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<b>THIRD SECTOR NEWS</b>
<p><b><u><a href="#">SURVEY: WHO IS DOING PARTICIPATORY RESEARCH IN SCOTLAND?</a></u></b>            The Third Sector Research Forum is looking to understand who is doing participatory research in Scotland. This survey is for anyone who has experience of being involved in participatory research in Scotland. Our understanding of participatory research is “Participatory research involves people with lived experience taking the lead in some or all of the parts of a research project. It is research that involves people with experience of the issues being studied. It is sometimes also called peer research, participatory action research, community-led research, user-led research, youth-led research, service user voice, co-research, and codesigned research.”</p>
<p><b><u><a href="#">DISCLOSURE (SCOTLAND) ACT - IMPORTANT UPDATE</a></u></b>            Disclosure Scotland are continuing to work on the implementation of the Disclosure (Scotland) Act and Volunteer Scotland Disclosure Services (VSDS) have been heavily involved in discussions as the full implementation date moves ever closer. The <a href="#">Disclosure (Scotland) Act 2020</a> will improve the disclosure system in Scotland by removing unnecessary barriers for people with convictions as they seek employment or other opportunities, and enhance the Protecting Vulnerable Groups (PVG) scheme.</p>
<p><b><u><a href="#">CLIMATE MANIFESTO LAUNCHED BY SCOTTISH CIVIL SOCIETY</a></u></b>            Stop Climate Chaos Scotland (SCCS) has published a <a href="#">Climate Manifesto</a>, highlighting over 100 positive actions that governments should take to accelerate action to reduce Scotland’s contribution to the climate emergency, whilst securing sustainable jobs, improving health and wellbeing, and reducing inequality. From farming to transport and from energy to our seas, the Climate Manifesto is the largest collection of climate policies ever gathered by Scottish civil society. <a href="#">Find out more at SCCS's event at the Gathering on 7th November at 11am</a></p>

## NEWS FROM THE CHARITY REGULATOR

### [BECOME A MEMBER OF OSCR'S CHARITIES REFERENCE GROUP](#)

The [Charities Reference Group](#) (CRG) is a group set up by OSCR that provides an opportunity for charities to engage and interact directly with us. By sharing your thoughts and feedback as part of the group, you can help to shape OSCR's work and ensure we provide the information and support that charities need.

We are looking for new members to join the group. The CRG meets three or four times per year to discuss key projects under way at OSCR, and the meetings are held online. We are keen to welcome members from a wide range of charities across the whole of Scotland.

Please contact [charles.willis@oscr.org.uk](mailto:charles.willis@oscr.org.uk) for more information or to express your interest in joining. Closing date: Friday 20 October 2023.

### [OSCR SECTOR OVERVIEW REPORT](#)

A new snapshot of Scotland's charity sector shows that two thirds of organisations are run entirely by volunteers. However, the sector is still a major employer and contributor to the Scottish economy.

Figures compiled Scotland's charity regulator, OSCR, show that charities employ almost 213,000 people as paid staff, which is equivalent to nine per cent of Scotland's workforce. However, around two thirds of charities employ no paid staff and are run entirely by volunteers, including trustees. Meanwhile it has been shown that the gross annual income of Scottish charities on the Scottish Charity Register is £15.1 billion.

## RESOURCES

### **SCOTTISH UNION OF SUPPORTED EMPLOYMENT BEST PRACTICE GUIDE: [CREATING ACCESSIBLE DOCUMENTS](#)**

Approximately 1.5 million people have a learning disability. Over 2 million people have a visual impairment. 10% of the UK population have some form of dyslexia. 4.5% of the population have some form of colour blindness. Creating accessible documents is essential.

### **JOSEPH ROWNTREE FOUNDATION REPORT: [POVERTY IN SCOTLAND](#)**

### **CHARTERED INSTITUTE OF FUNDRAISING BLOG: [PROMOTING CONTACTLESS DONATIONS](#)**

Cashless donation tools can provide many benefits for voluntary organisations, but success depends on how well they are used. This blog explores ways to make giving quick and easy.

**NVCO: [UK CIVIL SOCIETY ALMANAC 2023](#) – THE LATEST AVAILABLE DATA ON THE UK VOLUNTARY SECTOR'S SIZE, FINANCES AND PEOPLE**

The Almanac provides a wealth of insights, trends analysis, and answers to questions like:

- How did the rise and fall of smaller charities affect the total number of organisations?
- How did changing sources of income affect how much charities are raising and spending?
- How much are charities contributing to the economy?
- How many people work in the sector and what do they do?
- How many people volunteer and how has their behaviour changed since the beginning of the pandemic?

[Read the Executive Summary](#)

**BANKING ISSUES IN THE VOLUNTARY SECTOR**

Banking is often one of the greatest day-to-day challenges for the voluntary sector. A growing number of groups and organisations say that it's becoming more and more difficult to find banking services that meet their needs. If you are having or have experienced issues with banking, particularly over the last year, SCVO invite you to share your experience by emailing [tracey.bird@scvo.scot](mailto:tracey.bird@scvo.scot).

Need a bank account? Check out SCVO's [banking comparison table](#) for a comprehensive list of providers.

**FORTHCOMING TRAINING AND EVENTS**

**[INCLUSIVE EMPLOYERS WEEK SCOTLAND 2023 13TH – 17TH NOVEMBER 2023](#)**

The week aims to help employers increase their knowledge about the support that is available to recruit and retain disabled talent. It will be packed with free online Information Sessions and taster training for employers, which is followed by [DuoDay](#) 2023, a day to promote equal employment opportunities and highlight the positive contributions disabled people make at work.

**Information Sessions and Taster Training**

All sessions will be 1 hour (unless otherwise stated) and held online via MS Teams. Find out more about each of the sessions below and [Register](#).

**GETTING ON BOARD: [FESTIVAL OF TRUSTEESHIP 6 – 10 NOVEMBER 2023](#)**

A selection of free online information sessions for Aspiring Trustees covering topics such as What is a Trustee and how do I become one, Navigating barriers to trusteeship, Overcoming Imposter Syndrome.

**GENERATIONS WORKING TOGETHER WEBINAR: [TWO GENERATIONS HOMESHARE, WEDNESDAY 25TH OCTOBER 2023, 2:00PM - 3:30PM - ONLINE VIA ZOOM \(A LINK WILL BE SENT TWO DAYS BEFORE\)](#)**

A New Way For Older Living - Discover How Homeshare Helps Intergenerational Living Happen  
Any problems registering, please contact Bella Kerr, Intergenerational Development Officer,  
[bella@gwt.scot](mailto:bella@gwt.scot)



**[BUY SOCIAL PURCHASE POWER](#)**

Applications close: 25 October  
Programme starts: 15 November

Buy Social 'Purchase Power' is a new impactful, business support programme from Social Enterprise Scotland (SES) and Social Investment Scotland (SIS).

The programme is an opportunity for social enterprises with products, services and experiences to sell to connect with major corporates and public bodies, such as abrdn, ASDA eBay and others, who are looking to develop their social and environmental impact.

The programme is delivered over monthly sessions starting in November facilitated by SIS Associate Rachael Brown. It builds towards an intensive three-day corporate matchmaking style Bootcamp, delivered in February 2024. Throughout the programme there will also be the opportunity to hear from high-calibre subject experts from B2B, commercial contract, and procurement settings. These sessions will help social enterprises to develop the skills to win contracts, pitch, and refine their products, services and experiences.

More information can be found here: [Purchase Power Programme - Buy Social Scotland](#)

**[FREE ONLINE TRAINING FROM HEALTHY WORKING LIVES](#)**

Healthy Working Lives offers free resources and online training to help employers develop the understanding, knowledge, and skills they need to improve the occupational health, safety, and wellbeing of their staff.

Each online course takes approximately 90 minutes to complete and is available to view at any time.

**Online learning courses are:**

- **Alcohol and Drugs in the Workplace** – Increase your knowledge of the impact of alcohol and drugs on the workforce and employer and employee responsibilities
- **Mentally Healthy Workplaces** - This training has been developed to increase your awareness of mental health in the workplace
- **Health Risks at Work** - This module covers some of the health risks that you could find in your workplace and how to manage them. It deals with risks to breathing, skin, touch, hearing, muscle bones and joints and well-being
- **Driving Risks at Work** - The Driving Risks at Work eLearning course is based on a toolkit developed by The Scottish Occupational Road Safety Alliance (SCORSA). It provides you with a range of information and guidance on driving at work

- **Managing Safety and Health the Basics** - This module provides you with basic health and safety knowledge and information to assist you in ensuring you meet current health and safety laws
- **Support Staff Attendance** - This module provides support in managing absence from work (sometimes referred to as absence management)
- **Violence and Aggression in the Workplace** – This eLearning course is designed to provide you with information and advice on the topic and has been co-written with the Suzy Lamplugh Trust
- **Sensible Risk Assessment** - This module explains the basic concepts around the risk assessment process and gives you access to materials and further resources to help you complete a risk assessment
- **Improving Workplace Health – Introduction** – In this module you will learn about the main concepts related to workplace health and the relationships between work and health
- **Improving Workplace Health – Legislation** – this module focuses on the main provisions of the Health and Safety at Work Act 1974 and other legislation. It also looks at the main elements of a typical safety management system and risks associated in the work environment
- **Improving Workplace Health – Common Hazards** - this module focuses on hazard/risks associated with chemicals, electricity, manual handling, the use of display screen equipment and fire
- **Improving Workplace Health – Workplace health and well-being** – this module covers the main concepts in relation to health promotion and how they could be applied into practice in the workplace. It also looks at the main health topics that should be considered for optimised workplace health and well-being
- **Improving Workplace Health – Planning and Reviewing** - the main concepts and steps that you can follow for planning and reviewing workplace interventions
- **Improving Workplace Health – Occupational Health** – this module will help you identify issues that would benefit from occupational health interventions in the workplace along with an understanding of what good occupational health does and offers for workplaces.

### [YOUTH PHILANTHROPY INITIATIVE CHARITY WEBINAR, THURSDAY, 26TH OCTOBER AT 2PM](#)

The Wood Foundation is hosting a webinar aimed at charities in Scotland that have previously worked with young people through the Youth and Philanthropy Initiative (YPI) or would like to find out more about the programme.

The webinar will give charities an understanding the YPI programme milestones, share best practice for charity engagement and tips on getting the most out of the process. There will be time for attendees to ask questions towards the end of the webinar.

To register please complete the following online form: <https://forms.gle/rLcAeZ9vPz9a1fKU6>

## YOUTHLINK SCOTLAND FREE TRAINING

### **[CHILDREN'S RIGHTS IN YOUTH WORK – LEVEL 2](#), ONLINE, 10AM TO 11.30AM ON 25TH OCTOBER 2023**

Sign up for new 90-minute training developed in partnership by YouthLink Scotland and Education Scotland, this session is an exploration of rights-based practice.

### **[CHILDREN'S RIGHTS IN YOUTH WORK – LEVEL 1 INTRODUCTION](#), ONLINE, 10AM TO 11.30AM ON 14TH NOVEMBER**

This event is for youth work practitioners (paid and voluntary) who want an introductory overview to children's rights and the UN Convention on the Rights of the Child.

## VOLUNTARY ACTION SHETLAND TRAINING SCHEDULE OCTOBER 2023

### **UNDERSTANDING FINANCES - FOR VOLUNTARY/COMMUNITY GROUPS, SAT, 28 OCT 2023 10:30 - 12:30 BST**

Develop the knowledge and confidence to understand, monitor and use financial information to support your organisation.

If you would like to join the waiting list please email: [vas.training@shetland.org](mailto:vas.training@shetland.org)

## JUST ENTERPRISE:

### **['MEASURING SOCIAL IMPACT'](#) FREE ONLINE COURSE STARTING 25TH OCTOBER**

Increasingly social enterprises have been required to demonstrate evidence that their business is making a positive social or environmental difference. Learn how with this 6-part course. This online course **combines 6 step-by-step workshops** with one-to-one support that will enable you to effectively evidence the difference your organisation makes to the people and communities you work with. Through online interactive workshops that will run **once a week for 6 weeks**.

### **[AN INTRODUCTION TO DIVERSITY, EQUALITY & INCLUSION, FREE ONLINE WORKSHOP](#)**

#### [Choice of ONLINE Workshop Dates & Times:](#)

Wednesday 25th October – 9.30 am – 12.30 pm

Wednesday 1st November – 1.30 pm – 4.30 pm

For more information on the individual speakers and to book your place on the workshop of your choice [click here](#).

#### [Finance for Start Ups, \(Online Workshop\), 25th October, 1:00 pm - 3:00 pm](#)

An essential element in starting a social enterprise is managing your finances effectively. Learn the basics in this 2-hour workshop.

#### [Introduction to E-Commerce, \(Online Workshop\), October 23 2023: 10:30 am - 12:00 pm, November 27 2023: 10:30 am - 12:00 pm](#)

In this introductory level course, we will consider the risks and benefits of E-Commerce, and how it might suit your organisation and align with your purpose.

#### [Charitable Trading, \(Online Workshop\), October 25 2023: 10:30 am - 12:00 pm, November 20 2023: 10:30 am - 12:00 pm](#)

More and more charities are trading, or considering trading, as a way to generate income, but it's essential to keep within the law. This session outlines what you can and can't do to trade legally.

[Digital Marketing, \(Online Workshop\), October 30 2023: 2:00 pm - 3:30 pm, December 6 2023: 10:30 am - 12:00 pm](#)

Digital marketing can be a cheap (or even free!) way of reaching new customers to promote what you offer and raise awareness of your business. Learn the basics with this workshop.

[Cashflow for Start Ups, \(Online Tutorial\), October 31 2023: 10:00 am - 12:00 pm](#)

Whatever stage of cashflow building you are at, blank page or first draft, this session will be hands on to help you to understand what funders will look for in your cashflow; building your own cashflow; and the importance of reviewing your cashflow.

[Writing for the Web, \(Online Workshop\), October 31 2023: 10:00 am - 12:00 pm, November 29 2023: 10:00 am - 12:00 pm](#)

Words don't come easy? Carefully crafted copy for websites and social media posts is essential for business success. Find out how to get the written word right for your customers and clients.

### **INTRODUCING STEPS TO NET ZERO**

Just Enterprise is partnering with [Growing Climate Confidence](#) to deliver a series of five webinars to help social enterprises and Third Sector organisations on their journey to Net Zero.

We know that learning about climate change and net zero can be overwhelming, so join us in hearing from subject experts what practical steps you can take and learn from the experiences of Third Sector organisations like yours who are a little further along the journey. Got a burning question? Then submit it to the Q and A and gain the clarity you need to go forward with confidence!

Each webinar will cover a different Net Zero topic:

- [Engagement](#) (24th October 2023, 14:00 – 15:00)
- [Travel](#) (21st November 2023, 14:00 – 15:00)
- [Waste and Reuse](#) (23rd January 2024, 14:00 – 15:00)
- [Energy and Buildings](#) (20th February 2024, 14:00 – 15:00)
- [Buying and Selling](#) (19th March 2024, 14:00 – 15:00)

## **JOB OPPORTUNITIES/ VOLUNTEERING OPPORTUNITIES**

### **Support Worker Required** Relief positions : £13.82 per hour

Shetland Link Up is a Drop-in Centre in Lerwick, supporting people recovering from mental ill health. We are open on Tuesdays, Fridays and Saturdays 11am -2pm

For further information or an application pack please email [coordinator@shetlandlinkup.org](mailto:coordinator@shetlandlinkup.org)

Closing date for applications is  
**Monday 23rd October 2023**

Successful candidate will be required to undergo a PVG check

Funded by  
 Shetland Charitable Trust

**VOLUNTARY ACTION SHETLAND SCO17286**



**MARKET HOUSE RECEPTION COVER – BANK OPPORTUNITIES**

Various dates/times as required

**Living Wage plus Distance Islands Allowance - £12.30 per hour**

We are seeking to recruit individuals as bank staff to support Market House reception and cover for staff holidays and sickness.

Bank staff will provide reception duties for Market House. Welcoming visitors, answering the telephone, ensuring confidentiality and maintaining building security and access. Additional duties will include room bookings, receiving, sorting and distribution of mail, dealing with queries and performing other relevant administrative duties as required.

The successful candidates must be computer literate, have excellent communication skills, with a polite, welcoming manner and a flexible approach to working and dealing with the public. They will have relevant experience to the post, have the ability to work on their own initiative and will be able to multi-task and prioritise workload.

For an application pack, please e-mail: [vas@shetland.org](mailto:vas@shetland.org)

For an informal discussion please contact Wendy Hand on Tel: 01595 743902, E-mail: [wendy.hand@shetland.org](mailto:wendy.hand@shetland.org)

Closing Date for all applications: **23<sup>rd</sup> October 2023 12noon**

Interviews will be held on **26<sup>th</sup> October 2023**

**SCOTTISH GOVERNMENT NEWS**

**REPORTS**

**DISABLED CHILDREN AND YOUNG PEOPLE (TRANSITIONS TO ADULTHOOD) (SCOTLAND) BILL REPORT**

The [Education, Children and Young People Committee](#) has published its [stage 1 report](#) on the Disabled Children and Young People (Transitions to Adulthood) (Scotland) Bill. While the committee supports the aims of the bill, members are not convinced that it will resolve the issues experienced by disabled young people.

**INTERGOVERNMENTAL ACTIVITY HUB**

SPICe has launched a new [intergovernmental activity hub](#). This hub collates information on activity between the Scottish Government and the UK Government, Welsh Government, and Northern Ireland Executive.



**CALLS FOR VIEWS: THE SCOTTISH PARLIAMENT IS OPEN TO HEARING YOUR VIEWS ON A RANGE OF TOPICS, INCLUDING:**

**[POLICE \(ETHICS, CONDUCT AND SCRUTINY\) \(SCOTLAND\) BILL](#)**

**Closes: 8 December 2023**

The [Criminal Justice Committee](#) is looking for your views on the [Police \(Ethics, Conduct and Scrutiny\) \(Scotland\) Bill](#). The bill aims to strengthen public confidence in policing in Scotland and ensure investigations into police misconduct are more transparent and effective.

**[SCOTTISH GOVERNMENT: HEALTH AND SOCIAL CARE INTEGRATION AUTHORITY PLANNING AND PERFORMANCE REPORTING STATUTORY GUIDANCE: CONSULTATION](#)**

**Closes 27 Oct 2023**

The Scottish Government would like to hear from anyone involved in the planning and delivery of services, supported people, carers, as well as the wider public. Help the Scottish Government to support improvement to health and social care services by sharing your views on our refreshed guidance.