



## VISP GENERAL NEWSLETTER 8 APRIL 2024, ISSUE 07



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### THIRD SECTOR NEWS

#### **CHARITY LAW HAS CHANGED**

The new measures of the Charities (Regulation and Administration) (Scotland) Act 2023 came into force from 1 April 2024.

#### **APPLY TO THE VIBES 2024 AWARDS (ACTION TO REDUCE ENVIRONMENTAL IMPACT) DEADLINE EXTENDED - APPLY BY 5PM, 31ST MAY**

If your business has taken action to reduce its environmental impact, don't miss the chance to shine at VIBES 2024 Awards! Showcase your efforts and gain recognition. Open to all Scottish businesses, excluding VIBES partners, supporters and current sponsors.

#### **UPCOMING CHANGES TO THE ROBERTSON TRUST FUNDING**

Later this year, the Robertson Trust will be making changes to the structure of their funding programmes. As a result, they will be **closing to new applications from 12 noon on 31 May 2024** and will reopen with updated criteria in September 2024. Changes include increased levels of potential funding through Wee Grants and Small Grants, as well as changes to the income thresholds across all programmes.

#### **CORRA FOUNDATION – NEW INDEPENDENT HUMAN RIGHTS FUND FOR SCOTLAND WILL OPEN IN SUMMER 2024**

A new fund will help realise and defend rights, and tackle issues affecting people's daily lives. The Fund will focus on people whose rights are most at risk. It will support people to use human rights as a tool for change. The Fund is hosted by Corra Foundation and supported by a partnership of: [AB Charitable Trust](#), [The Baring Foundation](#), The Binks Trust, [Cattanach](#), [Corra Foundation](#), [The Robertson Trust](#) and [William Grant Foundation](#).

## **NATWEST SE100 INDEX AND SOCIAL BUSINESS AWARDS**

### **DEADLINE: 5 MAY 2024**

The search is on for this year's top performing and most inspirational social business pioneers across a range of categories, in this year's NatWest SE100 Awards. The awards, which recognise social ventures and mission-driven enterprises that are leading by example in their quest to build brilliant businesses that provide solutions for some of the biggest social and environmental challenges.

There are seven awards categories, covering diversity, climate, social investment, impact management and leadership, as well as an award for the top social business and the 'pioneering newcomer'.

## **YOUNG WOMEN LEAD**

### **DEADLINE TO APPLY: THURSDAY 25TH APRIL**

Young Women Lead in 2024 is a programme which gives young women from across Scotland an opportunity to make real change in the lives of young women and girls, while developing their leadership skills, knowledge and confidence.

The Young Women's Movement is looking for young women aged 16–30 living anywhere in Scotland to take part in Young Women Lead 2024. This is a six-month programme delivered in collaboration with the Scottish Parliament which offers the chance to make real change in the lives of young women and girls across Scotland.

Over the 6-month programme, the selected group will engage in a series of nine interactive workshops and training sessions focused on learning, developing skills, and networking. These sessions will take place in-person and online, and travel costs will be covered for the in-person sessions. This year, the selected Young Women Lead cohort will be looking at democratic wellbeing (the extent to which we have a voice in decisions that affect us) for young women. No previous knowledge or experience is required.

- [Download the Young Women Lead 2024 information sheet](#)
- [Apply to Young Women Lead 2024](#)

## **DISCLOSURE SCOTLAND FEES: DISCOUNTING, WAIVERS AND ACCREDITED BODIES CONSULTATION**

**Closes: 28 May 2024**

As part of Disclosure Scotland's work to implement the [Disclosure \(Scotland\) Act 2020](#) by April 2025, they're reviewing fee waivers, discounting and registration fees. Disclosure Scotland is also offering short workshops to review the proposals, for you to share your feedback this way. [Read the consultation paper](#). The consultation paper contains full background information for this consultation. You may find it useful to read or refer to while responding.

**Proposals include the removal of the fee waiver for volunteers, which has been free for qualifying voluntary organisations since the scheme launched in 2011. Proposals may increase difficulties in recruiting volunteers.**

## NEWS FROM THE CHARITY REGULATOR

### THE NOTIFIABLE EVENTS PROCESS HAS BEEN REPLACED: CHANGES IN THE WAY CHARITIES REPORT IMPORTANT ISSUES TO OSCR

OSCR is no longer asking charities to use the Notifiable Events process to inform them when something serious has happened to the charity. Instead, charities and trustees should report this to OSCR through their raise a concern form.

### LATEST SECTOR OVERVIEW REPORT

The report provides a snapshot of the charity sector in Scotland, based on the information provided by charities on the Scottish Charity Register.

## RESOURCES

### TFN'S GUIDE TO RUNNING A CHARITY OR SOCIAL ENTERPRISE 2024

This year's publication has a special focus on the overarching narratives of inclusion, diversity, equality and environmentalism. It takes a look at how the sector is progressing in these areas and what more can be done to further them.

### THRE THIRD SECTOR HUMAN RIGHTS AND EQUALITIES

#### INTRODUCTION TO THE EQUALITY ACT (2010) AND THE PROTECTED CHARACTERISTICS

This resource is aimed at organisations who want a basic overview of the Equality Act, what it means and how it relates to the third sector. The download covers:

- The types of discrimination covered by the Act
- What is meant by the Protected Characteristics
- Exceptions, including implications for volunteers and the Charities' Exception
- What is meant by Positive Action
- How the Act links to human rights

#### STAFF DISPUTES: APPLYING A HUMAN RIGHTS AND EQUALITIES APPROACH

Staff disputes can prompt a range of challenges and opportunities when it comes to applying a human rights and equalities first approach, our new resource uses the PANEL principles to provide guidance on responding to staff disputes in a way which is consistent with the values of human rights and equalities.

#### **UNDERSTANDING THE PROTECTED CHARACTERISTICS: CASE STUDIES ON RACE, RELIGION AND BELIEF, AND (OLDER) AGE**

These Case Studies provide further detail on a selection of the Protected Characteristics including common questions and misconceptions, and considerations for third sector organisations.

- Spotlight on Older Age: Case Study from [Outside the Box Scotland](#)
- Spotlight on Race: Case study from [CEMVO](#)
- Spotlight on Religion and Belief: Case Study from [Interfaith Scotland](#)

## **HEALTH AND SAFETY GUIDANCE FOR EMPLOYERS AND VOLUNTEERS**

Guidance for employers and for volunteers is available from the Health & Safety Executive. The guidance covers the types of activity where there could be higher risks to volunteers and there are examples on how to manage the risks to protect volunteers. You can find advice on the following specific areas:

- [charity retail and fundraising](#)
- [village and community halls](#)

There is separate advice for volunteers themselves. It covers their rights and their own responsibilities under health and safety law.

## **YOUTHLINK SCOTLAND - NEW E-LEARNING: CHILDREN'S RIGHTS FOR CHANGE**

How can youth workers work with young people to realise and defend their rights? This new e-learning module from YouthLink Scotland explores a rights-based approach to advocating for change with young people.

## **ATTAINMENT SCOTLAND FUND EVALUATION - FAMILIES AND COMMUNITIES**

This report presents evidence from the evaluation of the Attainment Scotland Fund (ASF) to show how approaches to family and community support and engagement have developed and been embedded in schools and local authorities as a result of funding.

## **COMMUNITY LAND SCOTLAND CAMPAIGN: SCOTLAND'S FOR SALE: BUT WHO IS BUYING?**

Have a look at some of their hard-hitting infographics highlighting the many issues surrounding land justice in Scotland. The campaign 'Scotland for sale! But who is buying...?' has been launched to raise awareness around the many issues surrounding land justice in Scotland. It discusses:

- What is Land Reform?
- Why does land matter?
- How does this impact you?
- What can be done?

## **HIGHLAND AND ISLANDS CLIMATE HUB**

Past Event Recordings:

- [Meet the Funders - SSE Sustainable Development Fund](#) (29 November 2023)
- [Funding Masterclass](#) (29 November 2023)
- [Meet the Funders - Highlands & Islands Environment Foundation Fund & Pebble Trust](#) (Mar 2024)

**INTERESTED IN ETHICAL BANKING? [FIND ETHICAL & SUSTAINABLE BANKS IN YOUR AREA - BANK.GREEN](#)**

## FORTHCOMING TRAINING AND EVENTS

### **MEET THE FUNDER SESSION WITH BANK OF SCOTLAND FOUNDATION AND THE NATIONAL LOTTERY COMMUNITY FUND, 28TH MAY 2024 FROM 11AM - 12PM, ZOOM**

Are you looking for funding for your work supporting people and communities? Having recently launching a new strategy, Building a Brighter Future for Scotland, [Bank of Scotland Foundation](#) will provide an overview of their new grants programmes and advise on what they are looking to fund. They will also be joined by [The National Lottery Community Fund](#) for an update on what funding is available this year and guidance on how to ensure your funding application is as strong as possible. You'll hear about top tips on finding the right funds for your organisation and have an opportunity to ask questions of both funders.

### **NPC: HOW CAN CHARITY TRUSTEES CENTRE LIVED EXPERIENCE? 2 MAY 2024, 12:30 PM – 2:00 PM, ONLINE, ZOOM**

In this free event, run in partnership with [Clothworkers Company](#), and targeted at trustees, NPC will be:

- Exploring different approaches to involving people with lived experience in charity governance and decision making
- Considering which factors may be important in determining the best approach for different charities
- Discussing what trustees can do to start involving people with lived experience.

### **CIOF RECRUITMENT IN FUNDRAISING, 30 APRIL 2024, GLASGOW**

This Chartered Institute of Fundraising event on 30 April is for anyone interested in a fundraising career, taking the next step up, or recruiting new fundraisers. It will include informative conversation and networking opportunities with fundraising professionals.

Free for CIOF members. £11.16 for Non-CIOF members. Book [here before 26 April](#)

### **LIVING WELL HUB**

While work is being done at Scalloway Youth and Community Centre; the HUB will be hosted at the Scalloway Legion. Opening Hours: Wednesday 9am – 1pm, Phone Number: 01595 74 4120  
[Email Address: livingwellhub@shetland.gov.uk](mailto:livingwellhub@shetland.gov.uk)

### **WEDNESDAY 10TH APRIL, SIC HOUSING, SOCIAL SECURITY SCOTLAND**

Joel from SIC Housing will be along 10am – 12 noon. Housing Officers can speak with you about a range of Housing related questions. We can speak about your current tenancy and explain your rights & responsibilities as tenants, provide support and advice about your tenancy. We can speak with you about applications and provide advice on these. If you are at risk of homelessness, we can provide advice on this too. Housing as a service have a number of teams which can support with a wide range of things, please come along for a chat and we can point you in the right direction.

Social Security Scotland will be at the hub, they deliver devolved benefits in Scotland and ensures people receive the right amount of money at the right time. They offer support for people across Scotland on low incomes, disabled people, carers, young people entering the workplace and help for people to heat their homes. The new Local Delivery service is designed to help people across the country access face-to-face support when applying for our benefits, so you can book an appointment with a Client Support Advisor in a place that suits you – they have venues in local communities, or you can book a video or phone call and our Advisors can also visit people's homes. <https://socialsecurity.gov.scot/>

## **WEDNESDAY 17TH APRIL, RELATIONSHIP SCOTLAND SHETLAND**

Conflict in relationships and families is normal. What is important is how conflict is dealt with, and sometimes people need help to work out how to deal with conflict in a constructive way. We are here to offer that help we have a range of services that can support you through relationship problems, family separation, family breakdowns including within child parent communication, community and neighbour disputes. If you are experiencing any of these or any other conflict and are not sure what to do then come along and have a confidential friendly chat with us over a cuppa and a biscuit or gather up some information to take away with you.

<https://www.relationships-scotland.org.uk/>

## **CULTURE & BUSINESS SCOTLAND TRAINING COURSES**

Training courses designed specifically for people working in arts and heritage organisations. Training Courses to support fundraising, sponsorship and governance activities. For more information [see here](#).

## **HIGHLANDS AND ISLANDS CLIMATE HUB, [SCOTTISH INFLUENCER OF THE YEAR LAURA YOUNG, A TALK ON CAMPAIGNING FOR CHANGE, TUESDAY 16 APRIL, 7PM, ONLINE](#)**

Find out about how grassroots activism can be strategically used to create national impact.



## **GLASGOW CENTRE FOR POPULATION HEALTH: [WEBINAR ON SUSTAINABLE DIETS – SHOULD WE REDUCE OUR INTAKE OF MEAT & DAIRY? APR 23, 2024 12:00 PM](#)**

You may have heard about the need for us to reduce the intake of meat and dairy, but do you know the reasons for this? This webinar will explore the topic including the environmental and nutritional benefits of meat and dairy reduction and climate friendly alternatives, drawing on recent research and providing information about new developments.

## **[CLIMATE OUTREACH: BRITAIN TALKS CLIMATE 2024 WEBINAR, 23 APR 2024 FROM 14:00 TO 15:00](#)**

Please join us at the launch webinar of our updated flagship project - Britain Talks Climate. What do British people think and feel about climate change and climate policy? And how do we involve and engage everyone when we talk about it?

In the run up to the next General Election, Climate Outreach and More in Common have carried out new research exploring people's feelings and concerns around climate issues and policy. We're releasing our findings as part of our Britain Talks Climate toolkit. The evidence-based toolkit is designed to support any organisation in engaging the British public on climate change. Against a backdrop of growing concern about polarisation, our toolkit identifies effective ways to engage the whole of society. [Register Now](#)

## **[STOP FOOD WASTE DAY, WEDNESDAY 24 APRIL](#)**

Stop Food Waste Day is the largest single day of action in the fight against global food waste. Started in 2017 by [Compass Group USA](#), Stop Food Waste Day is now recognised globally in every corner of the world as we unite to educate, inspire, and ignite change.



## JOB OPPORTUNITIES/ VOLUNTEERING OPPORTUNITIES



### **JOB ADVERT: ADMINISTRATION OFFICER**

Shetland Community Benefit Fund (SCBF) is seeking to engage the services of an Administration Officer to join our small team working to develop and support Shetland's local communities.

The Administration Officer's duties will be to provide administrative and financial support to SCBF, including dealing with day-to-day administration, financial processes, public enquiries, preparing papers for directors, dealing with grant applications and monitoring forms. We are looking for someone with good communication skills, used to working on their own, using their initiative and is interested in community development. They should have experience of Microsoft Office.

An application pack is available to view and download at [www.scbf.org.uk/jobs/](http://www.scbf.org.uk/jobs/)

For more information about the role please contact:

Eleanor Gear (Fund Manager) Tel 07538 417175, email [eleanor.gear@scbf.org.uk](mailto:eleanor.gear@scbf.org.uk)

Hours of work - 20 hours week.

Hourly pay - £15.93

Duration of appointment - contract for two years.

**CLOSING DATE FOR APPLICATIONS: 5pm Thursday 18th April**

### **SAMARITANS SEEK LIVED EXPERIENCE ADVISORY GROUP MEMBERS – SCOTLAND GROUP**

Samaritans Scotland is looking for people with lived experience of suicide to join our Lived Experience Advisory Group to help shape our work. Lived Experience Advisory Group members will work with Samaritan Scotland staff to inform many different aspects of our work, including our suicide prevention policy. Members will be paid £75 per meeting including pre/post meeting tasks. The [application form is here](#).

## SCOTTISH GOVERNMENT NEWS

### **LEGISLATION**

#### **CIRCULAR ECONOMY (SCOTLAND) BILL – GENERAL PRINCIPLES AGREED TO ON 20 MARCH 2024**

This bill seeks to introduce measures to help Scotland develop a circular economy. This includes reducing waste and increasing penalties for littering from vehicles.

## **WILDLIFE MANAGEMENT AND MUIRBURN (SCOTLAND) BILL – PASSED ON 21 MARCH 2024**

This bill aims to change rules around how people can capture and kill certain wild birds and wild animals. The bill also seeks to change rules around the making of muirburn (the controlled burning of heather and other plants for land management purposes).

## **BANKRUPTCY AND DILIGENCE (SCOTLAND) BILL – STAGE 2 COMPLETED ON 20 MARCH 2024**

This bill seeks to improve current insolvency solutions and debt recovery processes (diligence) for people who are struggling with problem debt and mental health issues.

## **SCOTTISH EMPLOYMENT INJURIES ADVISORY COUNCIL BILL – STAGE 1 DEBATE SCHEDULED FOR 18 APRIL 2024**

This bill aims to establish a new body, the Scottish Employment Injuries Advisory Council, to provide expertise about support for people who can no longer work because of workplace injury or disease.

## **THE LAND REFORM (SCOTLAND) BILL WAS INTRODUCED IN THE SCOTTISH PARLIAMENT ON WEDNESDAY 13 MARCH 2024.**

- [Explanatory Notes](#)
- [Policy Memorandum \(PM\)](#)
- [Financial Memorandum](#)

The PM states that the Bill covers four principal policy areas: Land reform, A new Land Management Tenancy, Agricultural holdings, Small landholdings

This blog provides an initial overview of what the proposals relating to “land reform” contained in Part 1 Large Land Holdings: Management and Transfer of Ownership look like: [The Land Reform \(Scotland\) Bill: What do the proposals for large landholdings look like?](#)

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

### **DISABILITY COMMISSIONER (SCOTLAND) BILL**

**Closing date: 17 May 2024**

The [Equalities, Human Rights and Civil Justice Committee](#) would like to hear your views on the proposals in a bill that is seeking to establish a Disability Commissioner for Scotland. More information about the bill and how to tell us what you think is available in [easy read](#) and [British Sign Language](#) (BSL), as well as English.

### **PROPOSED RIGHT TO PALLIATIVE CARE (SCOTLAND) BILL**

**Closes: 4 June 2024**

Miles Briggs MSP is looking for your views on his proposal for a bill that would ensure everyone in Scotland with a terminal illness had a legal right to palliative care.