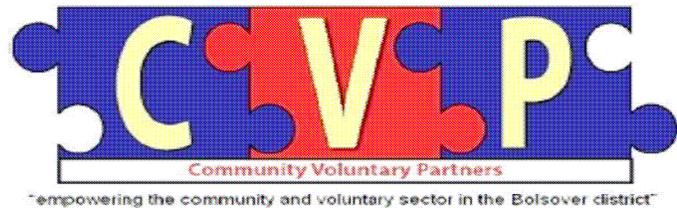


# Linksline

The Newsletter of Links: The Chesterfield and North East Derbyshire Council for Voluntary Service and Action Limited.

October 2016

Issue 158



## BUILDING STRENGTH WITHIN THE VOLUNTARY SECTOR **EQUALITIES CONSULTATION** HIGHLIGHTING DIVERSE COMMUNITY GROUPS

**NOVEMBER 17, 2016**

**1:00PM-3:00PM**

**COMMITTEE ROOM 2, CHESTERFIELD TOWN HALL,  
S40 1LP**

Links CVS and CVP in Bolsover are currently working with a wide range of groups across Chesterfield, North East Derbyshire & Bolsover who have an equality remit to support them to find funding, raise their profile and celebrate their achievements.

We would like to explore how we can build the strength and resilience within the voluntary sector, reinforce our equality agenda and generate more support and recognition for the work that groups do in order to enhance income generation and celebrate our diverse communities.

We are currently applying for funding to host an event in 2017 that will showcase Equality groups to the wider public. The consultation will gather ideas from you on how best to celebrate the work that has been achieved.

IF YOU WOULD LIKE TO ATTEND THE MEETING ON NOVEMBER 17TH PLEASE CONTACT THE OFFICE ON 01246 274844 OR EMAIL: [LINKSCVS@BTCONNECT.COM](mailto:LINKSCVS@BTCONNECT.COM)

ON PAGE 2 OF THIS EDITION YOU CAN READ WHY THIS WORK IS SO IMPORTANT AND AN EXPLANATION OF THE EQUALITY ACT 2010.

# Links Core Service

This service is funded by Derbyshire County Council, Chesterfield Borough Council North East Derbyshire District Council and earnings by staff. It is only available to groups operating in Chesterfield and North East Derbyshire

## CELEBRATING DIVERSITY

The Equality Act 2010 legally protects people from discrimination in the workplace and in wider society. It replaced previous anti-discrimination laws with a single Act, making the law easier to understand and strengthening protection in some situations. It sets out the different ways in which it's unlawful to treat someone. The public sector Equality Duty came into force across Great Britain on 5 April 2011. It means that public bodies have to consider all individuals when carrying out their day-to-day work – in shaping policy, in delivering services and in relation to their own employees. This includes voluntary sector groups and charities.

It also requires that public bodies have due regard to the need to:

- Eliminate discrimination
- Advance equality of opportunity
- Foster good relations between different people when carrying out their activities

There are 9 protected characteristics:-

- Age
- Disability
- Gender reassignment
- Marriage & Civil Partnership
- Pregnancy & Maternity
- Race
- Religion or Belief
- Sex
- Sexual Orientation

Links and CVP are committed to working with these groups as part of their advice and support work. You can read more about the Equality Act 2010 by following this link <https://www.gov.uk/guidance/equality-act-2010-guidance>

If you would like to discuss ways that you can implement the guidance contact Links if you operate in Chesterfield and North East Derbyshire or CVP if you operate in Bolsover.

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## Self – Employed or an Employee?

In these times of uncertain funding several groups use self- employed workers to bridge a gap or to take on a particular piece of work. This benefits the organisation by solving a short term staffing problem and it does mean that it does not have to offer individuals any of the associated benefits of full-time employment, such as sick pay, pensions and maternity leave, as well as avoiding employer national insurance contributions (NICs). It also suits workers who wish to be more flexible and work for more than one organisation. However HMRC are starting to crack down on this practice as it believes that some workers may be discriminated against and are not receiving their benefits. If an organisation is found by HMRC to be in breach of existing laws, it could be fined up to 100 per cent of the tax owed.

You can follow this link to find out more about self employed workers.

<http://www.acas.org.uk/index.aspx?articleid=4021>

## Christmas Holidays

It's that time of year again, or nearly anyway.

This year is complicated as Christmas Day (25 December 2016) falls on a Sunday, boxing day (26 December 2016) falls on a Monday, which means the two Bank Holidays for these days will be 26 and 27 December.

There is no right to have either day away from work or taken as paid time off unless terms of the employment contract allow otherwise. Paid public holidays can be counted as part of statutory annual leave.

You can get more information about all holiday entitlement from ACAS by clicking link below:

[http://www.acas.org.uk/index.aspx?articleid=5081&utm\\_medium=email&utm\\_campaign=EM%25](http://www.acas.org.uk/index.aspx?articleid=5081&utm_medium=email&utm_campaign=EM%25)

## National Minimum Wage

The National Minimum Wage rates changed on October 1<sup>st</sup> 2016. In April, a new National Living Wage was introduced for working people aged 25 and over.

Acas has a range of guidance and tools to help employers get pay issues right:

Follow this link:

<http://acasnational.cmail20.com/t/ViewEmail/r/68B563C0318F41222540EF23F30FEDED/7E3E87F5B35BF083EBAD456BEB5F1DD6>

# Derbyshire Black & Minority Ethnic Engagement Forum

**Background:** In 2006, Derbyshire County Council commissioned Links to help the development of a sustainable method for consulting and engaging with Black and Minority Ethnic communities in Derbyshire. The result of this was the Derbyshire BME Forum that now plays host to 10 diverse community groups. The BME Forum consists of: The Asian Association of Chesterfield & North Derbyshire, The African and Caribbean Community Association, Chesterfield Muslim Association, Chinese Big Society, Chesterfield & North Eastern Derbyshire Chinese Elders Group, Derbyshire Gypsy Liaison Group, The Chesterfield Filipino Community Association, Ukrainian Elderly Day Centre, Long Eaton Indian Community Association and members of the Polish community.

The BME Forum focuses on three key elements:

1. It will facilitate the establishment and development of a BME consultative and advisory 'forum' representing BME communities across the county. This will enable Derbyshire County Council to have a better understanding of the needs of BME communities.
2. It will provide one-to-one capacity building and mentoring for BME groups. The aim of this will result in making the existing and future policies of the County Council more inclusive.
3. Encouraging and including new emerging BME communities in the area to take part.

**14<sup>th</sup> September 2016 - BME Celebration Event at County Hall, Matlock:** The Derbyshire BME Forum co-ordinated by Links visited the County Hall, Matlock on 14th September as a celebration of the work and projects that has been carried out. There was cultural food made by the various groups, a presentation featuring all of the groups with cultural music and a chance for the Councillors to meet the members and see the achievements of the Forum. It was a fantastic day, enjoyed by all. You can view the photo's here –

[https://www.facebook.com/LinksCVS/photos/?tab=album&album\\_id=1479556042058186](https://www.facebook.com/LinksCVS/photos/?tab=album&album_id=1479556042058186)

Speech from Anne Western, Leader of the Council, please see video on our Facebook page - <https://www.facebook.com/LinksCVS/videos/1532235813456875/>

**Translation work:** Our recent achievements have translations for the library service and the hospital discharge process leaflets. The translations were done in these languages; Polish, Urdu, Chinese (Simplified & Traditional), Hindi, Bengali, Punjabi, Filipino, Ukrainian and Arabic.

Upcoming translation work includes flyers and leaflets for Adult Care services and domestic abuse service providers.

The Forum is also working to raise cultural awareness with domestic abuse providers, social workers and children's services among others.

**Future editions of Linkline will now feature the latest updates, projects and achievements undertaken by the BME Forum.**



# Funding Information

## Foundation Derbyshire Funding Workshop

**Date:** 31<sup>st</sup> January 2017

**Time:** 10:30am – 1:30pm

**Venue:** Holmgate Darby & Joan Club

A flyer and booking form will be sent to you in a separate mailing



### ASIAN ASSOCIATION OF CHESTERFIELD AND NORTH DERBYSHIRE

**Event:** “PURBA DHARA-AN EASTERN STREAM”

**4<sup>TH</sup> SEPTEMBER 2016**

**Venue:** Winding Wheel Theatre, Chesterfield

The Asian Association celebrated the annual Diwali celebrations this year at the Winding Wheel Theatre on 4<sup>th</sup> September 2016. This year’s event was themed at celebrating the oldest form of classical dance and music from the Eastern State of Odisha in India.

The Asian Association hosted the group of highly talented dancers and musicians who were travelling to five cities in the UK- London-Cambridge-Glasgow-Cardiff-Chesterfield.

The event was locally sponsored by the Big Lottery. It was attended by The Mayor Cllr Steve Brunt and Mayoress as well as the wider community and Asians living in the area. The event brought people together from different communities to understand the rich Cultural heritage of India.

**More photos from this event can be viewed by clicking link below:**

<http://linkscvs.org.uk/sites/default/files/Asian%20Association%20Event%20Photos.pdf>



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### Updates from voluntary organisations and community groups

We welcome groups wanting to share their latest news such as new services, activities, and up and coming events. If you are interested please email us the information and we will try to include it in the next issue of Linkslines. However, we reserve the rights to vet any information sent to us and to refuse publishing information which may contradict Links' central value or compromise Links' charitable and company status.

### Congratulations to Chesterfield & District Athletics Club



The volunteers of Chesterfield & District Athletics Club received royal recognition when the Lord Lieutenant of the County, Mr William Tucker, the Queen's representative, presented Brian Larder, Club President, with a commemorative crystal to mark the 'Queen's Award for Voluntary Service' - equivalent to an MBE. He also presented Kerry Baker, Membership Secretary with the official framed citation and commented very favourably on the quality of the original nomination and the strength of the Club's volunteer workforce since it started in 1978.

Frank Gorman, Club Secretary, introduced the principal guest and later thanked him on behalf of the Club. The Club can now include the official QAVS log on their website and any printed material.

### Congratulations to Manor Fields

Manor Fields have successfully changed their legal status to a Charitable Incorporated Organisation (CIO).

This provides protection for their board members.

If you would like to discuss your current legal status and any changes you would like to make, please contact 01246 274844 or email [linkscvs@btonnect.com](mailto:linkscvs@btonnect.com)



## Comments on published articles & suggestions for future article topics

As a CVS (Council for Voluntary Service), we always try to ensure that our newsletter "Linkslines" is useful, informative, relevant and reflective to the needs of local voluntary organisations and community groups. Therefore, we would welcome comments on articles published and suggestions for future article topics. Please send us your comments or suggestions by post or email. Our contact details can be found on the back page of Linkslines.

# Links

## The Chesterfield and North East Derbyshire Council for Voluntary Service and Action Ltd.

Company Limited by Guarantee Registered in England and Wales No. 4294079  
Registered office: No.1 Rose Hill East, Chesterfield, S40 1NU.  
Registered Charity No. 1089963 Telephone: 01246 274844  
Website: <http://www.linkscvs.org.uk/> Email: [linkscvs@btconnect.com](mailto:linkscvs@btconnect.com)



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Vice-Chair: David Wallace  
Treasurer: Lorraine Dung

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Chief Executive &  
Company Secretary: James Lee  
Groups Adviser: Sandra Pink  
ICT Support: Martin Conlan  
Administration Assistant: Jon Wynn

### Freelancers:

Velma Scott: Freelance BME Engagement Co-ordinator  
Sushri Wells: Freelance BME Engagement Co-ordinator  
Sarah Roy: Freelance Equality Worker

Links has as its central value a belief in equal opportunities. It recognises that many groups and individuals within society have been and continue to be discriminated against, both directly and indirectly, on the grounds of, for example, their race, nationality, ethnic or cultural origins, gender, age, disability, sexual orientation, religion, political belief, social class, employment status, low income, mental health, marital status, HIV/AIDS status, appearance, refugee status, caring responsibilities and unrelated criminal conviction.

Links recognises that passive policies are inadequate as a means of combating discrimination. It therefore commits itself to taking positive action to address barriers experienced by people who are discriminated against in the above ways.

Links is financed by Derbyshire County Council, Chesterfield Borough Council and North East Derbyshire District Council and Social Enterprise Earnings.

Linkslines is written and edited by the staff of Links. While every effort is made to check the accuracy of the information in Linkslines, no liability can be accepted for any error or omission. The opinions expressed are the views of the author and not necessarily those of Links.

### **Have we got your correct contact details?**

If you have recently changed your contact details that are your postal address, email address or telephone number (landline and mobile) please let us know immediately.  
We want to make sure that you are getting all the information that we send out.