

Bringing community & voluntary groups together

Hillingdon

Association of Voluntary Services



Autumn 2010

Newsletter

About us

Hillingdon Association of Voluntary Services exists to support and develop the voluntary sector in the London Borough of Hillingdon. Take a look at the back of this newsletter to read about our aims.

Newsletter

We welcome your news items and articles for the next edition of the HAVS' newsletter. To contribute a piece, please contact us before the end of December 2010.

Website

Visit our new website at www.havs.org.uk for the HAVS' directory of Hillingdon's voluntary sector organisations, for information about all of our projects and latest news.

Hillingdon Connected

- your new web service is here!

A range of free to use online services has just been launched enabling local voluntary and community organisations to promote their activities, share information and search useful databases. You can even create your group's own web-site for free!



It's all thanks to the Hillingdon community web portal, a gateway to a variety of services hosted by HAVS revamped website.

Called Hillingdon Connected, and developed by HAVS over the past 12 months, the portal was launched at our AGM in September.

Hillingdon Connected provides, for example, access to:

- a directory of local voluntary and community groups
- sources of advice and support
- a diary of community events
- news and views about our sector
- details of training opportunities and best practice
- information on jobs and the recruitment of volunteers
- facts about resources such as venues for hire

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NAVCA to deliver an
“Empowering the Voluntary Sector” workshop
with Hillingdon Association of Voluntary Services
How to use public law and Compact to protect your project

"I feel I now know enough about public law to feel confident to incorporate it (when necessary) in my negotiations with public bodies".

"Wish we'd had this years ago!"

These are just two of the many positive comments we have received from delegates attending the award winning "Empowering the Voluntary Sector" workshop programme. These workshops are delivered as part of the partnership project between NAVCA, Compact Advocacy and the Public Law Project and now cover the key aspects of the refreshed national Compact.

To date we have trained around 1600 people from third sector organisations in the principles of Public Law. In the three years of the project, the Public Law Project supported over 800 local organisations; their advice and support prevented over £800,000 being lost to the sector in cuts from public bodies.

The next opportunity to take part in this training in this area will be at HAVS on Tuesday 16 November. The group will be limited to 15 participants, so we suggest you get your place booked as soon as possible. The cost to the first ten Hillingdon groups to book is £35 per place; this includes a light lunch.

You may be lucky enough to be able to put your new found confidence into practice straight away, like Jo from Salford, who successfully challenged her Local Authority the day after attending the Public Law Project's workshop at the annual conference. Jo succeeded in putting Salford CVS in the driving seat by being asked to draft the process to be followed by all Commissioners when looking at service level agreement renewals. I'm sure it won't be a surprise to hear that they have ensured it is fair to the sector and contains all the things that they want to see happen.

Other attendees have gone home at the end of the day feeling empowered and confident that they too could ensure a fair process at their Local Authority, and have expressed their relief at finally finding the information they needed to help them negotiate successfully with local public bodies:

"I have been waiting for a course like this for the last 5 years!"

"Excellent, exactly met both my needs and those of my organisation"

"It's time the VCS had the tools to effectively stick up for itself, this course goes some way to doing that"

"Best and most useful course I have attended for ages"

To book your place email tmurrell@havs.org.uk or call 01895 442729

Our Hillingdon – Major new community project

A pilot project aimed at addressing real community issues in targeted places within the borough was unveiled at HAVS' AGM in September.

Provisionally called Our Hillingdon, the project will encourage local businesses and local civil society organisations to come together to tackle the things that really matter to the local community.

It's all about combining the best business know-how with local knowledge, and making the Big Society work for Hillingdon.

The new initiative has been developed by HAVS and Pilotlight, an organisation that assists charities and whose Chief Executive, Fiona Halton, was a guest speaker at the AGM.

The project now involves two other partners and it's hoped that it will become a blueprint for other areas of the country.

Whilst the scheme's initial achievements may be apparent within 18 months the true mark of its success will be in ensuring that the voluntary groups, assisted by Pilotlight, have the skills and expertise to continue their work once the partners have moved on.

The partners will seek to measure the impact of the project for at least five years after its completion.

Full details of the project will be announced shortly.



Hillingdon Connected – continued

We can help you create a website for your group by providing a free set of web pages that can be accessed via Hillingdon Connected.

Your web pages could include your service details, latest news and information, a 'what's on' section, the group's history, profiles of staff and volunteers, online booking forms and much more.

The website could also include facilities for emailing and online discussions to help your organisation keep in closer contact with its members. Your organisation does not even need to have its own computer! With free to use Internet at libraries, community centres and other venues you can have easy access to your website.

Ted Hill, Chief Executive of HAVS, said: "We're delighted to have been able to set up Hillingdon Connected which should enhance communication between and within organisations as well as with the wider public.

"The big advantage of the portal is that it enables organisations to have an online presence without the cost of web design and maintenance."

To access Hillingdon Connected log on to hillingtonconnected.org.uk (or havs.org.uk).

For more information on how your organisation can get involved contact our ICT development worker Marcus Otite, email motite@havs.org.uk or telephone 01895 442722.



LOTTERY FUNDED

Drowning under paperwork?

Help is at hand!

Running a voluntary and community organisation or a charity can generate a mountain of administration and paperwork. There are always phones to be answered, forms to be completed, envelopes to be stuffed and appointments to be made.

We often find ourselves drowning under these tasks when what we really want to do is provide our frontline service to the community.

Here at the Volunteer Centre we have many volunteers who would be only too pleased to lend a hand with the administrative tasks required in your organisation.

We know (because you've told us) that organisations often worry about bringing in a volunteer to help them out. This is because of concerns that they will not have enough time to train them, believing that it's quicker to do the tasks themselves.

Volunteers are amazing and within a short space of time your administrative backlog could be a thing of the past. It doesn't take as much time as you'd expect and you could start with a volunteer coming in just one morning (or afternoon) a week – freeing you up to deliver your service.

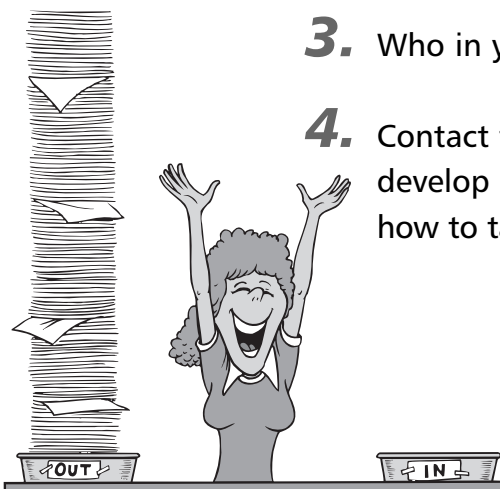


I AM A VICTIM OF
MY OWN ADMINISTRATION

Four simple steps to ease your administrative headache

Decide

1. What you'd like the volunteer to do
2. Who is available to meet and support the volunteer
3. Who in your organisation the volunteer can shadow
4. Contact the Volunteer Centre to discuss your volunteer needs and develop a volunteer role – we can also provide support and advice on how to take the first step.



We (and our volunteers) look forward to hearing from you.

**Contact the Volunteer Centre at amatia@havs.org.uk
or telephone 01895 442722**

Let HAVS help you bid for contracts



HAVS is offering a new service to help local charitable and voluntary organisations to bid for contracts to run vital public services.

It follows new arrangements being introduced nationally which will see many traditional local authority grants phased out and replaced by a raft of contracts.

We'll also help you to compete for grants available during the transitional stages and for those that will continue to be offered, independently of the latest changes, by charitable trusts and others.

The service comes via our new business hub. It includes drawing up professional contract bids and grant applications with you so that they meet the business, legal and other criteria required to give the best chance of success.

A one-off registration fee is payable when you sign up to our service. Because we'll then work on a 'no win no fee' basis it won't cost you a penny more until you are awarded a contract or a grant when we'll charge you a percentage of its total value.

continued overleaf

Let HAVS help you bid for contracts – continued

We also plan to bring together groups of smaller organisations that can put in for contracts and grants. If successful the work, and the income minus our charge, will be shared between members of these consortia.

More and more public service contracts are likely to be up for grabs during the coming months in line with the Coalition government's 'Big Society, small government' policy.

A major change under the new system is that payment for work done under contract is in instalments by results rather than in advance as with grants.

Ted Hill, HAVS' Chief Executive, said: "Taking on contracts may seem daunting but this will be a significant source of our sector's income in future as there will be a very high demand for those grants that remain.

"HAVS offers the expertise to help you through the contract bidding and grant application processes with the aim of winning service provision and generating income.

"Any money that we make from this will be used to help keep our members' services going at a time when some of our own funding streams are dwindling."

For more information about the new service contact Tania Murrell on 01895 442729 or email tmurrell@havs.uk

ContactPoint closed

ContactPoint, a database established under the Children's Act 2004, has been scrapped in line with a pre-election pledge by the Coalition partners.

It was set up to help co-ordinate the work of professionals and statutory bodies with responsibilities relating to vulnerable children and their families. Hillingdon was in the early stages of using ContactPoint and no data for Hillingdon children had been entered on the system.

The Government is now looking at a replacement system and an announcement is expected at the end of the year.

Sign language courses

Crown Centre for the Deaf is planning 10-week introductory courses in British Sign Language (BSL) from this month. They will be held at Brunel University and taught by visiting tutors.

For full details and to register for a course contact the centre's co-ordinator: paulblack111@googlemail.com

Wellbeing centre opened

Helping Hillingdon stay happy and healthy

The country's first NHS Wellbeing Centre can be found in the Boots store at The Chimes Shopping Centre, Uxbridge. The Mayor of Hillingdon, Cllr David Yarrow, officially opened the new centre in September (pictured).

People can walk in to the centre and obtain free advice on staying happy, healthy and well. It's the first time an NHS centre has offered a range of services from one site specifically aimed at promoting mental wellbeing.

As well as NHS staff, local support groups such as HAVS, Hillingdon Mind and Relate, are on hand providing tips and information to improve quality of life. Anyone can pop-in to speak with the trained staff about worries they may have, whether for themselves, a friend or a family member.

For many people a visit to the centre may be the first time they have spoken with the NHS or voluntary services about their mental health. As with the care of our physical health everyone has mental wellbeing that needs to be looked after.



This may be a case of building self-confidence, trying new activities, learning techniques for managing stress, seeking advice on relationships or help in gaining employment. The centre provides links to a range of services that can help improve lives.

The Central and North West London NHS Foundation Trust (CNWL) set up the centre in partnership with NHS Hillingdon and Hillingdon Council. A review of community mental health services had identified the need for an easy access, informal advice centre in a central Hillingdon location.

Claire Murdoch, Chief Executive of CNWL, said: "We're delighted to be one of the first NHS Trusts to open an accessible, walk-in mental health advice centre on the high street. We hope the new centre will help to break down some of the stigma that surrounds mental health services."

Helping Hillingdon stay happy and healthy – continued

Speaking on behalf of the voluntary sector Ted Hill, Chief Executive of HAVS, said: "We welcome the opening of this innovative centre. HAVS was involved in its planning and launch and is pleased to see such a strong presence of HAVS affiliated voluntary organisations located here and providing vital services to our community.

"It is the commitment and dedication of such services that truly makes Hillingdon stand out as a front runner in the drive to achieve wellbeing."

Ian Brown, Healthcare Development Manager, Boots UK, commented: "We hope this partnership will be really beneficial to the local community as the centre is situated in an easily accessible location and has the added convenience of other healthcare services and a pharmacy located on the same site."

Every month a timetable of activities and groups that people can book to attend will be published. The timetable can be viewed at www.cnwl.nhs.uk

FACT FILE

Services available at the NHS Wellbeing Centre:

HAVS, Hillingdon Drug and Alcohol Services; Hillingdon Action Group for Addiction Management; Age UK; Hillingdon Carers; Employment Link; Relate; Hillingdon Mind; Rethink; Welfare and Benefits advice; Financial advice; Parenting support.

Opening Hours:

Monday - Wednesday & Friday, 9am - 6pm
Thursday 9am - 8pm
Saturday 9am - 7pm

Liberating the NHS

The Government's long-term vision for the future of the NHS is set out in the NHS White Paper, *Equity and excellence: Liberating the NHS*. The vision builds on the core values and principles of the NHS - a comprehensive service, available to all, free at the point of use, based on need, not ability to pay.

It sets out how the Government will:

- put patients at the heart of everything the NHS does
- focus on continuously improving those things that really matter to patients - the outcome of their healthcare
- empower and liberate clinicians to innovate, with the freedom to focus on improving healthcare services

The Department of Health is consulting on elements of these proposals. Details of how to respond can be found in the White Paper.

To access the White Paper follow this link:

http://www.dh.gov.uk/prod_consum_dh/groups/dh_digitalassets/@dh/@en/@ps/documents/digitalasset/dh_117794.pdf



HAVS' Annual General Meeting

Highlights from the Chief Executive's report

Representatives from across Hillingdon's community and voluntary sector attended the HAVS' 45th AGM last month (21st September).

Opening the day Ted Hill, HAVS' Chief Executive, said: “The phoney war is now over and we are beginning to see some detail on the Coalition Government's plans for tackling the economy. We have been told we are to face choppy waters ahead – a bit of an understatement I fear.

My prediction of last year was correct and a recent national survey by Capacity Builders reflects very much our own findings locally:

- 78% of groups report an increase in demand for services
- 40% report income down
- Some 50% of groups believe they will cope this financial year but thereafter the position is unclear
- Nationally about 14% of groups are considering merger
- 20% are cutting staff.

The outcome of the Comprehensive Spending Review will give us more information and a clearer picture of Government plans.

Achievements

Set against this backdrop of gloom HAVS has continued to be successful, providing high quality information and training, developing our forums, representing the voluntary sector, holding quality events and much more.

continued overleaf

Highlights from the Chief Executive's report – continued

But for me our biggest achievement was again our satisfaction rating with HAVS' members and service users. Year-on-year since 2007 we have seen an increase in satisfaction levels from an already high level of 80% to a consistent 90%+. We are clearly doing something right.

Looking ahead

The Government is promoting its Big Society but this won't just happen because it says so. It needs patient, long-term development work by support charities such as the Councils for Voluntary Service and Volunteer Centres as well as groups providing front line services.

It is our organisations that are now facing deep cuts in local authority grants. In other boroughs there is a serious disconnection between the aspiration to build a Big Society and cuts in funding to local voluntary and community groups.

Hillingdon still has to make these choices and as difficult as they are there is a need to strengthen support in the sector. It's important to the lifeblood of our community and society as we all work for greater cohesion and well-being.

I urge the council to be innovative and forward-looking and play for the long game. To quote the Prime Minister David Cameron* 'We should say to every local authority in the country when it comes to looking at your budgets and trimming your budgets, don't do the easy thing - which is to cut money to the voluntary bodies and organisations working in our communities.

'Look at your core costs, look at how you can do more for less and look at the value for money that you get from working with the voluntary sector.'

**Speaking on 15th September 2010.*

COMPACT agreements update

A proposal by the council to change the period of notice given to voluntary and community groups to reduce their funding has already run into opposition.

Consultation on cutting the amount of notice on local COMPACT agreements from the current six months to three, in line with national agreements, was due to end in mid-October.

But HAVS believes that three months is insufficient notice and that six months' notice should be retained. This was a view echoed in a straw poll of our members taken at HAVS' AGM.

Whatever the outcome of the consultation, all council and Primary Care Trust departments signed up to the COMPACT. They should therefore consult on proposed cuts and undertake an impact assessment BEFORE any decision is made on cutting funding.

If the COMPACT agreement is not followed you have every right to challenge the decision and HAVS will assist you with this.

Financially challenging times for HAVS

In common with many in the voluntary sector HAVS did not escape the wide ranging effects of the national economic downturn in 2009/10.

Much time was spent by our trustees in assessing risk and looking for areas of financial sustainability and new development opportunities.

The year saw a number of time-limited projects come to an end which, together a fall in our investment income, resulted in a drop in income for the year of £172,000 to £404,000.

When setting the 2009/10 budget the trustees took the decision to support key services. Although expenditure reduced, as a result of projects ceasing and more in-house efficiencies, spending on support and development in the community remained at £534,000.

Throughout the year HAVS staff, collectively, identified and secured further new funding, no mean feat when set against the national financial backdrop.

Notwithstanding this the trustees budgeted for a deficit on the year in excess of £172,000. The actual deficit at the year-end was £129,000 which although still of concern was better than anticipated.

We've recently secured funding for our work with small groups. Our main financial concern for the current year, and the year after, is securing new funds to support our training and business development programmes.

Funding these areas of work ceased in March 2009 and trustees have been supporting them from reserves. A number of our other projects end in March 2011.

Ted Hill HAVS Chief Executive said: "We have a few months to identify and secure new funding or face the unacceptable alternative of closure of these services, leaving more than 400 local charities and community groups with less support than they need or deserve."

At the end of the year the level of free reserves stood at £101,000 and with the restricted reserves of £139,000, our overall reserves are £240,000 a decrease of £129,000, our deficit on the year.

A full copy of the audited accounts is available from Ted Hill at HAVS and a summary is given in our Annual Report - see page 16.



Funding opportunities

Evening Standard's dispossessed fund

The London Evening Standard is distributing £1million in small grants to charities across the capital that are tackling the causes of poverty behind London's dispossessed.

Not for profit voluntary and community groups are invited to apply for grants of between £250 and £5000. You must be able to prove you are working to lift people out of poverty in one of several specific ways.

You must have also been active in the community for 12 months or more; have evidence of income of less than £30,000 a year; be volunteer led; be connected with and/or meeting the needs of the local community. Apply for grants by 31st March 2011.

Reaching Communities Programme (England)

Under this programme the Big Lottery Fund (BIG) is offering grants of £10,000 to £50,000 for projects that help people and communities who are most in need and that can really make a difference.

BIG wants to fund projects identified by communities, including those assisting hard to reach people or groups. Funding is open to registered charities, voluntary and community groups, statutory bodies (including schools); charitable and not-for-profit companies.

The budget for the programme is at least £100 million each year until 2013. Applications can be made at any time.

Home Access Grants (England)

The Home Access scheme to help low income families to get online has been revamped in the wake of its success. Now applications for computers will only be considered in respect of children with profound disabilities or Special Educational Needs.

Home Access is available to families in receipt of certain benefits who have a child between the ages of three and nine years who attends a state maintained school full time. The child must have a Statement of SEN, or receive a Disability Living Allowance or have certification of Assistive Technology needs.

**More details of these funding opportunities can be obtained
from Gurpreet Sidhu.**

Email g.sidhu@havs.org.uk

Prepare for grant losses and contracts

Cuts in voluntary sector grants have been on the cards for a while. So how best can we prepare for them and why do we need to?

To help replace grants our sector will need to bid for contracts to deliver local authority contracts. But HAVS has become aware that in some boroughs local authority staff are already being encouraged to set up social enterprises to take on council work. (We've no knowledge this is currently happening in Hillingdon).

Known as 'Spinning out' these social enterprises are given preferred provider status, with contracts guaranteed for three years.

Social enterprises like this have a clear advantage in that the staff are known to the local authorities and in some cases former employees effectively continue working with their old teams as consultants.

With this in mind HAVS suggests six key areas that organisations need to look at.

1. Strengthen partnerships

We already have good examples of partnership working in the borough but we need to extend and strengthen these links to sustain individual groups and ultimately the communities they serve.

We need to work closer with our statutory partners. As a sector we need to be confident that any cuts are fair and honest and that good relations can be maintained.

2. Promote the value of our services

We need to work to maintain the political relationships and understanding of what we do. You could invite local councillors to your organisation to see just what you do and how you do it, to meet your staff and volunteers and see the impact you have.

3. Analyse your funding

We have known the cuts were coming for some time and that grants would be drying up. Obtaining grants from external funders is increasingly more difficult and we all need to identify new ways of raising those much needed funds.

4. Review budgets

We all need to review our current budgets to accommodate the increase in VAT from January and make even greater savings.

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Prepare for grant losses and contracts – continued

5. Collaborations

Mergers – well maybe, but certainly greater collaboration with other organisations is essential.

6. Resilience

Easily said but we do need to be resilient to the challenges ahead and

Review our Business Plans

Review our structures

Have legacy planning so that information, knowledge and experience is not lost if there are reductions in staff.

Use your resource centre!

Charities and voluntary organisations in Hillingdon are fortunate, compared to those in many other areas, in that they have their very own resource centre.

The centre opened in 2003 in Key House the former Town Hall in High Street, Yiewsley. Thanks to regeneration and lottery grants totaling almost £1million, the building was first extended and given a thorough makeover to adapt it to its new use.



Managed by a charitable trust, the centre provides a range of facilities ideal for use by voluntary organisations from across the borough. It's available seven days a week, during the day and in the evening, and includes:

- A spacious meeting room with seating for up to 36 people
- A large training room with wireless Internet access
- A 'hot-desk' room with computers available to hire for short sessions
- Exhibition and display space
- Disabled access

Ted Hill, Chief Executive of HAVS which is based at Key House, said: "The trust is not only keen for more local organisations to make use of the resources available but also for groups to see the centre as a place to come together and exchange information and ideas."

For more details telephone 01895 442722 or email: kbeagley@havs.org.uk

Profile of HAVS' Board of Trustees

HAVS supports some 400 local charities and voluntary organisations with advice, information and, above all, help in finding practical solutions to their needs.

Here we take a look at the part our Board of Trustees plays in HAVS' continuing success in meeting these obligations even when times are tough.

What is the Board's role?

The Board works on a strategic level to develop the organisation while day-to-day activities are devolved to paid staff via the Chief Executive.

Trustees have overall responsibility for directing HAVS activities, overseeing its finances, ensuring that it is well run, complies with the necessary rules and regulations and, importantly, delivers a range of services to its 400 members and the public.

What are the main issues currently being addressed by the Board?

Financial security; developing HAVS further still and ensuring that charitable and voluntary groups are well placed to meet the challenges ahead, such as taking on more public services at a time when funding is tight.

How many trustees are there?

Ten in total: eight appointed trustees plus two councillors co-opted from Hillingdon Council.

Is the make-up of the Board representative of the community?

Yes it is.

How are trustees appointed and how long for?

They are appointed at HAVS' Annual General Meeting in the autumn. Trustees stand down after three years but can seek re-election.

Is it an honorary post?

It is an unpaid role, although out of pocket expenses are paid.

What skills and areas of expertise do the trustees bring to HAVS?

Our trustees have backgrounds in different walks of life such as child protection, finance, education, health, social services, human resources, and management.

continued overleaf



Profile of HAVS' Board of Trustees – continued

Do individual trustees take on specific tasks?

They do. Tasks can include chairing working parties, overseeing projects and budget management.

Who is the current Chair?

Ann Chad, who was first elected Chair in January 2009.



Does she have any special responsibilities?

Yes. As well as chairing meetings of the Board she is an ambassador for HAVS, representing and promoting the organisation at meetings and events run by other bodies, both within and outside the Borough of Hillingdon.

How often and where does the Board meet?

Monthly at Christ Church in Uxbridge town centre.

Who advises the Board?

HAVS' small team of professional paid staff headed by its Chief Executive, Ted Hill. The staff cover areas such as health and social care; children, youth and families; the volunteer centre; business development; ICT and finance.

Are Board meetings open to press and public?

Observers are welcome with the Chair's agreement but some matters are discussed in private, for example, personnel items.

How can someone become a HAVS' trustee?

In the first instance contact Ted Hill at HAVS for an information pack. Email: thill@havs.org.uk or phone 01895 442722.

Many other local charities and voluntary groups are also looking to appoint trustees and HAVS can put you in touch with them.

HAVS' Annual Report

HAVS' Annual Report 2009-10 was published prior to our recent AGM.

The report includes information about HAVS and what we achieved on behalf of our members, financial data, the results of our members' survey and a message from our Chair, Ann Chad, about HAVS' priorities in the current year.

If you or your organisation have not seen a copy of the report, please visit our website www.hillingdonconnected.org.uk or telephone 01895 442272 and ask for a copy.





Staffing matters

Employment legislation is frequently being revised. Here is an update on what has been happening since the Coalition Government was elected earlier in the year.

Retirement age

The default retirement age of 65 is to be abolished from 1st October 2011 following a six month transitional period.

From 6th April 2011, employers will be prohibited from issuing new notifications of retirement using the statutory retirement procedure. Notifications issued before this date must relate only to employees whose retirement dates fall before 1st October 2011.

Employers are prohibited from retiring employees compulsorily at 65 on or after 1st October 2011. Employers may continue to prescribe a compulsory retirement age on or after this date only where they can justify it as a proportionate means of achieving a legitimate aim.

Employers that do not prescribe a compulsory retirement age must rely on one of the designated 'fair reasons' for dismissal set out in section 98 of the Employment Rights Act 1996. Potential fair reasons cited relate to capability, conduct, redundancy, illegality or 'some other substantial reason' capable of justifying dismissal. Retirement will cease to be a potential fair reason for dismissal.

The Government is seeking views on the proposed transitional arrangements and whether or not it can help employers manage, in lieu of the current procedures, through, for example, further guidance or a code of practice on handling retirement-related discussions.

The Equality Act 2010

The Government is consulting on draft guidance on matters to be taken into account in determining whether or not an employee is disabled under the Equality Act 2010 which came in on 1st October.

This Act is replacing the Disability Discrimination Act 1995 (DDA) and provides protection from discrimination on the basis of a number of protected characteristics. Disability is one of these and, like the DDA, the new law includes a definition of disability.

continued overleaf

Staffing matters – continued

It also creates a single equality duty requiring public authorities to have due regard to the need to eliminate discrimination, harassment and victimisation and other conduct prohibited by the Act; advance equality of opportunity; and foster good relations.

The duty will replace the existing race, disability and gender equality duties, and extend to age, gender reassignment, pregnancy and maternity, religion or belief and sexual orientation.

The Act allows for the introduction of regulations requiring private sector employers with at least 250 employees to publish information about the pay differentials between their male and female employees.

Statutory maternity pay extension

The status of the previous Government's goal to extend statutory maternity pay, statutory adoption pay and maternity allowance to 52 weeks is uncertain under the Coalition Government.

The former Government proposed to bring in these revised payments to complement the right to additional paternity leave and pay.

However, from recent statements by the Coalition Government it's unclear if the Additional Paternity Leave Regulations 2010 (SI 2010/1055) and the Additional Statutory Paternity Pay (General) Regulations 2010 (SI 2010/1056), which were implemented on 6th April 2010, will take effect in their current form, or at all.

Currently, an eligible employee is entitled to receive up to 39 weeks' statutory maternity pay. In order to qualify an employee must have been continuously employed for at least 26 weeks as at the end of the 15th week before the expected week of childbirth. For the eight weeks prior to the end of that qualifying week she must have been earning, on average, not less than the lower earnings limit for national insurance.

The minimum wage

From 1st October 2010 the national minimum wage increased from £5.80 an hour to £5.93 an hour for workers aged 21 and over; from £4.83 to £4.92 for 18 to 20 year olds and from £3.57 to £3.64 for 16 and 17 year olds who are above school leaving age and not apprenticed.

**If you have queries about any of these issues, or require further information, contact
Gurdip Rai, HAVS' Human Resources Advisor,
at grai@havs.org.uk**

Source XpertHR

HILLINGDON VOLUNTARY SECTOR HEALTH AND SOCIAL CARE FORUM

This HAVS run forum acts as a collective voice for the voluntary sector on all matters related to health and social care in Hillingdon.

It enables its membership to become actively involved, as an equal partner, in the planning and development of the local health and social care economy.

Aims:

- To raise the profile, promote the value and strengthen the capacity of voluntary sector health and social care organisations in Hillingdon.
- To provide a mechanism for forum members to exchange information, ideas and good practice and to raise any issues affecting their organisation.
- To act as the principal body through which consultation with Hillingdon's voluntary sector health and social care organisations will occur on the activities, strategies and commissioning intentions of local and national statutory agencies.

In order to achieve these aims all the forum's activities are channelled through two work plans – one for strategic matters, the other on health and social care issues.

Become a member:

Full membership is open to all voluntary, community and not-for-profit organisations with an interest in health and / or social care.

Interested parties that do not meet the membership criteria, or who do not wish to be full members, can sign up to a mailing list to receive updates and the minutes of forum meetings, as well as attend meetings as an observer where relevant.

Meeting dates 2010:

- Monday 8th November Bailey Hall, Christ Church, Uxbridge
- Monday 13th December Bailey Hall, Christ Church, Uxbridge

The Forum's 2010 Annual Report is now available. To request a copy, or if you are interested in becoming a forum member, would like more information about the forum, or are a statutory agency wishing to work with the forum, please contact:

Catherine Herriott, HAVS' Health & Social Care Manager.

Telephone: 01895 442722 or 07946362025.

Email: cherriott@havs.org.uk

Bringing community & voluntary groups together

Hillingdon

Association of Voluntary Services



Hillingdon Association of Voluntary Services

Key House, 106 High Street, Yiewsley, Middlesex UB7 7BQ

Phone: 01895 442722 Fax: 01895 442754 Website: www.havs.org.uk

Hillingdon Association of Voluntary Services is a Council for Voluntary Service and shares these aims with all other Councils for Voluntary Service within the CVS network across England.

Charity Registration Number: 1079371

Company Limited by Guarantee number: 3685972

our aims

Committed to enabling the **DEVELOPMENT** of Hillingdon's voluntary sector so that it can meet the challenges of the twenty-first century

Committed to enabling the development of **LOCAL SERVICES** that meet the needs of local people

Committed to representing the **INTERESTS AND CONCERNS** of the voluntary sector at a strategic level within local statutory agencies

Committed to establishment of **REPRESENTATIVE** systems, procedures and structures, which enable the voices of the whole voluntary sector to be heard on all issues that concern the sector

Committed to promoting **LIAISON** between the voluntary sector and other organisations in the belief that joint working produces incalculable benefits for the local community

Committed to provide **SUPPORT** for the voluntary sector to enable it to achieve its many aims and objectives for the benefit of local people, and the local environment

Committed to ensuring that all its work is based on **EQUALITY OF ACCESS** and **EQUALITY OF OPPORTUNITY**, and that it works to address the issues of the whole voluntary sector within the London Borough of Hillingdon

A sincere thank you to all our funders