

Employment Advice Service

Thanks to funding from the Big Lottery, NYFVO has a full-time Employment Advice team offering information, advice and support to the voluntary and community sector in York and North Yorkshire.

For more information about the service see page 2.



FREE Future Focus Guides

Get helpful strategic trends for your funding applications and business planning.

NCVO has produced a series of guides, designed to help voluntary and community groups think about likely changes in their external environment and how these trends could affect them.



Each pocket guide focuses on a different topic and provides a ready-made analysis of the future changes we will probably see in the coming years in that particular area.

What will our funding be like in five years' time?

What will our volunteers be like in five years' time?

How will we use new technologies in five years' time?

How is local democracy changing?

How are social attitudes changing?

What will the UK population be like in 5 years' time?

What will campaigning be like in 5 years' time?

What will membership be like in 5 years' time?



Copies of the guides are available to download from the RVA website. Go to:

<http://www.ryedaleva.org.uk/InformationAndTraining/Publications.aspx>

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New ways to find out what we are up to....

RVA is now on Facebook and Twitter.

You can find us on Facebook by searching for **Ryedale Voluntary Action**, or **Sarah At Rva**.

www.facebook.com

Follow us on Twitter by searching for **Ryedaleva**.

www.twitter.com



News

Employment Advice Service

Uncertain about a potential re-organisation or redundancy situation?

Are you a Trustee who needs support in managing a difficult employee situation?

Need advice on how to deal with an employee who's off sick?

Employing people for the first time? Not sure where to start?

We can help with all of the above and much more!

The Employment Advice Service provides one-to-one HR and employment advice to Managers and Trustees from the voluntary and community sector in York and North Yorkshire.

They are encouraging organisations who employ workers to get in touch so they can assess what specific support you may require.

A HR Advisor can visit your organisation and carry out a healthcheck of your current employment policies and practices to ensure you are doing everything you should be and to help reduce the risk of any costly, time-consuming and stressful Employment Tribunal claims.

Funded by the BIG Lottery, based at the North Yorkshire Forum for Voluntary Organisations, the Employment Advice Service team (Bob Curry, Jane Hudson, Maggie Lawton and Abby Popely) have considerable knowledge and experience of employment law and HR practice and its application in the voluntary and community sector. They understand the difficulties faced by voluntary and community organisations in employing people and provide impartial advice on employment law and good HR practice to Managers and Trustees.

They have access to a considerable bank of resources and have created many model template letters, policies and procedures such as employment contracts, invites to disciplinary meetings or gaining consent to write to an employee's GP. These are user-friendly, sector specific and can be easily adapted to suit your organisation.

Their phone line 01347 825710 is open from 10am to 4pm Monday to Friday or you can email

employment.advice@nyfvo.org.uk



This newsletter is sponsored by

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Cropton Components was established in 1992 and operate as Independent Manufacturer's Representatives and Technical Sales Agents of quality Electronic and Electromechanical components.

We operate throughout the UK and are active in the following industries :- Consumer, Computer, Automotive, Industrial & Electronics controls, Security, Lighting, Refrigeration, Medical, Instrumentation and Telephony

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**Cropton Components, Northcote, Cropton, Pickering, North Yorkshire, YO18 8HH
Tel: +44 (0) 1751 417513 Email: vic@cropton.net Web: www.cropton.net**

Training

NYFVO Training Programme



Managing Absence Successfully, York 29-11-2010

One of the most difficult challenges for managers is managing sickness and other absence, and balancing care of the employee with the needs of the business. This course will help managers address issues sensitively and with confidence, and develop a sound understanding of the legal obligations of employers and employees in addressing issues. Participants will work through case studies and reviews of live issues. The tutor, Michael Millward, is the Chair of the North Yorkshire CIPD and has over 20 years experience of HR management gained both in the UK and overseas. Michael is the Managing Director of Abeceder consultancy.

Date: Mon 29 November 2010 Time: 10am to 4pm

Venue: Priory Street Centre, York

Trainer: Michael Millward

Course fees: £25 VCOs income £0 to £100k, £50 VCOs income over £100k, £95 other organisations

Know Discrimination: free awareness raising training, Malton, 09-12-10

Know Discrimination.

Help your clients to fight it.

FREE awareness raising training for VCOs providing information and support in North Yorkshire. Are you supporting or advising individuals? Would you be able to identify if they had been a victim of discrimination? And if so, what would you do next? The Forum, in partnership with Advice North Yorkshire, is delivering half day training sessions around the county that are available free to local VCOs thanks to funding from the EHRC (Equalities and Human Rights Commission). Participants will be provided with a toolkit so they can cascade the training to colleagues within their own organisation.

Date: Thursday 9 December 9.30—1.30pm

Venue: Community House Malton

Course fee: Free for VCOs

Getting your Voice heard in Commissioning, Malton 2-12-10 10.00—4.00pm

Further details coming soon

Date: Thurs 2 December 2010

Time: 10am to 4pm

Venue: Friends Meeting House, Malton

Course fee: £10 for VCOs, £92.50 other organisations

For more information or to book a place contact Jeanette at the Forum , telephone 01347 825710 or email jeanette.lilley@nyfvo.org.uk

Partnerships



Ryedale Strategic Partnership – Delivery Group and Action Plan

The Ryedale Strategic Partnership (RSP) Delivery Group was set up a year ago, to co-ordinate actions that will deliver the priorities of the Partnership.

In order to do this, the Delivery Group has been working on a new version of the Priorities Action Plan, which has now been completed, and was approved by the Board at its recent meeting in September.

The RSP has four priorities – Healthy Weight, Work & Skills, Access & Rural Transport and Community Engagement. Each priority has a stated aim, as follows:

Healthy Weight	To ensure that the population of Ryedale has the opportunity and support to maintain a healthy weight and active life
Work & Skills	To promote economic prosperity by raising the skill levels of the local population
Access & Rural Transport	To address issues of access to all services, including the improvement of transport provision, for the local population
Community Engagement	To provide real opportunities for people who live in, work in and visit Ryedale to be involved in issues and decisions that affect them

Each Priority has a number of actions attached to it. These actions are based on the work that all the partner organisations are taking forward, whether they are in the voluntary or the public sector. The Delivery Group will be keeping track of progress on the actions and reporting progress to the RSP Board once a year.

The full Action Plan, and progress on the actions, will be available for everyone to read on the new Imagine Ryedale website, which has been in development for some time – I hope to be able to announce its launch in the next edition of this newsletter.

If you have any questions about anything to do with the Ryedale Strategic Partnership, please contact:

Jo Reilly, Community Partnerships Manager, RDC

email: jo.reilly@ryedale.gov.uk

phone: 01653 600666 ext 312

Local Focus



Ryedale Charities Together Legacy Week

November 1st to November 5th

Last year Ryedale Charities Together ran a very successful Will Week. It was incredibly well supported by local solicitors, who gave their time so that people making wills would give a donation to our charities.

As well as aiming to raise money through donations, we hoped that the publicity generated would help to raise local people's awareness of our small, purely Ryedale charities and encourage them to think about leaving a legacy to either the partnership or individual organisations. So, this year we have

changed the emphasis a little – and have planned a Legacy Week, which we hope will further raise this awareness and should be a little less demanding for our generous local solicitors.

We are delighted to have obtained a grant from the Ryedale Area Committee of NYCC to cover the cost of publicity for this event.

During the week from November 1st to November 5th participating Ryedale solicitors will be giving their services free to anyone making an appointment to write or up-date a will that includes a legacy to Ryedale Charities Together or any one of our charities.

Watch out for advertisements in the local press in the last two weeks of October, which will give full details.

POTENTIALLY THE MOST EXCITING THING TO HAPPEN IN RYEDALE.... **"MILTON ROOMS Hey Hey Hey!"**

This is to update you on some really interesting developments at the **MILTON ROOMS, Malton.**

Firstly, we'd like to tell you about a FREE event we have planned for: **Thursday 28 October 2010**

Those working on the committee (a very limited number of us at the moment!) have been putting together ideas of how the building could operate as an **ARTS & COMMUNITY** venue (incorporating a group of artist's studios). We have a French band, refreshments, a Big Draw event and an informal presentation of our ideas, planned for this date.

Five artists will be hosting a '**Big Draw**' that will kick-off at **12pm** – this will involve totally transforming the foyer space of the building by covering it floor to ceiling in paper before inviting participants and passers-by to draw with a variety of brightly coloured mixed media...by drawing around the body we will also be creating a life-size audience!



At **7pm** there will be an **Opening Reception** with refreshments – before the band '**Oh La La!**' start at **7.30pm** – dance, listen, sing with French musical entertainers.

There will be plenty of time to view the latest ideas proposed for this venue.

CAN YOU PLEASE PUT THIS DATE IN YOUR DIARIES? YOUR SUPPORT IS INVALUABLE....

On a last note, on the surface it may appear that there hasn't been a great deal going on at the **Milton Rooms**...but behind the scenes we have been actively fighting to build relationships that can assist us in making this venture happen.

We now need help from you all to prove to the community that there's a demand for an innovative, ambitious and vibrant **ARTS & COMMUNITY** venue in Ryedale.

The following posts on the management committee need filling: Bookings officer, Marketing / promotions officer, Building maintenance officer, Accounts / finance officer, Health & safety officer,and many more!

If you would like more information on this event or would be keen to help manage the venue please contact Sally Taylor on 07712 306286 / sallytaylor@sallytaylor.net (Secretary) or Lyn Wait on 07734 319701 / lyn@lynwait.net (Treasurer)

Funding

Ryedale and Scarborough Borough

Free of Charge

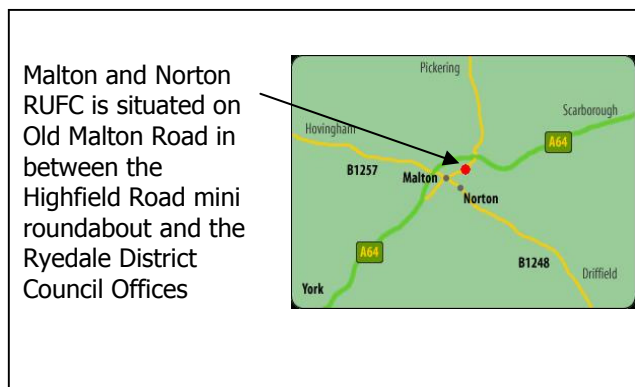
Meet the Funder 2010

Tuesday 2 November 2010, 10.00am —3.30pm

Malton and Norton Rugby Club,

Old Malton, Malton

- 3 x Presentations/Workshops— Big Lottery Outcomes workshop, NAVCA commissioning workshop, and an Introduction to Quality Awards
- An opportunity to talk to funders face to face
- **No need to book your place—simply turn up on the day !**



For more information please contact

Pauline Reeve or Sarah Lally-Marley on 01653 600120 or

email

pauline@rva-cvs.org.uk

sarahlm@rva-cvs.org.uk



To contact the Funding Advisors:

Pauline Reeve Telephone: 01653 600120 Email: pauline@rva-cvs.org.uk

Sarah Lally-Marley Telephone: 01653 600120 Email: sarahlm@rva-cvs.org.uk

www.ynyfundingadvice.org.uk



VCS Services

Public liability insurance for smaller organisations

Public liability insurance for small voluntary organisations and community groups which costs less than £10 a month or £75 a year has been developed by Zurich Insurance in collaboration with sector support umbrella NAVCA and charity specialists Tennyson Insurance.

More: www.thirdsector.co.uk/news/1019278/

The Employment and HR Conference for the Voluntary Sector

A one day conference to look at the Employment and Human Resources issues facing voluntary organisations.

This conference is ideal for Professionals responsible for HR, Trustees, Managing Staff and Teams within Charities

Mon 6 December 2010
9.30am—4.00pm
Holiday Inn, Wakefield
Junction 40 M1

Speakers:- Caroline James, Big Lottery Fund
Bill Adams, TUC on The Equality Act 2010

Choice of Workshops:- HR, Commissioning and TUPE, Redundancy and Reorganisation, Data Protection and HR, Responsibilities of Trustees as Employers, Vetting and Barring—an update.

Panel Debate:- Age Discrimination with representatives from ACAS, TUC & NUS

Booking and further information:

email: nyfvo@nyfvo.org.uk Tel: 01347 825710

NAVCA Tender Support Project

Would you like some practical one-to-one help to prepare for tendering?

Are you:

- a local voluntary or community organisation or social enterprise?
- interested in developing public services?

- new or inexperienced at tendering?

The NAVCA Tender Support Project provides one-to-one support to help prepare your organisation for contracting or producing a good quality tender submission. The support is provided by an approved high-quality tender consultant.

The Project is available across England. Apply to NAVCA to use the project. Contact tsp@navca.org.uk or call 0114 289 3982.

ProHelp provides free professional advice and support to local community groups and voluntary organisations.

Our aim is to ensure that local community groups can access free professional help and advice with issues that might otherwise hinder their work and projects. ProHelp members include solicitors, accountants, surveyors, architects, public relations, marketing and management consultants who undertake one-off projects.

A professional service: community organisations

receive the same level of service as a fee-paying client - the only difference is that the community client is not charged for the work undertaken.

An experienced broker: who will process your application for support and help match you with a professional firm member of ProHelp.

Advice surgeries: ProHelp also runs general advice surgeries and workshops on specific topics impacting on local community groups.

For more information go to www.prohelp.org.uk

VCS Services



RVA Trustee Profile

Chair of Trustees....Rob Salkeld

Rob Salkeld has lived in Ryedale for the last twenty-five years. In 2007 he and his wife left their small hill farm in the North York Moors to move to a village near Malton.

After a spell in the Norwegian merchant navy Rob studied Politics and Social Policy at the University of Hull. He went on to teach in Further and Higher Education institutions before joining BBC Education where he worked on a range of multi-media educational projects for adults. These included the BBC Computer Literacy Project, an initiative that played a key part in encouraging the domestic use of micro-computers in the UK

Taking early retirement from the BBC gave Rob the opportunity to pursue his interest in livestock farming but he has remained actively involved in informal adult education. He was a founder member of the Ryedale branch of the University of the Third Age and still acts as a group leader. Rob is also currently Chair of Ryedale Forum for Older People - an organisation that he helped establish in 1999.



As Chair of Trustees at RVA Rob brings to the role the skill of facilitating discussion and debate – ensuring that the expertise of all the Trustees is applied to RVA's core business of supporting its members.

Useful Websites

www.ryedaleva.org.uk an online resource providing voluntary and community support.

www.nyfvo.org.uk registered charity formed and run by voluntary and community organisations in York and North Yorkshire to promote, develop and support new and existing forms of voluntary and community action; and to ensure that their views and interests are well represented.

www.cultureandwellbeing.org.uk website compiled by the London Arts in Health Forum working with other partners in the field of arts in health. These organisations are working together as the **National Forum for Arts in Health** – an association of organisations looking to develop the role of the arts in improving wellbeing in England.

www.ncvo-vol.org.uk- aims to give a shared voice to voluntary organisations and to help them achieve the highest standards of practice and effectiveness in all areas of their work.