

Wishing you a Merry Christmas and a Happy New Year from VAB  
We hope you will help us celebrate our 30th birthday in 2008



Bank End Halloween Party

## Bank End: Neighbourhood management on a shoestring!

**This project (which is being delivered jointly by BMBC and Voluntary Action Barnsley) has now been operating for approximately 6 months.** Wendy Slater, BMBC Community Engagement Officer, and Caroline Makinson, VAB Community Development Worker, have engaged with the community in a number of ways; through informal street meetings to gauge residents views and priorities, as well as drop in sessions, and more formal meetings. They have developed a small group of committed residents who wish to see improvements in Bank End.

As a result of this work, a number of projects have been identified and implemented already; litter bins have been installed, a community caretaker employed, a gala held in the half term holiday and two Halloween parties have taken place. There are also other events in the pipeline. Many of these events have been assisted by local residents, including young people and it is hoped that they will be encouraged to participate more in their community.

A major achievement (in partnership with Berneslai Homes), has been securing funding for a Children's Play Area, which will be installed by the end of March 2008. It is hoped that future plans will include the development of "Bank End Park," with a variety of additional facilities and environmental improvements taking place to enhance the site and make it a focal point for the community.

This project has received a large amount of very positive press and interest from Central Government, and it is being viewed as a possible future delivery mechanism for neighbourhood working.

### Groundbreaking The Core



VAB Chief Exec Penny Stanley on site.

Go to page 6 to find out more about our groundbreaking ceremony.

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If you wish to receive this magazine in an alternative format or language please contact us and we will endeavour to arrange that for you.

*The views expressed in this newsletter are not necessarily those of Voluntary Action Barnsley*



## Introduction - by Penny Stanley

Chief Executive, Voluntary Action Barnsley

Dear **All** Unique Reader,

Welcome to the latest edition of the VAB Newsletter.

You are, of course, unique. Because, let's face it, who reads the 'editorial' section of magazines, or even newspapers? So, the fact that you are actually reading this means that you are probably sitting on a train with nothing else to hand, or possibly in the doctor's waiting room and have read the dog-eared copies of Country Life and Women's Weekly (circa 2003) three times already, or you are genuinely interested in the Third Sector in Barnsley.

Whichever of the categories you belong to then I'll not hold you up for long. I just wanted to mention a couple of significant events before you move swiftly on to the far more exciting sections of the newsletter.

First, we finally had the official groundbreaking ceremony for the new Third Sector building last month – very exciting, but pretty scary too as VAB is taking on a significant financial commitment.

Second, I wanted to flag up the end of an era. The Pioneer Project has come to an end, and although elements of the project will remain in Darfield and Worsborough for a short while yet, I wanted to take the opportunity to thank all the staff and volunteers involved in the project – a great project with substantial long-term benefits – a job well done!

“

Well, that's it from me, apart from wishing you a very Merry Christmas and a peaceful New Year!

”

### Prize Draw Winners

Thank you so much to all of you who returned our annual research questionnaire.

We had a 17% return rate and the information is currently being processed. We will have more information about the results in the Spring edition of this newsletter.

The Research will be used to measure the impact of the Third Sector in Barnsley and it will assist the Equalities, Diversity and Inclusion Partnership (of the One Barnsley family) to measure outcomes around the growth and diversity of the sector in Barnsley. This information will provide a strong case for funding in the future.

All returned questionnaires were entered into a prize draw and Inspector Mark Spooner from the Police picked out the three following winners;

**£500** - Shafton Methodist Church Fun Club

**£300** - Cudworth & West Green Probus

**£200** - Volunteer Bureau Project,  
Dearne Valley Venture

**Congratulations to all the winners. We will be letting you know how they spent the money in the next newsletter.**

### Snapshot of results from last years survey (2006)

3077 volunteers recorded from the organisations that responded.  
63% of these volunteer on average for over two hours a week.  
45% of groups have an annual income of less than £5000.

**Once again thank you for your help with this year's survey.**

## Participation Team Update

### Adult Services Provider Forums

These quarterly events feature guest speakers on topics of interest to Third Sector providers of Health & Social Care Services for Adults. The events include information sessions which are structured around the four Adult Services Planning & Commissioning Boards. The aim is to give those attending the opportunity to meet with our Provider Representatives and find out what is happening at a strategic planning level in Barnsley. The information sessions also offer the opportunity for those attending to bring any issues or concerns to the attention of our Representatives, in order that they can be fed into the relevant decision making Boards.

The Adult Services Provider Forum held on 26 September 2007 was a successful event and included information on Local Area Agreements. There was also an opportunity for attendees to contribute to two local consultations (The Future of Older People's Services and The Future of the Learning Disability Occupational Skills Unit). This event was attended by a range of people from Third Sector projects and services.

At the time of going to press, we will be holding another Adult Services Provider Forum on 27 November 2007; Joe Micheli will be talking about the status of the Barnsley Compact Code of Good Practice on Funding & Procurement. There will also be information regarding Developments in Older People's Services, following the consultation held over the summer. **We will report back on this in the next edition of the newsletter.**

#### Find Out More

Please contact James, Angela or Gail on 01226 299590.

### Sub Group of the Children & Young People's Strategic Partnership

The monthly meetings of this group aim to bring together Third Sector organisations that provide services for Children & Young People. This is an opportunity to discuss issues affecting groups and to receive feedback from our Representative on the Children & Young People's Strategic Partnership. Our Representative can also take feedback to Board meetings of this partnership.

This group also holds quarterly workshop events, based around raising awareness of legislation affecting work with Children and Young People. At the time of going to press, we are organising a workshop event which will be held on 10 December 2007. At this event, we will be looking at key topics such as Safeguarding Children and Integrated Working. **We will report back on this in the next edition of the newsletter.**

#### Find Out More

Please contact Tracey on 01226 299590.

### Community Advice, Training & Support (CATS) - Success Story

Follow up from the Summer 2007 edition of our Newsletter: in the CATS section there was a statement (page 4) "we are hopeful that any Fit for the Future Health Trainer vacancies will consider CD&H learners & provide them with the opportunity to gain employment in the community & health field".

**The good news is that one of the students who attended one of our CD&H courses has found part time employment within this field.**

**CATS (in conjunction with Train to Gain) are able to offer an exciting, new opportunity for administrators in the third sector to gain a Level 2 qualification in Business & Administration FREE!**

#### Who is the NVQ for?

The only criteria for undertaking this programme are: You must be currently employed in an Administrative role in the Vol/Com sector in South Yorkshire and commit to achieving the award within a year. Be over 19 years of age. You do not already hold an NVQ Level 2 or equivalent (5 x GCSE's at grades A-C

#### How much time will it take?

You will need to meet with your assessor for up to 2 hours each month over the year

#### What are the benefits?

The NVQ will recognise your current skills, helping you to identify your own strengths & areas for development. It will also be a valuable addition to your CV.

#### Find Out More

Please contact: Ros Winsor on 01226 206294 or e-mail [ros.winsor@vabarnsley.org.uk](mailto:ros.winsor@vabarnsley.org.uk)

## Improve Your Inner Health and Well Being

An eight week course to help you to understand your own health and well-being – and what it means to others.

#### 'Nothing to do with zen, feng shui or yoga'

The Course is free and will begin at a local venue in Penistone, Cudworth & Kendray/Worsbrough in January 2008

#### Find Out More

Please contact Linda or Pam at VAB Training & Advice on 01226 206294 or email [linda.smith@vabarnsley.org.uk](mailto:linda.smith@vabarnsley.org.uk) or [pam.jamieson@vabarnsley.org.uk](mailto:pam.jamieson@vabarnsley.org.uk)

# Case Study:



Inspector Mark Spooner with Kathryn Day and Rita Ward (Volunteers) and with PCSO's Rob Arthur and Andrea Ford.

**In Spring 2006 Kathryn came to see Beryl at our Volunteer Centre. By September she was volunteering for the Central Safer Neighbourhood Team (SNT) at South Yorkshire Police. Within 6 months she had been recruited by them.**

We ask Inspector Mark Spooner why he chose to use volunteers...

### Why did you decide to use Volunteers?

At the time we had no admin support and there was no likelihood of it due to lack of funds. We desperately required support because at least 30% of our Officer time was being spent on admin. We needed someone who could input data and record incidents so that we can produce performance reports to provide an audit trail of our actions and measure the impact of the SNT. I will be honest, "I went into this thinking I was going to get something for nothing, however this has changed my perception of volunteering and it has most definitely been beneficial both ways and I would recommend other organisations to consider this"

### How did the Volunteer Centre help you?

We had tried putting adverts in the paper and touting local residents groups for support but with no luck. We didn't really understand how it worked to be honest! However, the Volunteer Centre provided a one stop shop. We found them very helpful as we would have needed admin support to recruit the volunteers!

### What benefit did the volunteers bring to the SNT?

Kathryn is educated to degree level with good organisational skills. She volunteered for 6 months and was here Monday to Friday from 9-12 which meant we could plan admin around her. I think it gave her the confidence to get back into employment however it was definitely a two way process. Kathryn is very well respected on the team.

### Why should other organisations use volunteers?

We would definitely recommend that other organisations use volunteers. We have since recruited two new volunteers via the Volunteer Centre. It's a good way to access valuable part time support. There are skills out there and it's a good way to tap into this and bring new skills into teams. Another point is that Volunteering isn't ageist! One of our volunteers is a retired lady and she brings all her experience with her.



I went into this thinking I was going to get something for nothing, however this has changed my perception of volunteering.



### Kathryn Day – Volunteer

#### Why did you want to volunteer?

I always had good jobs however in 2004 I was diagnosed with cancer, I was off work for two years and I had to leave my job. However as I was recuperating I felt isolated and lacked any routine in my life. I had little contact with people other than my carers and I started to wonder "what am I going to do with my life?" I struggled to get to interview stage when applying for jobs and felt really low. That was when one of my health care workers suggested volunteering. At first I was reluctant – my initial thought was that there was no way I wanted to work in a charity shop!

#### How did the Volunteer Centre help?

I contacted the Volunteer Centre and came in for an interview and a chat. I didn't know what I wanted to do but because I filled in my form so quickly Beryl suggested I may be good at admin! I found the service very quick and efficient and it wasn't intimidating at all. I was surprised by how much stuff there was to do in their books. My first post wasn't right for me so I a few months later I contacted Volunteer Centre again and this opportunity with the Police had arisen. I was attracted to it as because they had never used volunteers before so I felt we could learn together!

#### What benefits has it given you?

I started in September 2006 and did 5 mornings a week. This gave me a routine and made it reliable for them. It started to give me back my confidence to interact with people. I feel accepted as part of the team and I am made to feel that my contributions are valued. I feel that this work is worthwhile and meaningful, although sometimes the work can be monotonous, but I go home knowing that it's part of a bigger picture and that I have helped. If the funding does not continue, I would now feel confident in applying for other jobs. I would definitely recommend this to other people. What you get out of it is so beneficial and worthwhile.

## Are you looking for a little extra help recruiting volunteers?

If so contact Volunteer Centre Barnsley to register your volunteering needs, once registered your details will be available to prospective volunteers visiting the Volunteer Centre and posted onto the National Volunteering Opportunities website [www.do-it.org.uk](http://www.do-it.org.uk). This information can also be viewed by using 'red button' technology on satellite TV.

### Find Out More

To find out more about registering you can ring 01226 295905 or email: [volunteer@vabarnsley.org.uk](mailto:volunteer@vabarnsley.org.uk) for a copy of the registration form.

### Advice to Volunteers:

Be flexible about what you want to do try something new if you can't find an exact fit for what you are looking for. Be honest about criminal checks, most organisations have ex-offenders policies, so having a criminal record will not necessarily bar you from volunteering.

If volunteering with one organisation doesn't work out, come back to the Volunteer Centre and try something else.

If you have a problem while volunteering, talk to the supervisor or volunteer coordinator at the organisation, don't just leave and never go back.

### Advice to Organisations:

- Respect the commitment of the volunteer and the time they are giving.
- Have a clear task description so the volunteer knows what they are expected to do.
- Be flexible about what you expect volunteers to do, if a person doesn't have all the skills you are looking for look at what they could contribute and fit a volunteer role around them.
- Pay travel expenses, this will allow people on low incomes to consider volunteering with your organisation, making it more inclusive.

**VAB held its AGM on October 2nd. If anyone would like a copy of our annual report please contact naomi.douglas@vabarnsley.org.uk or call 01226 242 726**



Penny Hinchcliffe from VAB with the four volunteers

## Malaysian Adventure

**A group of Young Volunteers from Barnsley have been selected to go on a Raleigh International Expedition to Malaysia in February.**

This is the culmination of a programme run in partnership with VAB's Young Volunteers Agency, Millennium Volunteers and Connexions. A group of young people who were Not in Employment Education or Training (NEET) began the motivational programme last March, since then they have participated in a range of volunteering experiences and 4 young people have been selected by Raleigh International to attend the Malaysia Trip.

### In November the volunteers raised £209 from VAB staff in a fundraising car wash

Penny Hinchcliffe, from YVA will be joining the intrepid travellers and she will keep us posted! Once in Malaysia the group will join in on a Community Challenge, This could be helping to build a local facility such as a school or clinic, or working in a school to teach the children English. They will also be expected to support an environmental challenge such as helping to protect wildlife in the area or researching prospects for sustainable developments.

The third element of the Malaysia Trip will be an expedition where they will trek up to 150 miles with full back packs and climb Mount Kinablu (the highest mountain in South East Asia).

All the young people have overcome significant barriers in their lives to achieve this and the project workers who are involved are all very proud of them.



We hope that these young people will come back from Malaysia and encourage other people of Barnsley to take up volunteering.



### Find Out More

For more details about this programme or any future opportunities please contact: Caroline Burns (The Young Volunteers Agency Team Leader) on 01226 249468 or Debbie Riggott (Millennium Volunteers Project Manager) on 01226 289237.



# Groundbreaking The Core

**The new Third Sector centre has been named The Core and the official groundbreaking ceremony took place on October 2nd. Lotus Construction updated funders, stakeholders, press and the Chief Executive of Barnsley Council on the progress of The Core.**



The centre is a testament to partnership working and VAB has been fortunate in having strong high level support from BMBC, recognising the importance of the sector in their Remaking Barnsley plans.

Phil Coppard, Chief Executive of Barnsley Metropolitan Borough Council, said **"The new building provides VAB with an asset which will undoubtedly strengthen the profile and role of the third sector in Barnsley. It not only provides an income stream to support third sector organisations but creates a base from which they can enhance their contribution to the residents of Barnsley. This is a big step forward which Barnsley Council wholeheartedly supports."**

This project is part-financed by the European Union's European Regional Development Fund (delivered through the South Yorkshire Objective 1 Programme), Yorkshire Forward, the Coalfields Regeneration Trust and the mortgage supplied by Unity Bank. Kevin Bennett of Objective 1 said: **"The third sector makes a significant contribution to the local economy. The European Commission recognises the scale of that contribution and is pleased to support the future expansion of the sector by investing £2.3m from its European Regional Development Fund to develop these facilities in Barnsley as part of its continuing support for the economic development of South Yorkshire."**

The new centre will be managed by VAB and will provide affordable, accessible facilities such as office space, hot desks, a resource centre, state of the art IT equipment, meeting rooms and small-scale conference facilities for voluntary and community organisations and partner agencies in Barnsley. It is located right in the heart of the town centre within walking distance of the new transport interchange, another key feature in the Remaking Barnsley initiative.

Lynne Elliott from voluntary organisation Barnsley Arena supports the work of VAB and the new Third Sector centre **"We applaud the work VAB have done in drawing down some of this national money to fund such a building for groups in Barnsley. Over the last**

**year we have used the services of VAB to support our organisation through some difficult patches and through some growth and development. Without this support our organisation may not have been able to continue to successfully deliver the work we are contracted for."**

Lotus Construction Ltd is on schedule for completion of The Core in late summer 2008. Until the building is completed, VAB will remain at their offices on Queens Road.

**"**The funding was only available to support economic and social infrastructure projects within the Third Sector and not community based social regeneration initiatives.

**"**

### Find Out More

*If you would like to find out more about the services that VAB can offer you in the new building please contact Angela Jones on 01226 242726.*

### Some Say:

This money would have been better spent on grass roots groups

### We Say:

Both Yorkshire Forward and the European Union's European Regional Development Fund (delivered through the South Yorkshire Objective 1 Programme) are primarily charged with supporting economic development initiatives. The VAB building business plan therefore needed to demonstrate to both funding bodies that the facility and its associated services will make a contribution to the continuing growth of the local economy. The funding was only available to support economic and social infrastructure projects within the Third Sector, and not community based social regeneration initiatives. In addition, had VAB not been able to secure this investment in the borough, the funding would have been reallocated to one of the other three local authority areas in South Yorkshire. The VAB building will however support grass roots organisations by bringing together high quality services under one roof. Helen Thomson, Head of Economic Inclusion at Yorkshire Forward, states **'We want to support voluntary & community organisations that are equipped to deliver local services and to help small community groups. We can only do that through building a strong VAB, from which other smaller groups can be supported.'**

VAB has also made a significant investment itself towards the new building. In excess of £1.5 million of their own finance is committed to the project.

# Getting to know...

Jane Jefferson - Organisation Advisor & HR Specialist  
Ann Moffatt - Senior Organisation Advisor



Ann Moffatt and Jane Jefferson

### What does your job involve

**Jane & Ann say:**

Our jobs involve providing legal and human resources advice to voluntary and community organisations in Barnsley. This incorporates the legal areas of charity law; health and safety law; discrimination laws; data protection law; employment law; and company law, amongst others, and often requires researching points of law, both case law and legislation, and advising organisations on its workplace application.

We produce the bi-monthly 'Legal Update' which is circulated borough-wide (by request) to organisations on the voluntary and community sector databases and networks. In order to develop best practices and capacity building within the sector, our work involves one-to-one mentoring and training of organisations/ individuals, and shared practices are communicated through partnership working on a number of groups, namely, South Yorkshire Procurement Task Group; South Yorkshire HR & Legal Services; and VAB's Quality Working Group. Our developmental role provides guidance to organisations on a number of key areas, amongst which are governance; health and safety; best employment practices; equality and diversity; policy development and implementation; training and company registration.

### What is the best thing about working or volunteering for VAB?

**Jane and Ann say:**

We enjoy working for VAB, mainly because we enjoy helping groups and raising levels of knowledge to fulfil their purpose. Lack of knowledge often disadvantages groups because they are vulnerable to making mistakes, failing to act, and furthermore lose out when they don't illustrate and document the great things they do – often because they are too busy doing the great things they do! We love the spirit and determination of the sector and the time and effort they dedicate to others.

### If you won a million pounds tomorrow, what would you do with it?

**Jane says:**

I would give some to a charity called Nkosi Johnson Aids Foundation and I would support homeless and mental health charities. I would take some time out to write a book called 'A Chunk of Living' but it hasn't got any further than this as yet! This of course would be done from our new water bungalow in the Maldives, where Dominic, Laura, and my tropical fish would spend most of our time!

**Ann says:**

After the initial burst of retail therapy I would buy a place in the sun where I could sit by the sea and 'drink a glass of wine in the country where the grape is grown'. I would have another place on the Yorkshire Moors with beautiful expanses of emptiness and then I'd have time to read Jane's book! I would still need to be involved and working for charitable groups who help and protect our most vulnerable people especially children and the elderly who are very often the most disadvantaged people with the least choice in their own lives.



Our jobs involve providing legal and human resources advice to voluntary and community organisations in Barnsley.



### What do you think would make a difference in making Barnsley a better place to live?

**Jane says:**

Flowers and clean-up operations. It may seem largely insignificant compared to social needs, but this would be my start. I would also like to see increased learning environments, flexible and accessible for all, and alternative and multi-cultural curricula in schools, focussing not purely on accredited mainstream qualifications, but other ways of raising positive individuals. I would really welcome increased diversity into Barnsley, and would like to see more cultural events in support of this.

**Ann says:**

I would like to see more SNT's (Safer Neighbourhood Teams) working with families on good neighbour schemes, more estate wardens and junior warden schemes to plant Jane's flowers and raise awareness of how we can all take care of our local environment. I would like to see a programme of active citizenship or apprenticeships made mandatory for all eighteen to twenty five year olds not presently in employment, education or training. We are already doing some of these in Barnsley but we need more of it and more resources accessible to the third and statutory sector.

# Goodbye Pioneer

This is a "Hello and Goodbye" from Jill Bramall and Julie Hallsworth the Worsbrough Pioneer workers.

Worsbrough was identified as a Pioneer area, (an area of deprivation and in need of regeneration) and two Community Participation Workers (CPW) were employed by VAB, as well as an Administration, Monitoring & Finance Officer to support the CPW and the newly appointed Kendray & Worsbrough Community Partnership Co-ordinator.

All three workers have been based at Community House in Worsbrough Common, an easily accessible venue for community members and volunteers.

We are here to support community/voluntary groups in Worsbrough to achieve their goals. One volunteer Yvonne Saunder of the Worsbrough Common Community Association said "Our project has moved on so far since the workers have been in post, we've achieved so much and the workers have been instrumental in supporting us with this"

Two of the achievements are below: This is the beginning of the installation of the new play equipment in Worsbrough Dale.



Their presence in Community House will be a great loss, they have provided a lot of support and commitment to us and we will greatly miss them



In addition, this is the start of the new equipment installed at Worsbrough Common.



These pictures are just a couple of highlights of what has been achieved, there has been much more!

Yvonne Saunders goes on to say "We have been successful in accessing funding for the multi use games area and children's play equipment. The workers have helped us organise this project, produced publicity, and provided financial and legal assistance. Residents in Worsbrough Common now receive a quarterly newsletter, produced by the workers. Their presence in Community House will be a great loss, they have provided a lot of support and commitment to us and we will greatly miss them"

Despite seeking further funding, sadly our current posts will end in December. We are taking this opportunity to thank all our colleagues at VAB and other Worsbrough Projects for their support, but to say an extra special big thank you to all the volunteers we have worked with during our time here. We also wish them every success for the future and longevity for the groups.

## Barnsley Sexual Abuse and Rape Helpline (BSARCH)

We are fast approaching the twentieth birthday of BSARCH and hope that everyone will join with us to celebrate the fantastic commitment and dedication of our volunteers past and present. BSARCH was born when 10 women came together in 1987 and identified the lack of support for women affected by sexual violence. The helpline began in 1988. The phone was stored in a disused attic and once a week was rolled downstairs, then calls and messages were answered in a borrowed office for two hours.

Like many voluntary sector organisations, we have experienced highs and lows, but today BSARCH has four members of staff covering the operational aspect: a development worker, an independent sexual violence advisor, volunteer co-ordinator and administrator. There are 27 volunteers who between them run the helpline, offer face to face counselling, run peer support and manage the organisation. We offer support to anyone affected by sexual violence. We also holds talks/presentations on our work, training workshops and offer support and advice. If there is any way we could benefit your organisation, or if you would like resources and further information please contact us on the office number.

**Office Number: 01226 202600**  
**Helpline: 01226 298560**  
**ISVA: 01226 208666**

## Voluntary Action Payroll Surgeries

We are considering offering a brand new service to voluntary and community groups. The service will involve:

- Up to an hour of free one to one advice
- Advice on payroll issues such as Tax, National Insurance, Sick pay and Maternity pay
- A confidential and professional service

### Find Out More

Please contact: Deborah Hollingsworth on 01226 206580 (Tuesdays only) or Jane on 01226 286841.



## Safeguarding Children

The 2004 Children's Act provides a legislative framework for the development of effective and accessible services focussed around the needs of children, young people and families.

The Government's aim is for every child, whatever their background or their circumstances, to have the support they need to:

- Be healthy
- Stay safe
- Enjoy and achieve
- Make a positive contribution
- Achieve economic well-being

This means that organisations providing services for children, including voluntary groups, will be teaming up in new ways to protect children and young people from harm and help them achieve what they want in life.

All organisations will need to take a more proactive and inclusive approach than before to working with children and young people. If you haven't had a chance to before, now might be a good time to revisit your current policies on working with children and young people to ensure that these reflect the latest guidance.

Employers who don't carry out necessary checks on people who work with children and vulnerable adults will be penalised under a new government scheme. The Government is to consult on the process for barring unsuitable people from working with children and vulnerable adults, as part of the next stage to introduce the toughest ever vetting and barring scheme under the newly established public body, the Independent Safeguarding Authority (ISA). Under the Safeguarding Vulnerable Groups Act:

- Those who pose a risk to children or vulnerable adults will be prevented, at the earliest opportunity, from getting access to them via paid or unpaid work;

- There will be tough penalties for those employers who fail in their responsibility to carry out the necessary checks or recruit people who are not members of the scheme - including fines of up to £5,000;
- It will be a criminal offence for a barred individual to even seek a job in regulated activity working in close contact with children or vulnerable adults;
- Employers and parents will be able to make an on-line check that a prospective employee is a member of the scheme and thus not barred;
- Vetting decisions will be reviewed when new information becomes available and employers who have registered an interest will be notified when an individual ceases to be a member of the scheme; and
- A person will not be removed from a barred list unless he can convince the ISA that he no longer poses a risk of harm to children or vulnerable adults. An individual does not have a right to a review, but may apply for permission to apply for a review at the end of the Minimum No-Review period.

**Resources and help available:**  
[www.everychildmatters.gov.uk](http://www.everychildmatters.gov.uk)  
[www.safeguardingchildrenbarnsley.com](http://www.safeguardingchildrenbarnsley.com)

### Find Out More

For information & guidance on accessing training & on updating or writing policies please contact Tracey Oleiskey in the VAB Participation Team 01226 299590.

## Breastfeeding Link Project News

As you may be aware there has been much press coverage recently regarding breastfeeding. Our link workers tell you the truth!



### Gene and Breastfeeding link to higher IQ!

Researchers at the Institute of Psychiatry, Kings College London have found a link between breastfeeding and I.Q. The researchers studied the DNA profile of over 3000 children from the UK and New Zealand. IQ was measured at various points between the ages of five and 13 years.

They found that the association between breastfeeding and IQ is moderated by a genetic variant in FADS2, a gene involved in the break down of fatty acids in the diet. FADS2 has 2 genotypes C & G. 90% of people carry the C genotype and the presence of this gene with breastfeeding can raise IQ by an average of 7%.

### Breastfeeding does not cause breasts to sag!

A study carried out in the US by Dr Brian Rinker, University of Kentucky Plastic Surgeon and his colleagues found that breastfeeding has no adverse effects on breast sagginess.

Dr Brian Rinker, conducted the study in response to women seeking breast augmentation or breast lifts and asking them to 'fix what breastfeeding has done to my breast.'

132 women who had come to University of Kentucky for a breast lift or augmentation between 1998 and 2006 were interviewed.

The research team also evaluated the patients' medical history, body mass index, pre-pregnancy bra cup size, and smoking status.

The study revealed there was no difference in the level of breast sagging between the women who breastfed and those who didn't. Factors that did play a part included the age of the mother and smoking status. The research concluded that one of the main contributors to breast sagginess is pregnancy. A woman's body expects to breastfeed, during pregnancy the breast tissue changes and they may increase in size and shape, in readiness for feeding her baby. These changes add strain to the ligaments on the chest wall which can lead to breast sagginess. Therefore it is imperative that women are fitted correctly for a good supportive bra as soon as they become pregnant.

### Find Out More

For further information contact the Breastfeeding Link Workers at [bflink@vabarnsley.org.uk](mailto:bflink@vabarnsley.org.uk)



# Legal Snapshot

## Holiday Entitlement

The minimum holiday entitlement for employees will increase from 20 days to 24 days for full-time workers (pro rata for part-time workers) to include the current number of bank and public holidays. An increase to 28 days will take effect on 1st April 2009. Previous calculations multiplied by 4 will need to be multiplied by 4.8, and then 5.6 on 1st April 2009 (though calculations will depend on where your annual leave year runs from and to).

## Minimum Wage

Minimum wage increases from 1st October are as follows:

Adult minimum wage increase from £5.35 to £5.52;

18-21 year olds increase from £4.45 to £4.60;

16-17 year olds increase from £3.30 to £3.40

## Mediation

Increased interest in mediation has developed as a result of recommendations put forward in the recent Gibbons Report which states that the 2004 Dispute Resolution Regulations have failed. He recommends greater use of mediation within employment disputes, with the aim of resolving cases before they enter the legislative arena of the Employment Tribunal.

Mediation is a way of solving disputes without the need to go to court (though it does not prevent a party later choosing to go to court). Mediation involves a 'third party' trained mediator who operates as an

impartial and neutral catalyst aiming to assist parties to reach a solution to their dispute. Would your organisation be interested in using a mediation service if it was available through Voluntary Action Barnsley or the South Yorkshire HR&Legal Services?

**To find out more about mediation, or to register your interest, please contact our Advice Team on 01226 286841 or Email: [advice@vabarnsley.org.uk](mailto:advice@vabarnsley.org.uk)**

## The Racial & Religious Hatred Act 2006

The Racial and Religious Hatred Act 2006 came into force on 1st October 2007. The Act introduces a new criminal offence of stirring up religious hatred against a person. The offence is punishable by fine or a prison sentence of up to seven years. The offence is committed through use of threatening words, behaviour, or display of threatening material, with the intention of stirring religious hatred.

**To find out more about this Act, or for assistance in preparing bullying and harassment policies, please contact Jane Jefferson on 01226 286841**

### Find Out More

**Do you want to receive more info like this? Sign up to receive our Legal update. Contact: [naomi.douglas@vabarnsley.org.uk](mailto:naomi.douglas@vabarnsley.org.uk) or call 01226 242 726.**

## Feedback

VAB welcomes feedback on its services from customers and service users. If you wish to make a compliment, complaint or comment about the service you receive.

**Please contact our main office for a copy of our procedure or send your comments to:**

Chief Executive

35 Queens Road, Barnsley

Tel: 01226 242726 Fax: 01226 206580

Email: [info@vabarnsley.org.uk](mailto:info@vabarnsley.org.uk)

## Newsletter/Press Queries

If you have any queries regarding this publication, wish to be featured in the next edition or alternatively if you want to be added/deleted from the mailing list contact Naomi Douglas on 01226 242726 or email [naomi.douglas@vabarnsley.org.uk](mailto:naomi.douglas@vabarnsley.org.uk)

## Opening Hours

Monday -Thursday 9.00am - 5.00pm

Friday - 9.00am - 4.30pm

## Meeting Room

VAB has a meeting/training room available for hire. The room can seat up to 20 people around tables and up to 35 people conference style (£15 per session). The room is accessible and has refreshment facilities.

## Article Deadlines

VAB News is produced quarterly February, May, August & November.

**Deadline for articles is the 10th of these months.**

## Leaflets/Flyers

To reach over 1000 groups in Barnsley you are able to include leaflets in with this newsletter.

**For a standard A5 flyer prices are as follows:**

£25 for voluntary & community groups.

£50 for statutory bodies.

**Subject to weight and size**

## Contact Us

**Reception:**  
01226 242726

**Advice:**  
01226 286841

**Breastfeeding  
Link Project:**  
01226 242726

**Building Enquiries -  
Angela Jones:**  
01226 242726

**Business  
Development Team:**  
01226 785564

**Finance Office:**  
01226 242726

**Participation Team:**  
01226 299590

**Training:**  
01226 206294

**Volunteer Centre:**  
01226 295905

**Young Volunteers  
Agency & Connexions:**  
01226 249468

