and asked why they were not advertising their new service, only to be informed "they did not want to be inundated as they could not deal with the potential numbers that came forward". So we asked why they don't have out-reach workers in the communities and were told they didn't have the staff nor did they have indications that a service was required in our area due to lack of evidence in numbers of people coming forward and asking for help. Does that make sense to you? Well it

didn't to us either.

Dundee of course does not have specialised drug rehabilitation centres due to the adamant beliefs held by prominent figures, whose role is to advise and form strategies for drug services rehabilitation is not the route to go down, it should be care in the community along with a methadone programme is the answer to an addicts problems. I may only be a lay person, but doesn't this only maintain their addiction, it certainly does not help them on the "Road to Recovery" at all. As I said earlier, the manual, Road to Recovery, was launched 2 years ago and in this time, I have still to be convinced improvements are under way. I sit on two committees, the Substance Misuse Forum and the Local Community Planning Partnership, with Drugs and Alcohol top of their action plan. The Substance Misuse Forum meets every 2 months and at my last count we had over 20 representatives from various service agencies, such as Healthy Living Initiative, Police, Fire Service and Social Team. This group is still discussing who else who else should be on the group. I'm afraid, up until now, it appears to be a talking shop with plenty of suggestions about working together, but unfortunately, I have yet to see any evidence of this. Recently I asked the Substance Misuse Forum how many people they now have on programmes, only to be told they could not provide this information as it was impossible due to the fact they access so many services. Where is the evidence things are changing? After thousands of pounds have been allocated to these services over the last 2 years and the advanced technology, there seems to be no accountability. One thing has improved however Addaction has reduced the length of time for a referral from 6 weeks to 72 hours and 4 months to go on a programme rather than one year. Also an Outreach clinic is about to start once a month in the Lochee Library. "Hooray", at last, something is happening in our area.

They keep saying we have to find out what the community are saying, well I represent my community and I feel the views I present are not being heard, it's like a voice in the wind. The Local Community Planning Partnership, again this group represent the Lochee Ward and is made up of various council departments which meet 4 times a year. After a lengthy discussion, a drug sub-group was formed. To cut a long story short, we applied for funding from the NHS to buy advertising materials to promote drug services in the area only to be told this did not meet the criteria of the NHS and we were refused the grant. Since then nothing much has happened and it seems to have been left to sink into oblivion again. I believe it is important for the public to know what is going on and for them to present their views to the so called experts in this type of work. Let's face it, if the were good at what they do, the drug problems within our communities would be on a road to recovery rather than increasingly getting worse for those of us who endure it.

Stella Carrington

Let us know your Views

email dva@number10.org

FREE TRAINING

Change of Plans?

We realise there are occasions when you may have to change your plans and wish to change or cancel your booking.

For standard courses – half day or more:

A £10 administration fee is payable for all cancellations of less than 48 hours or for no shows

Occasionally, if there are insufficient bookings on a particular course we may have to cancel it. In these circumstances we will advise you approximately two weeks prior to the course.

PQASSO TRAINING PROGRAMME

A programme of training sessions centred around PQASSO (Practical Quality Assurance System for Small Organisations) will commence in March 2011 at Number Ten

- Wednesday 16 March – PQASSO Information Session - Full day
- Thursday 31 March – Information Session on PQASSO Quality Mark – Half Day

What Benefits Would PQASSO Bring To Our Organisation?

- “Health check” your organisation and make sure you are fit and ready for the future
- Develop the areas that will bring most benefit to you and your service users
- Improve the quality of information gathering and decision making
- Build more effective relationships with funders, partners and service users
- Achieve your intended outcomes and deliver the community benefits that are most needed

How Can We Do This At The Same Time As Doing Our Core Work?

- Dundee Voluntary Action and Volunteer Centre Dundee are here to support you all the way
- 2 days of training for one or two people from your organisation enables you to start
- We have qualified and Licensed PQASSO Mentors available to support your work
- Many of the processes can be done alongside existing work
- The workload is spread over a period of time to suit your own purposes

How Can We Afford To Do This?

- Act now and it will cost you less than you think – read on!
- Some places will be available free of charge
- The first 6 organisations to book will get a free PQASSO work pack, worth £100
- Places are limited, so note your interest quickly

Who Do I Speak To For More Information?

- You can find out more about PQASSO by going on line to www.ces-vol.org.uk
- You can get more information about this course by contacting the PQASSO team at Number Ten

Heather Gouck, 01382 305702 heathergouck@number10.org
Philippa Lyttle, 01382 305725 award@volunteerdundee.org.uk

To book a place contact

Hazel Imrie, 01382 305731 hazelimrie@number10.org or Heather Gouck, as above



IT TRAINING PROGRAMME

A programme of training in Microsoft Office Applications will run throughout February and March 2011. These sessions will be focused on a particular application per session so if you are having problems or want to know how to set up a specific file come along to the appropriate session below for some advice and guidance.

Tuesday 15 February 2011	0930 – 1200 hours	Access
Wednesday 16 February 2011	1000 – 1230 hours	Excel
Wednesday 16 February 2011	1400 – 1630 hours	Word
Wednesday 9 March 2011	0930 – 1200 hours	Powerpoint
Tuesday 15 March 2011	1400 – 1630 hours	Outlook
Friday 25 March 2011	1000 – 1230 hours	Using the Internet

For further information on any of the IT sessions please contact Heather Gouck, 01382 305702
heathergouck@number10.org

To book a place contact Hazel Imrie, 01382 305731, hazelimrie@number10.org

VOLUNTARY SECTOR TRAINING DAY: ADULT SUPPORT AND PROTECTION

Training

Knowledge

useful abilities.
backbone of co
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today

Two half day sessions are being offered on Monday 21 March 2011, one in the morning and one in the afternoon. They will take place at the Social Work Balmerino Road offices. Coffee/tea will be provided but no lunch. The session will be made up as follows:

Prof Hogg, Independent Convenor of the (Adult Support and Protection Committee), will commence the session and will input on safeguarding adults at risk in Dundee, what we are aiming for, what is harm, who is at risk and the role of the Adult Support and Protection Committee locally.

Dave McCaw will speak to the relevant legislation ie the Adult Support and Protection (Scotland) Act 2007, the Adults with Incapacity Act 2000 and the Mental Health (Care and Treatment) (Scotland) Act 2003, and how they interlink.

Social work staff and a police representative will talk about the work of the adult protection unit, identifying when someone has been harmed, reporting concerns, risk assessment, operational procedures, multi-agency guidelines and whistle blowing.

There will also be an opportunity for any questions from the floor.

It is also hoped to have someone present from the Learning and Workforce Development Unit to possibly provide information on further training opportunities

For further information please contact Heather Gouck, 01382 305702 heathergouck@number10.org

To book a place contact Hazel Imrie, 01382 305731, hazelimrie@number10.org or Heather as above

Dealing with Aggression in the Workplace

Over one million people in Scotland deal with the public as part of their daily working routine, and for the majority of the time this is carried out in an environment of mutual respect or at the very least in a non-threatening way. However, if you work with the public as a paid member of staff or as a volunteer, you are potentially vulnerable to being verbally abused or threatened or occasionally physically assaulted.

DVA has teamed up with Healthy Working Lives to provide information for individuals not only on how to prepare and deal with these situations, but also to understand how situations occur to enable them to look after their own health and wellbeing both emotionally and physically.

Ideally no-one should face aggression or violence in the workplace, but in reality many people do. For many it will be an occasional hazard they face, while for others it can be a more or less daily occurrence.

There are no guarantees that aggression and violence will not occur, but there are steps we can take to reduce the chances. Having a sense of control can also help to make dealing with the risks a less stressful experience than it might otherwise turn out to be.

The session will take place on Wednesday 2 March from 1.30 – 4.30pm at Dundee Voluntary Action, Number Ten, 10 Constitution Road Dundee and is free to attend.

This session is intended for anyone who engages with clients either alone or in groups who wants to be able to manage their own safety and health and wellbeing. The session will look at:

- recognising why aggression occurs in the workplace
- recognising the impact of aggression on the individual and the organisation
- identifying situations in the workplace where aggression might occur
- identifying solutions in the workplace to protect staff and enable safer working

The most dangerous approach to take is to assume that 'it will never happen to me'. We owe it to ourselves and to each other as colleagues to do whatever we reasonably can to keep the risks to a minimum and to be as prepared as we

reasonably can for all the possible eventualities.



**For further information please contact Heather Gouck, 01382 305702
heathergouck@number10.org**

**To book a place contact Hazel Imrie, 01382 305731,
hazelimrie@number10.org or Heather as above**

FURTHER TRAINING

Further sessions are planned in the following areas:-

- Mainstreaming Equalities
- Using Plain English
- From Sick Note to Fit Note
- Reviewing Your Constitutions

For further information contact Heather on 01382 305702, heathergouck@number10.org



The Red Nose Day Community Cash Scheme

is available to community groups based in Dundee, Angus, Fife and Perth & Kinross which have an income of less than £50,000 (in the last financial year) and have been operating for more than 12 months, to apply for grants between £500 and £1,000.

The deadline for applications is Thursday 10th March 2011.

Grants will be announced in the week commencing 18th April 2011.

How to Apply

[http://www.scottishcf.org/pub/global/application%20form%20and%20guidelines\(1\).doc](http://www.scottishcf.org/pub/global/application%20form%20and%20guidelines(1).doc)



SuicideTALK
An exploration in suicide awareness

SuicideTALK

is a short exploration and awareness session. The talk encourages participants to explore their attitudes and feelings about suicide, based around the question "should we talk about suicide?" It is practice-dominated and allows open and honest dialogue for anyone at all who is interested. It takes around two hours, with the content adapted to meet the needs of the group.

By dispelling the myth that talking about suicide promotes suicidal behaviour, Suicide TALK provides a solid foundation for suicide prevention. It aims to reduce the stigma surrounding suicide and promote awareness within the community whilst providing an opportunity for networking among participants.

The talk is a good starting point for anyone who would like to learn more about suicide and attitudes surrounding the issue.

It will help you to:

- Be aware that opportunities to help a person with thoughts of suicide are sometimes missed, dismissed and avoided.
- Give people with suicidal thoughts the chance to invite your help.
- Tell, Ask, Listen and KeepSafe
- Activate a suicide alert
-

Suicide TALK Training will take place in Tuesday 1 March at 2 pm. Further details from

heathergouck@number10.org. Heather Gouck ,01382 305702

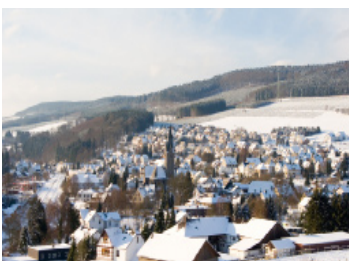
To book a place contact Hazel Imrie, 01382 305731, hazelimrie@number10.org

You can also find information on our Website www.d-v-a.org.uk

Please Note

Suicide TALK is not suitable for persons who have been recently seriously affected by suicide, nor does it teach the complete set of suicide intervention skills. If you wish to learn suicide first aid intervention skills then book for an ASIST workshop. For further information about suicide prevention / intervention training

Latest DVA Website POLL Result



Has the recent snow in Dundee created a better sense of community?

47.5%

27.50%

25%

Said No

Said YES

Said Not Sure

February Poll will be..

Do you agree that Dundee City Council Leisure and Cultural Facilities be transferred to an arms length charitable organisation to save on the Domestic Rates and Corporation Tax?

Have your say at <http://www.d-v-a.org.uk/>

Adult Support and Protection – Acting Against Harm in Dundee

If you have contact with adults who are not able to safeguard their own interests because of disability, mental disorder or illness and who are at risk from others or at risk of harming themselves you should be aware of the Adult Support and Protection (Scotland) Act 2007. The act was implemented to help identify 'adults at risk' to provide the means to protect them from harm.

The act places a duty on local authorities to make enquiries and investigate whether action is needed to protect a person. The act requires agencies to seek assistance as needed. Those agencies would include voluntary sector providers, social landlords and support providers. Other legislation regarding equalities and incapacity would have to be taken into account alongside the support and protection legislation.

Locally the Dundee Adult Support and Protection Committee exists to raise public awareness of the need to support and protect adults from harm, neglect or abuse. As the legislation places a duty on local authorities, police, health and others (including voluntary sector agencies) to work together to protect 'adults at risk'. It gives authorities power to make enquiries and take action when they suspect an adult may be at risk of physical or psychological harm, neglect or sexual abuse, or being taken advantage of financially. The Committee aims to increase the integrated nature of any response, as there is multi-agency involvement.

At some point you may see or hear something which indicates that an adult is at risk of harm. An 'adult at risk' is defined as a person aged 16 or over who may be unable to protect themselves from harm, exploitation or neglect. If you are concerned it is important to tell someone. The Social Work Department will take concerns seriously and will investigate when necessary.

The acid test of the Adult Support and Protection Committee and its 4 sub-groups (community; self-evaluation; learning and workforce development and policy, procedures and practice) is to be able to show that citizens at risk of harm in Dundee feel safer and are safer

More information is available on the Scottish Government web-site <http://www.scotland.gov.uk> and on Dundee City Council website <http://www.dundeeprotectsadults.co.uk/>

Voluntary sector representation on the sub-groups is currently:-

Self Evaluation and Learning & Workforce Development

Heather Gouck

01382 305702

heathergouck@number10.org

Policy, Procedures and Practice

Dorothy Potter

01382 305743 dorothypotter@number10.org

Volunteer Recruitment Fair 2011



Volunteer Centre Dundee held a very successful Volunteer Recruitment Fair on the 27th of January. The Fair was very well attended. Over 175 people arrived on the day to find out more about volunteering in Dundee and how it could

improve their skills and general employability. Evaluation after the event showed that 59% of visitors were currently claiming Jobseekers Allowance and another 14% claiming Income Support or Employment Support Allowance. Local employment agencies encouraged their clients to attend with some staff bringing organised groups. When visitors were asked if they thought volunteering would help them get a job, 80% said "yes"!

When asked if attending the Fair had made them more aware of volunteering in Dundee, 78% agreed that it had. Surprisingly, 54% had volunteered before.

Organisations that attended also enjoyed the day. Of the 30 organisations present, all had a positive response to their vacancies with some visitors completing application forms there and then. Organisations felt it was a worthwhile networking event and a good way of approaching new volunteers. One stated that it "should be a regular event" and that will certainly be under discussion at the Volunteer Centre for 2012.

WRAP; Workshop To Raise Awareness of Prevent

In conjunction with Tayside Police, DVA are running the following workshop on Wednesday 23 March 2011

Number Ten, 10 Constitution Road, Dundee, DD1 1LL

from 9.30 am – 12 noon.

WRAP introduces the UK counter Terrorist strategy, Contest;

It asks while communities can be the source of the crime can they also be the solution

We can picture the explosion but don't see the funding, facilitation, and radicalisation that precede it. A community that thinks it'll never happen here benefits the terrorist or criminal. No community is immune. In particular it looks at how vulnerable people can be protected with interventions before any criminal acts take place.

Recognise; If you had concerns what would you do? How to intervene? Would you feel responsibility to do something?

Understand; what are the concerns? How could we understand more?

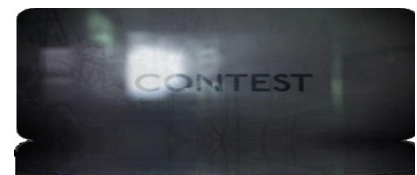
Refer; Who could help? Is it appropriate/ proportionate? What procedures are in place? What barriers might there be?

These presentations will be of interest to community groups and other agencies such as, Social Services, Health, Education and Housing Sectors,

For further information please contact
Heather Gouck,
01382 305702
heathergouck@number10.org
To book a place contact Hazel Imrie,
01382 305731, hazelimrie@number10.org or Heather as above



TAYSIDE POLICE
Making a Difference



Protecting Vulnerable Groups Scheme Goes Live

On 28 February 2011, the new PVG Membership Scheme will replace and improve upon the current disclosure arrangements for people who work with vulnerable groups.

The Protecting Vulnerable Groups Scheme (PVG Scheme), which delivers on the provisions outlined in the Protection of Vulnerable Groups (PVG) (Scotland) Act 2007 will:

- help to ensure that those who have regular contact with children and protected adults through paid and unpaid work do not have a known history of harmful behaviour
- be quick and easy to use, reducing the need for PVG Scheme members to complete a detailed application form every time a disclosure check is required
- strike a balance between proportionate protection and robust regulation and make it easier for employers to determine who they should check to protect their client group.

What happens next ?

Employers will be sent supplies of the new PVG Scheme application forms and be kept up to date with progress.

For the first year of the PVG Scheme, workers will only be required to register as PVG Scheme members when they begin a new post.

Disclosure Scotland will then start to enrol all of the 'regulated workforce' into the PVG Scheme. This is expected to take three years.

I work with young people - what does it mean for me?

If you are currently in a post you do not need to do anything. If you take up a new post, or change post, from 28 February 2011 your employer will ask you to join the PVG Scheme.

I am in charge of employing staff - what does it mean for me?

From 28 February 2011 you will need to ask all new workers in the regulated workforce to join the PVG Scheme. No other workers will need to join the Scheme until the second year.

Costs

Initial membership will cost £59 with a lower fee of £18 for subsequent records updates
Volunteers working in the qualifying voluntary sector will be free of charge.

Where can I get further information?

<http://www.scotland.gov.uk/Topics/People/Young-People/children-families/pvglegislation>

Green Diary



Spring Cleaning

With the dark days of December and January out of the way, February and the lead up to Valentine's Day signals the approach of Spring and the onset of Spring cleaning.

Yes, it is that time of year to do a thorough clean, scrub and polish, and de-clutter your junk items. When you do de-clutter and clean out old unwanted items in your loft or garage, don't just throw things out to go to your local landfill. Instead, think of how to find a good use for everyday rubbish that could come in handy for keeping both a clean house and a clean environment. Follow these top tips for environmentally friendly and thrifty Spring cleaning:-

Old sheets, towels and T-shirts can be torn up and used as cleaning rags. Old socks can be fitted over brooms to remove cobwebs, or just keep a thick old pair for polishing the floor without getting down on your hands and knees.

Use large glass jars for storing flour, rice, oats, sugar etc, while smaller ones can be used for spices, cocoa, instant coffee and so on. Glass jars wash easily, are vermin-proof and airtight, and let you see what's in your kitchen cupboards straightaway.

Plastic bottles with handles can be sliced in half on the diagonal and used as scoops for flour and sugar, washing powder and fertiliser, to help prevent messy spills.



Scrunch up old newspapers to clean glass and mirrors. Use them to polish off any window cleaning product you have used – the ink works as a type of absorbent. Old newspapers can also be used to clean grease off frying pans or off a barbecue, and for absorbing spills. You can also shred them for pet bedding.

Collect paper that's blank on the back and make jotter pads for shopping lists and telephone messages. Use anything from old envelopes to the insides of paper shopping bags, as well as more obvious bits of paper like junk mail

Blow Away The Cobwebs With Environmental Clean-up

Want to get involved in local community environmental Spring cleans? Got a bit of spare time of a weekend? Why not blow away the winter cobwebs and join a voluntary group to help clean up the slopes and top of the Law, Balcay Hill, or clear out rubbish from the Dighty Burn, or Broughty Ferry beach and shore.

Scotland-wide, the National Spring Clean period runs from Monday 14th March until Monday 16th May 2011. For local events visit the Keep Scotland Tidy website for more details at the webpage which gives information and links to local Dundee events and useful blogposts <http://springclean.keepsotlandtidy.org/> Alternatively, if nothing is happening in your immediate locality, you can register your own litter pick online as part of the national campaign <http://springclean.keepsotlandtidy.org/register.asp>

Recycle your Mobiles, Inkjets, Laser or Toner Cartridges and raise vital funds for Keep Scotland Beautiful.

Simply visit Recycle4Charity.co.uk and register, choose the number of envelopes or boxes you require to send back your unwanted items and Recycle 4 Charity will send your donation directly to Keep Scotland Beautiful. It's free to take part and does not cost KSB anything.



GIVEACAR Social Enterprise

Make a lasting difference to Keep Scotland Beautiful and to your own carbon footprint by donating your car through GIVEACAR.

Every car has a value, whether it's roadworthy or only good for scrap.

GIVEACAR is a social enterprise that allows you to donate your old car, just as you might donate clothes or books to a charity shop.

You can visit GIVEACAR for more information about how it works

<http://www.giveacar.co.uk/scrap-car-donation-for-charity-free-uk-scrap-vehicle-collection>

Employment Updates



Statutory Maternity, Paternity and Adoption Leave and Pay

Statutory maternity pay (SMP) is 90% of the woman's weekly earnings for the first six weeks of maternity leave. For the remaining 33 weeks of the 39-week SMP period, SMP is a flat weekly rate or 90% of average weekly earnings, whichever is less. For payment weeks starting on or after **6 April 2011**, the flat rate goes up from £124.88 to £128.73.

Statutory paternity pay (SPP) and statutory adoption pay (SAP) are £128.73 per week (increased from £124.88) for weeks starting on or after **6 April 2011** or 90% of the employee's average weekly earnings, whichever is less.

The earnings threshold for eligibility for SMP, SPP and SAP goes up on **6 April 2011** from £97 to £102 per week.

An employer who paid, or was liable to pay, gross class 1 national insurance contributions of £45,000 or less in the individual employee's qualifying tax year can recover 100% of the SMP, SPP or SAP, plus 4.5% compensation. Employers who do not qualify for this small employer relief can recover 92%.

Additional Paternity Leave and Pay

The **Additional Paternity Leave Regulations 2010** gave a new right to additional paternity leave (birth) in relation to babies expected on or after **3 April 2011**. To be eligible the person must be the child's father or the husband/civil partner of the mother, must have or expect to have the main responsibility (apart from any responsibility of the mother) for bringing up the child, and must have been entitled to ordinary paternity leave from the employer (see below). The term 'fathers' as used below therefore refers to anyone eligible for the new leave and pay, regardless of their gender or whether they are actually the father.

Where a couple who are married or civil partners are notified that they are matched with a child for adoption on or after 3 April 2011, and one person in the couple is entitled to statutory adoption leave, the other will be entitled to additional paternity leave (adoption) if they

were entitled to ordinary paternity leave.

Fathers/the second adopter in a couple will remain entitled to **ordinary paternity leave** and **statutory paternity pay (see above)** for two weeks at or around the time of the birth or adoption, provided they have 26 weeks' continuous employment with the employer by the end of the 15th week before the expected week of childbirth or by the end of the week before being matched with a child for adoption, are still employed at the time of the leave, and have average earnings of at least the national insurance lower earning limit (£102 per week in 2011-12).

All mothers will remain entitled to 52 weeks statutory maternity leave (SML). One person (either male or female) in an adopting couple will remain entitled to 52 weeks statutory adoption leave (SAL) provided they have 26 weeks' continuous employment by the end of the week before being matched for adoption. But if the mother or adopter returns to work without taking their full 52 weeks leave, a father/adopter who was entitled to ordinary paternity leave will become entitled to the mother's/adopter's remaining leave as **additional paternity leave (birth) or additional paternity leave (adoption)**.

The maximum entitlement to additional paternity leave is six months. It cannot be taken until at least 20 weeks after the birth or placement for adoption, and cannot last beyond 12 months from the date of birth or placement.

A mother on statutory maternity leave or adoptive parent on statutory adoption leave is entitled to 39 weeks statutory maternity pay (SMP) or statutory adoption pay (SAP) if s/he has the necessary 26 weeks of continuous employment and average earnings above the national insurance lower earnings limit. But if the mother or adopter returns to work without using their full entitlement to SMP or SAP, the father/other adopter is entitled to the remainder as **additional statutory paternity pay**, paid at the same rate as SMP/SAP.

As with the current adoption entitlements, there are special rules for adoptions from overseas.

A father can be entitled to additional paternity leave and pay before **3 April 2011** if a baby due on or after that date is born before then.

Parents will be required to "self-certify" entitlement to additional paternity leave and pay by providing details of their eligibility to their employer. Employers and HM Revenue & Customs will, if they consider it necessary, be able to carry out further checks on entitlement.

The Hazel Imrie interview



Everything you ever wanted to know about Hazel our

Administrator .

How did you get your job?

Through a workplace at the Marriage Counselling Office. Bill Muir, who was in charge at the time, was also on DVA's

Board of Management.

DVA were looking for a temporary Secretarial Assistant - 19 years later and I am still here

Best and worst about being Administrator?

Best thing - the variation of tasks I am asked to do.

Worst thing – filing – I absolutely hate it, that is why I try to keep it up to date.

Top 3 frustrations?

People saying they are listening to you when they clearly are not and you have to repeat yourself a couple of hours later (this applies mainly, but not always, to my husband)

Passing a message on to someone and they don't reply to it.

Filing

What is the most unusual thing you've been asked to do at work

I wasn't asked to do this, but the first week we were in Number Ten I cleaned all the toilets because I hate dirty toilets and they hadn't been used for years.

What would be your ideal job

I would love to work with monkeys. I just find them fascinating.

If you had to save 3 things from the office what would they be?

My friends, my cuddly toys and my spectacles (I need them to see the bus numbers so that I catch the right bus home)

Amnesty International



amnesty.org.uk

Amnesty International: Make a Will Fortnight 14-25 March 2011

Making a will, and keeping it updated, is really important. But it's one of those jobs that's all too easy to put off. If you've been meaning to put your affairs in order, here's the perfect opportunity.

Free legal advice

During Amnesty's Make a Will Fortnight you can make or update your will for free at one of many participating solicitors. By seeking legal advice, you can be sure that you won't leave behind any misunderstandings or additional stress for your loved ones. Each firm is free to set its own terms for participating though they will not benefit

financially from the arrangement. Your nearest solicitors are:- Mr Kenneth Bruce , T Duncan & Co, 192 High Street, Montrose DD10 8NA, Tel: 01674 672533 www.tduncan.com and Mr Robin A. G. Bennett, Bennetts, 52 Crossgate, Cupar, Fife, KY15 5JX, Tel: 01334 655150 www.rben.net robin@rben.net

A chance to change the future

Remember that legacies are a great way to support the causes that you care about. At Amnesty, the funding received from gifts in wills is much lower than many other large organisations. By leaving even a small gift to Amnesty, you can ensure that your beliefs and your commitment to human rights live on. The solicitors who are taking part in the scheme are kindly donating their time and skills to support Amnesty's work.



Women's Festival 2011

28 February - 13 March

Dundee Women's Festival celebrating **100 years of International Women**. The day was first declared in 1910 with the first event held in 1911. The day was driven by, in some countries women had the right to vote whilst in other countries women did not enjoy this equality and campaigned for justice for many years.

The Women's Festival programme highlights some of the challenges still faced by women such as commercial sexual exploitation, exploitation in the garment industry. Find out more at the **Show off Your Label** event in the Central Library on Saturday 5 March **Challenging Demand: A Call for Action** on Tuesday 8 March

Whilst there is a serious side to the festival there is a dizzying array of activities from **archery to archives; singing to stand up; drama to disco, fire fighting to The F Word (feminism)**.

If history is more your thing you won't be disappointed. Get along to the Verdant Works to learn about the **Role of Women in the Dundee Jute industry**, or take along your photographs or memorabilia and share stories at the **'Women's History Bring and Tell'** workshop or join the **Dundee Women's Trail** guided walk.

For the more macabre we the have **Women Crime Writers**; also a rare opportunity to visit the Dundee **Police Museum**; or visit the **Scenes of Crime Room** at Abertay University or join the **Witches Blood** guided walk.



This year we are collecting unused **knickers** for an organisation called www.knickers4africa.org.uk. This is not an attempt to westernise

women but to meet a demand for something we take for granted. Look out for knickers bins at event venues or collect them from friends, family or colleagues and bring them into Number Ten. Cotton knickers and no thongs thanks! In a similar theme why not go to Douglas Community Centre on Friday 11 March, for an entertaining romp through **'Underwear through the Ages'**

Since going to press new activities have been added to the programme

Who wants to Be A Porn Star (free training) Cairn Centre, Rattray Street, Dundee Thursday 3rd March

2011 2pm-4pm Contact Lorraine or Carol at Women's Rape and Sexual Abuse Centre on 205556.

Lesbian, Bisexual and Transgender Young Women Storytelling Evenings (Under 26 years) 15th February and 8th March 6-8pm at The Corner, Dundee. Please contact info@lgbtyouth.org.uk Text 07781481788

Abba Night – Fancy dress optional (£3) Friday 11 March 7pm- 11pm Ardler Complex
Phone Caroline on 436359

Family Zumba For Women and Children (Free) Saturday 12 March 6.30pm – 10pm in Ardler Complex Phone Caroline 436359

Dundee Women Got Talent : Dundee Mela Group contest & fashion show. £10 (includes sit down meal). –Thursday 10 March 6:30pm – 9:00pm Gulistan House, Queens St, Broughty Ferry.

Talent contest - Free to Enter Come along to our Boot Camp for contestant selection & registration day on Friday 25 February 6:00pm prompt in Maxwelltown Information Centre, St Salvador Church Hall, access Carnegie St., Dundee Contact Rehana on 225202 (9am -12noon only)



For more information pick up a programme at Number Ten, 10 Constitution Road, Dundee DD1 1LL or one of the many venues or go to <http://www.d-v-a.org.uk/womens-festival-2011/Womens%20Festival%20.pdf>

Tackling Stigma Workshop Participants Views

On 21st December 2010, about 15 service users and interested individuals met to discuss the anti-stigma advertising campaign strategy of See Me Scotland regarding its future development at Dundee Voluntary Action. Similar groups are taking place in other places to get as many opinions as possible.

See Me Scotland is an alliance of 5 mental health organisations: SAMH, Penumbra, Highland Users Group, Support in Mind Scotland and the Royal College of Psychiatrists – Scottish Division. It has the backing of the Scottish government.

Several priority areas were identified. Firstly, there is a need to improve the often sensationalist media reporting of mental health issues reflected in headlines such as “Banker killed by mental patient on hospital release”. Another priority is to develop an advertising strategy that uses direct, open language that is provocative enough to be noticed without shocking people to the extent that they switch off. The starting point is to reflect general public attitudes to mental health and to move it on to something more positive. The message will be spread as widely as possible using every available opportunity.

See Me's first major campaign was the See me, I'm a person, not a label. The emphasis then moved on to the area of workplaces, employers' and colleagues' attitudes; followed by focussing on teenagers' experiences of stigma; then Be there. Be yourself. Most recently the campaign has centred on family, friends and colleagues being supportive and not being judgmental.

At the meeting, four main questions were discussed in smaller groups and reported back in open feedback to everyone:-

- What are the main achievements of See Me so far
- Are these aims still relevant for the next campaign over the next 3 years, or should they be changed?
- What key actions or objectives do we want?
- How will we know if see me has been successful?

Full report available on DVA website

<http://www.d-v-a.org.uk/mental-health-department/Tackling%20Stigma%20Workshop%20Meeting%2021%2012%2010.pdf>

Independent Examination of your accounts

For a very limited time, Dundee Voluntary Action and Volunteer Centre Dundee may be able to offer you a free Independent Examination of your accounts, if you are an organisation with an annual income below £100,000 and with a constitution that says that your accounts can be Independently Examined. If your constitution says you need an Audit, then we cannot help you at this stage.



This offer is only open to the first three organisations who come forward as this will enable us to be come fully accredited to offer this service at a small, competitive charge on an on-going basis.

If you are approaching the end of your financial year and would like to find out more, then please contact Hazel at DVA: hazelimrie@number10.org or call her on 305731.

Movers and Shakers

Moving on

...

Rose Russell - Victim Support

Pam Leslie - VOYCE

Kate Robertson- Tayside carers Support Project

Alison Urie - Hot Chocolate

Rhona Armtage - St Andrews

Family Support Project

We wish them well

Movers Contact Details

Dorothy Potter - Now Full-time Mental Health Service User Involvement Co-ordinator DVA

Tel 01382

305743,dorothypotter@number10.org

Dundee Carers Centre now at

First Floor, Argyll House, West Markergait, Dundee DD1 1QP.

01382 200422

Young Carers Project, Upbeet and the Direct Payments Support Service

have changed to 01382 200422.

Insight Counselling now at

9 West Bell Street, Dundee

01382 308800

Dundee Women's Aid

01382 666081 is the new Crisis Line / Helpline number for

Hillcrest now at

Head Office ,1 Explorer Road Dundee DD2 1EG Tel: (01382) 564700

Fax: (01382) 564895

reception@hillcrestha.org.uk

Deaf Links, Tayside Deaf Hub now at

The Old Mill, Taymills

23 Brown Street, Dundee, DD1 5EF

Tel/fax: 01382 201077

Tel/text 07711462385

Email alana@deaflinks.org.uk

New Translation Service base

The Dundee Translation and Interpretation Service has moved to a new base.

It is now located on the top floor of the Mitchell Street Centre, Mitchell Street, Dundee, DD2 2LJ.

The new phone number for the service is 01382 435825



Diary Dates

23 February - 13 March 2011

Dundee Womens Festival

28 February

Draft Plan for Change Fund must be submitted (Front Page)

1 March

Suicide Talk Training (page 6)

2 March

Dealing with Aggression in the Workplace (page 6)

16 March

PQASSO Information Session (page 4)

21 March

Voluntary Sector Training Day: Adult Support and Protection (page 5)

23 March

WRAP; Workshop to raise Awareness of Prevent. Counter Terrorist strategy (page 9)

23 March

BUDGET DAY

http://www.hm-treasury.gov.uk/2011_budget.htm

31 March

PQASSO Quality Mark (page 4)

26 April

Influence The Future: How to have your say in Community Planning Event (page 2)

26 May

Influence the Future: making it Happen (page 2)

Next Issue Deadline Friday 15 April 2011

Suggestions, articles and pictures welcomed: Tel: 01382 305744 Or email: evelyncairns@number10.org



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