



Effective Governance Bulletin

Date: 11/03/2019

Issue: 2

Make sure that you are up to date with legislation and good practice

Are your policies fit for purpose? Are you aware of changes in Charity Law?

If you need any help you can contact us by completing a Advice
Questionnaire - <https://www.linkscvs.org.uk/node/99>

This edition of the Effective Governance bulletin will cover a range of topics which will keep you informed and up to date with legislation and good practice.

This edition includes:

- **Governance**
- **HR**
- **Finance/Funding**



**GOOD
GOVERNANCE**

Are your safeguarding policies up-to-date?

Safeguarding problems within Charities has been hitting the headlines in recent years. The fallout from the Oxfam scandal has resulted in the spotlight being firmly shone on our sector's safeguarding policies and procedures. A vast majority of charities take extreme care in ensuring they have taken the right steps to protect those they work with. That being said, safeguarding breaches do occur and it is up to us to prevent them from happening. The Charity Commission has released [a report](#) from its safeguarding taskforce, [headlined by their concern](#) that not enough charities are reporting serious incidents, enough of the time.

Charities work with some of the most vulnerable people in society. If you are a charity that works with under 18s and vulnerable adults, you need to ensure that safeguarding principles and procedures are present in all you do.

Charity Trustees: Seven top tips for a well-functioning board

Charity Trustees carry a lot of responsibility, as they are ultimately responsible for everything the charity does. Take a look at these top tips from DSC's expert trainer Tesse Akpeki to help your board function in the right way, please click [here for the tips](#).

Campaigning and lobbying for charities

Charities can campaign to achieve their purposes but a charity can't have a political purpose or undertake political activity that is not relevant to the charity's charitable purposes. A charity must not give support or funding to a political party, nor to a candidate or politician. A charity may give its support to specific policies advocated by political parties if it would help achieve its charitable purposes. [This guidance summarises the main points for charity trustees to consider](#). They are based on a mixture of case law, charity law, and good practice.



Charity Ethical Principles

Read project lead Dame Mary Marsh on [why we need these and how they can be used](#). It's not just about responding to negative media stories about charities! It is intended to set an ethical framework for us all to run our organisations by, particularly with respect to safeguarding the vulnerable and ensuring diversity as well as people's rights and dignity. The principles and full document are available to download from the following link

[-https://www.ncvo.org.uk/policy-and-research/ethics/ethical-principles](https://www.ncvo.org.uk/policy-and-research/ethics/ethical-principles)

The Charity Commission Strategy 2018-2023

The Commission has set itself the purpose 'to ensure charity can thrive and inspire trust so that people can improve lives and strengthen society'.

Five strategic objectives

This purpose translates into five strategic objectives. These necessarily flow from the Commission's [statutory objectives](#):

- The public confidence objective
- The public benefit objective
- The compliance objective
- The charitable resources objective
- The accountability objective

[The Charity Commission Statement of Strategic Intent 2018-2023](#)



**CHARITY COMMISSION
FOR ENGLAND AND WALES**

Brexit

The Government has [an up-to-date website](#) to help businesses and citizens prepare for the UK's withdrawal from the European Union. NCVO have published a new factsheet, [Brexit and the voluntary sector: preparing for change](#). This factsheet sets out the main Brexit considerations for voluntary organisations in the UK as well as practical steps you can take to prepare for the post-Brexit environment, including:

- economic impact
- employing EU nationals
- EU Funding
- the opportunities ahead.



April 2019: Changes to the national minimum wage and payslips

National Minimum Wage

The national living wage, the statutory national minimum wage for those aged 25 and over, will increase 4.9% from 1 April 2019, from £7.83 to £8.21. This is in line with the recommendations that were made by the low pay commission.

The government accepted all of the LPC's recommendations for the other national minimum wage to apply from 1 April 2019:

- increasing the rate for 21- to 24-year-olds by 4.3% from £7.38 to £7.70 per hour;
- increasing the rate for 18- to 20-year-olds by 4.2% from £5.90 to £6.15 per hour;
- increasing the rate for 16- to 17-year-olds by 3.6% from £4.20 to £4.35 per hour;
- increasing the rate for apprentices by 5.4% from £3.70 to £3.90 per hour; and
- increasing the accommodation offset by 7.9% from £7.00 to £7.55.

<https://www.gov.uk/national-minimum-wage-rates>



Payslips

New legislation in force from April 2019 will require all employers to (a) provide payslips to all workers, and (b) show hours on payslips where the pay varies by the amount of time worked.

From 6 April 2019, the statutory right to receive an itemised payslip will be extended to all workers. This right currently only applies to employees, a sub-category of workers. Guidance on whether a person is a worker can be found at: www.gov.uk/employment-status/worker. The new right applies to payslips covering pay periods which begin on or after 6 April.

[You can read the governments guidance in more detail here.](#)

HMRC Employment Bulletin

HMRC's December employment bulletin sets out Budget announcements and the Finance Bill 2018-19 measures. Other articles include student loan changes coming into effect from April 2019 and a list of the top ten mistakes employers make when paying the National Minimum Wage. Also featured is the new entitlement to Parental Bereavement Leave and Pay. There is also important information on employer provided living accommodation – the 'customary' test, as well as an article on the feedback tool introduced into the apprenticeship service.

[HMRC Employment Bulletin December 2018 Issue 75](#)



New principles for grant reporting

Over the course of two workshops in April and September 2018, a group of funders and funded organisations developed a set of principles to make grant reporting a shared, more meaningful and mutually beneficial experience.

Our intention from the outset was to see how much progress could be made over two workshops and early on we decided to focus on core funding, rather than project funding. At the end of the second session we all felt there was merit in sharing and testing the principles we had developed:

1. Funders explain why they have awarded a grant.
2. Funders and funded organisations are clear about what grant reporting will look like.
3. Funders are clear about the type of relationship they would like to have with the organisations they fund.
4. Funders only ask for information they need and use, and question whether they need bespoke reporting.
5. Funders give feedback on any grant reporting they receive, and share their thoughts on the progress of the work.
6. Funders describe what they do with the information they obtain from funded organisations.

For each funder, this will mean something different. For some, the principles will facilitate internal conversations and thinking; for others, they will be directly applied to a grant-making programme.

For a copy of the report and principles, please follow the link

- <https://www.ivar.org.uk/wp-content/uploads/2018/12/New-principles-for-grant-reporting-Final.pdf>

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