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## THIRD SECTOR NEWS



**TRUSTEES'  
WEEK**



**Voluntary Action Shetland Celebrates  
Trustees Week (6 – 10 November)**

### **TRUSTEES WEEK EVENT**

**“Changes to the Trustee Annual Report and the new Charities Act”**

**Thursday 9 November 2023  
6pm – 8.00pm, Market House, Lerwick**

Are you a Trustee for a charity in Shetland? As part of Trustees Week 2023 we are delighted to invite you to a presentation about changes to charity law and the Scottish Charity Regulator (OSCR) Trustee Annual Report (TAR) and an opportunity to network with other trustees over a cuppa.

For more information contact [ayesha.huda@shetland.org](mailto:ayesha.huda@shetland.org), book through the [Eventbrite link here](#), or just drop in on the night.

**POLICE SCOTLAND [YOUR POLICE: OUR BIG YOUTH CONVERSATION](#)  
Closes 31 March 2024**

Are you a young person aged 11-25? Tell Police Scotland what you love and what you think needs to change. Your ideas and opinions will help them to deliver effective policing and services for young people in your local area.

Young people with [Young Scot Membership](#) can also be in with the chance of winning one of 10 £20 Love2Shop vouchers if they take part. Full details [here](#).

**[HISTORIC ENVIRONMENT SCOTLAND - BUILDINGS AT RISK REGISTER SURVEY](#)**

Historic Environment Scotland (HES) is undertaking a survey about the Buildings at Risk Register (BARR) requesting feedback from any individuals, organisations, communities, and professionals who have an interest in the reuse of historic buildings at risk.

**DOES YOUR ORGANISATION EMPLOY PEOPLE? FIND OUT [WHAT THE EMPLOYMENT RELATIONS ACT 2023 WILL MEAN FOR SCOTTISH EMPLOYERS?](#)**

This new act will make a number of changes to employment law with regards to flexible working. These changes include:

- All employees will be able to request flexible working from day one in their employment.
- Employees will be able to ask for changes to their hours, working times or work location.
- Changes to flexible working arrangements can be requested twice a year.
- The onus will now be on the employer to think about how to make a flexible working request work.
- Employers will need to respond to a flexible working request within two months.
- An employer will have to consult with the employee if they want to refuse a request.

**NEWS FROM THE CHARITY REGULATOR**

No Updates

## RESOURCES

### [START-UP GRANTS FOR NEW BUSINESSES IN SHETLAND](#)

The Shetland Business Start-Up Grant Scheme provides funding of up to £4,000 to newly established businesses in Shetland. Financial assistance is provided to applicants that can demonstrate they have aspirations to establish a new full-time business in Shetland. To apply, you should have a business plan and a 2-year cash flow forecast, which a Business Gateway adviser can help you with. Grants may be awarded for:

- capital costs
- marketing costs
- training costs

This grant is jointly funded by Shetland Islands Council and Highlands and Islands Enterprise.

## FORTHCOMING TRAINING AND EVENTS

### **AGE SCOTLAND FREE TRAINING (ON ZOOM)**

#### [DEMENTIA AWARENESS TRAINING: MON 27TH NOVEMBER 2023 14.00 TO 16.00](#)

Do you work or volunteer with a community group or service that supports older people? Our free training can boost your ability to include and support people living with dementia.

#### [DEMENTIA - MOOD AND WELLBEING: TUE 21 NOV 2023, 10.00 TO 11.30](#)

This workshop looks at some of the many factors that can influence mood for people living with dementia and some ideas to improve it

#### [CARERS' RIGHTS POWER OF ATTORNEY: THU 2 NOV 2023, 10.00 TO 11.30](#)

An introduction to power of attorney, with a particular focus on the role of the attorney, and other forms of advance decision-making

#### [AN INTRODUCTION TO RESIDENTIAL CARE COSTS IN SCOTLAND - THU 16 NOV 2023](#)

An Introduction to Residential Care Costs in Scotland.

### **BUSINESS ENERGY SCOTLAND WEBINAR:**

#### [LEARN HOW TO LIGHT YOUR BUSINESS FOR LESS, DECEMBER 14, 2023, 3:45 PM - 4:30 PM, ONLINE](#)

### **NPC AND THE [HEALTH FOUNDATION](#) PANEL EVENT: [HOW CAN YOU MEANINGFULLY INVOLVE YOUNG PEOPLE IN YOUR POLICY WORK? 20 NOVEMBER 2023, 3:30 PM – 5:00 PM, ONLINE, ZOOM, \(FREE\)](#)**

The event is aimed at organisations wishing to engage young people in policy work. Although it will draw insight from projects focused on the building blocks of health, this event is relevant to all policy work affecting young people.

## WINTER LEARNING FESTIVAL EVENTS: MONDAY 30 OCTOBER - FRIDAY 3 NOVEMBER (ONLINE)

Don't miss Learn North's programme of free online practitioner learning for those working in community learning and development (CLD). Find the full event list with more information [here](#). Register for the events below:

Gaelic Who's who? - Monday 30 October 1-2pm - Book [here](#)

Gender Balance & Equalities Toolkit for CLD - Monday 30 October 2:30-5pm - Book [here](#)

Equalities & Diversity - Tuesday 31 October 6:00-8pm - Book [here](#)

Health & Wellbeing - Wednesday 1 November 10-11am - Book [here](#)

Introduction to the CLD Standards Council - Wednesday 1 November 6:30-7:30pm - Book [here](#)

Health Issues in the Community - Thursday 2 November 10-11am - Book [here](#)

Improving Racial Literacies - Thursday 2 November 9:30am-12pm - Book [here](#)

**Journey to Youth Governance - Thursday 2 November 1-2pm - Book [here](#)**

Jess Carlyle, Organisation Development Lead, OPEN will share how the OPEN Project moved from being a youth led project at Voluntary Action Shetland to become an independent charity (SCIO) with a board of young trustees.

A Partnership Approach to Funding - Friday 3 November 10-11am - Book [here](#)

# Take Time Out

bring a  
hobby

bring  
a book

bring  
a friend

bring  
yourself

## EVERY MONDAY

12 – 3 at Staney Hill Hall  
starting 6<sup>th</sup> November  
for six weeks

light lunch  
refreshments

board games

good company

free to all

activities

talks



Shetland Church of Scotland

Children welcome when accompanied by an adult



# Shetland Befriending Scheme Tea & Cake at Islesburgh

**A FREE group for adults  
to meet, eat cake, chat  
and make new friends!**

**Friday 27th October  
2.30–4pm**

**Featuring a chance to  
chat to friends & maybe a  
game or two of bingo!**

**Future Dates:  
17th November & 15th December**



**For more details contact Ian Edwards on 01595 743 964**



## **SCOTTISH PARLIAMENT SUMMIT TO MARK THE INTERNATIONAL DAY OF PERSONS WITH DISABILITIES, 25 NOVEMBER 2023**

The day will be a celebration for all and will include keynote speeches on breaking down social barriers and the fight for equality and human rights. British Sign Language (BSL) interpreting will be provided. The Summit will be hosted by the Rt Hon Alison Johnstone MSP, Presiding Officer of the Scottish Parliament, on behalf of Jeremy Balfour MSP and Pam Duncan-Glancy MSP, the Convener and Deputy Convener of the Cross-Party Group on Disability.

People across Scotland are invited to attend this Summit, which will be taking place in person and online. Find out how to [register to attend on our website](#). However, please note that in-person spaces are limited.

## **INTRODUCTION TO SHARED OWNERSHIP, THURSDAY 16 NOVEMBER 2023, 12PM TO 1PM, ON ZOOM**

This Local Energy Scotland online event is for community groups and other organisations interested in shared ownership.

[Shared ownership](#) gives community groups the chance to make an investment in a commercially owned renewable energy project. This provides an opportunity for income as well as many other benefits. It's the Scottish Government's ambition that all renewable developments should consider, explore, and offer shared ownership opportunities.

In this session we'll introduce you to shared ownership, how it works, and the support available from the Scottish Government's Community and Renewable Energy Scheme (CARES) that could help you explore opportunities in your area. The event is free but you'll need to book in advance. The event will be on Zoom and we'll email you out the details the day before the event.

Please email [Christina Hinds](#) to book your space. Please include 'Shared Ownership event – Thursday 16 November' in the subject line and remember to include the name of your organisation in your email.

## **THE CURVE: FREE DIGITAL SKILLS TRAINING FOR THE THIRD SECTOR**

Workshops are open to anyone working or volunteering with a third sector organisation in the UK

### **INTRODUCTION TO SMARTPHONE VIDEO AND AUDIO, 31 OCTOBER, 11.00AM - 12.30PM**

This workshop will provide you with an overview of some of the most powerful tools for gathering great video content that are already in your pocket. Find out how to use your smartphone to capture compelling content for video.

### **GOING LIVE TO SOCIAL MEDIA, 7 NOVEMBER, 11.00AM - 12.30PM**

Going live to social media is one of the most direct and punchy ways of talking to your audience. We'll show you how to use simple and widely available technology to run a Live Q&A session over your social media channels

### **THE PRESENT AND FUTURE OF SOCIAL MEDIA - CHANNELS AND TRENDS, 9 NOVEMBER, 11.00AM - 12.30PM**

Social media can bring you closer to your supporters. However, it can also be overwhelming to find your way among a growing number of social platforms.

### **AI FOR CHARITY COMMUNICATIONS - TOOLS AND PROCESSES, 16 NOVEMBER, 11.00AM - 12.30PM**

We are all hearing about AI but how does it practically apply to charity communications? This session is an introduction to AI for charity communications. Learn how to include ChatGPT and similar tools to your workflows to improve your processes without losing the human element.

# SPORTING MEMORIES

**BRAE LIVING WELL HUB**



## SPORTING MEMORIES

Come along for a cuppa and reminisce about your sporting memories in the North Mainland of Shetland! We will have some old photos and resources to look at - feel free to bring along anything you have.

**Friday 3rd Nov - 10am**

**Brae Youth Centre**



**FREE WEBINAR ON SUPPORTING THOSE AROUND US WHO MAY BE EXPERIENCING LONELINESS AND OR SOCIAL ISOLATION**

[THE POWER OF ONE WEBINAR – 14TH NOVEMBER AT 10AM - 11AM \(ONLINE\)](#) OR

[THE POWER OF ONE WEBINAR – CHRISTMAS SPECIAL! 8 DECEMBER, 10AM - 11AM \(ONLINE\)](#)

**[YOUTHVIP ONLINE TRAINING](#): THURSDAY 7 DECEMBER 11AM-12:30PM OR THURSDAY 22 FEBRUARY 9:30-11AM**

[Volunteering matters](#), [YouthLink Scotland](#) and [Young Scot](#) are delighted to share new dates for the highly successful Youth VIP training. If you would like to learn more about how to improve youth participation in your organisation or to make it more young people friendly, then come along to a highly immersive and interactive free online workshop with lots of practical takeaways!

**ONLINE FESTIVAL OF TRUSTEESHIP - ASPIRING TRUSTEES MONDAY 6 NOVEMBER - FRIDAY 10 NOVEMBER**

Come along and explore! [Getting OnBoard](#) lined up a week of thought-provoking, insightful and thoroughly entertaining free online events to help you consider, become and be brilliant and effective trustees.

- [Turning passion into purpose](#) - Monday 6 November 6:30pm
- [What is a trustee and how do I become one?](#) - Tuesday 7 November 6:30pm
- [Navigating barriers to trusteeship](#) - Wednesday 8 November 6:30pm
- [From frontline volunteer to trustee](#) - Thursday 9 November 6:30pm
- [Imposters on boards: overcoming impostor syndrome](#) - Friday 10 November 6:30pm

**GENERATIONS WORKING TOGETHER (GWT):** [SHETLAND ISLES INTERGENERATIONAL NETWORK](#)

The next Shetland Isles Network meeting is to be held in the **Drama Room, Islesburgh Community Centre, King Harald Street, Lerwick on Wednesday 15th November from 1.30pm -3.30pm.** [Book here](#):

**YOUTHLINK SCOTLAND TRAINING**

**[CHILDREN'S RIGHTS IN YOUTH WORK – LEVEL 1 INTRODUCTION](#)**

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. Online from 10am to 11.30am on 14th November.

**[DISCLOSURE SCOTLAND - HELPING EMPLOYERS RECRUIT FAIRLY, ONLINE, 9 NOVEMBER 2023 TIME: 10AM - 12:30PM](#)**

This free online recruitment training session will provide employers with a structured approach to recruiting people with convictions and may also help employers looking to widen the pool of people available to recruit from.

## SCOTTISH COUNCIL FOR VOLUNTARY ORGANISATIONS (SCVO) COURSES

Good governance series (fee applies): These courses can be studied as a stand-alone session or in conjunction with the other two courses - book all three courses, get 10% off the third!

- [Running effective board meetings](#), 25 January
- [Defining strategy, culture and values](#), 1 February
- [Board and staff relationships](#), 8 February

Other courses (Fee Applies):

[All things financial: accounting and external reporting](#), 31 October

[How to win contracts and service level agreements](#), 15 and 22 November

[Adapt and develop your management skills: managing people in the modern world](#), 5 December

[Building personal resilience and self confidence](#), 6 December

[Comms and marketing made easy](#), 7 December

[Effective minute taking virtually and beyond](#), 18 January

### **[BUSINESS GATEWAY NETWORKING EVENT, 16 NOVEMBER 2023, 12:00 – 14:00, LERWICK TOWN HALL](#)**

The event offers a unique chance to connect with a wide group of business people, learn from industry experts, and discover the many ways Business Gateway and the Federation of Small Businesses (FSB) can provide support to your business.

The highlight of the event will be a presentation by David Richardson, Development Manager – Highlands and Islands at the FSB. David will share key findings from their recent Big Small Business Survey: [Big Small Business Survey | FSB, The Federation of Small Businesses](#), shedding light on industry trends, challenges, and the potential consequences for businesses. He will discuss the strategies and actions we, as a business community, would like governments to undertake to facilitate a more business-friendly environment, ensuring the survival and growth of our enterprises.

Additionally, we are pleased to welcome Colleen Joss, a Membership Adviser with FSB, who will provide a brief overview of the practical ways in which FSB can support and empower your business. Their wide range of resources, advocacy, and networking opportunities can significantly benefit your organisation's growth and success.

Agenda:

Arrival at 12 noon – lunch and refreshments available

Welcome introduction from Tommy Coutts, Executive Manager – Economic Development, Shetland Islands Council

Short keynote presentation on the FSB survey findings – David Richardson

Practical support overview by FSB – Colleen Joss

Networking and open discussions

This event offers a unique platform to connect with other local businesses, share experiences, and foster meaningful relationships within the Shetland business community as well as find out how the FSB can support you. If you have attended previous networking events, please feel free to attend again!



**JUST ENTERPRISE:**

**[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 fist 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:

- [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**

No Updates

## SCOTTISH GOVERNMENT NEWS

### REPORTS/PUBLICATION

#### REPORT ON FEMALE PARTICIPATION IN SPORT AND PHYSICAL ACTIVITY

In its [report](#) published on 9 October, the [Health, Social Care and Sport Committee](#) reveals the many and varied barriers that women and girls face to participating in sport and physical activity, and the negative impacts this has on their long-term health and wellbeing.

#### VISITOR LEVY (SCOTLAND) BILL

The Participation and Communities Team extended an invitation to communities and third sector organisations across Scotland to ask if and how they would like to support their community to engage in scrutiny of the Visitor Levy (Scotland) Bill. As a result, five separate community meetings were held across Scotland with the support of community organisations.

Individual detailed notes from each meeting were separately uploaded onto the Your Priorities site and can be read here: [Visitor Levy \(Scotland\) Bill - Join the discussion \(parliament.scot\)](#)

#### [THIRD SECTOR IN PARLIAMENT CONFERENCE \(29TH OF SEPTEMBER\) REPORT \(PDF\)](#)

Report we have written about the day, including some of the outputs from our workshops. We also have the closing plenary podcast available to listen to [here](#).

#### 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.