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<b>THIRD SECTOR NEWS</b>
<p><b><u><a href="#">INTER-ISLAND TRANSPORT CONNECTIVITY DROP-IN SESSIONS</a></u></b></p> <p>Public drop-in sessions are taking place next week to update residents as work progresses to consider their future transport connectivity options. People calling along will be able to have the chance to hear more about the process and see data relating to their own island and ferry route, as well as information provided through the survey. They can also provide additional feedback and ask any further questions of the team.</p> <p>Representatives from the Council’s Programme Team and consultants Stantec, COWI and Mott MacDonald will be at the sessions, taking place at:</p> <p>Mon 3rd March – Bressay Hall – 3.30pm-7.30pm  Tues 4th March – Mid Yell Hall – 3.30pm-7.30pm  Wed 5th March – Fetlar Hall, 4.00pm-7.00pm and Baltasound Hall, 3.30pm-7.30pm  Thurs 6th March – Symbister Hall – 3.30pm-7.30pm (for Whalsay and Skerries)  Online events are being arranged for Foula and Papa Stour.</p>
<p><b><u><a href="#">A NEW YEAR, A NEW BRITISH SIGN LANGUAGE PLAN FOR THE SCOTTISH PARLIAMENT</a></u></b></p> <p>Everyone in Scotland should have equal opportunity to engage with their Parliament, including those in Deaf and Deafblind communities. The Scottish Parliament’s British Sign Language Plan sets out the actions which the Parliament will take over the period 2025-2031 to improve access to parliamentary information and services for BSL users in the Deaf and Deafblind communities.</p> <p>The BSL Plan is available to view as a series of BSL videos, or as a downloadable PDF.</p>

Voluntary Action Shetland have entered into a contract using this opportunity which we are happy to say has reduced our costs for mobile phones considerably. If you are looking for mobile phones for your third sector organisation check out the details below.

### **VODAFONE SCOTTISH PUBLIC SECTOR REDUCED PRICE PLANS**

Scottish Procurement has established a single supplier framework agreement with Vodafone Ltd for the provision of mobile voice and data services. Call-off contracts will be awarded via direct award, issued by Scottish public sector organisations through the framework. It is available for third sector organisations, local authorities, universities and colleges.

Some of the main benefits: Tariff pricing, benchmarked annually and offering value for money options available to Scottish public sector bodies regardless of size or geographical location free of charge device wiping, disposal, recycling service. See the Vodafone Pricelist [here](#).

### **THE RSPB NATURE OF SCOTLAND AWARDS**

Application deadline is 27 May 2025

The awards celebrate the inspirational people, projects and partnerships across different aspects of nature conservation in Scotland. There are 10 awards to choose from, you can enter more than one category. These are:

- Business for Nature Award
- Coasts and Waters Award
- Community Initiative Award
- Farming with Nature Award
- Health and Wellbeing Award
- Innovation Award
- Nature and Climate Action Award
- Nature Tourism Award
- RSPB Species Champion Award
- Youth Action Award

### **SCOTTISH CHARITY AWARDS 2025**

**Closing date for applications - 7 March 2025, 12 noon**

Celebrate the very best of Scotland's vibrant voluntary sector by entering this year's Scottish Charity Awards. The awards are a perfect way to highlight the positive impact being made by your organisation, staff and volunteers. Being shortlisted as a finalist can also help you to: attract new funding streams, build team morale and raise awareness of your cause on a national platform!

There are award categories for small, medium and large organisations:

Campaign of the Year, Charity of the Year (turnover under £100k), Charity of the Year (turnover £100k-£500k), Charity of the Year (turnover over £500k), Community Impact, Climate Impact, Employee of the Year, Partnership of the Year, Trustee of the Year and Volunteer of the Year. All finalists will also be entered into the running for the People's Choice Award as voted for by the public.

You can enter any of [the categories](#) for free, and also nominate other organisations and individuals [here](#). For any questions join one of the upcoming Zoom drop-in sessions [here](#).

## **SCOTTISH GOVERNMENT ANNOUNCES TRIAL OF MULTI-YEAR FUNDING FOR CHARITIES**

The Scottish Government has announced that it will be allocating more than £60m of multi-year funding for charities with pilot projects focused on offering essential services in areas of health, education, poverty and culture. This will give charities ability to plan for the future.

Its [Fairer Funding pilot](#) will provide multi-year funding in the form of 45 grants, delivered to charities across Scotland. See also: [Scottish Government announces trial of multi-year funding for charities](#)

## **NEWS FROM THE CHARITY REGULATOR**

### **GET READY FOR NEW CHARITY REGULATIONS COMING THIS YEAR**

From this summer, your charity will need to provide OSCR with details about its trustees. Then, starting at the end of 2025, full charity accounts will begin to be publicly available on the [Scottish Charity Register](#).

These changes stem from the [Charities \(Regulation and Administration\) \(Scotland\) Act 2023](#), which strengthens oversight and public trust in the sector. Some provisions, such as OSCR's expanded inquiry powers, are already in effect.

### **WEBINAR RECORDING: GETTING IT RIGHT: YOUR ONLINE ANNUAL RETURN AND ACCOUNTS**

Are you in the process of doing your charity's accounts? We recently ran a webinar called. [You can view a recording here](#).

## **RESOURCES**

### **EMPLOYMENT LAW CHANGES IN 2025**

This year brings significant changes for staff and employers, including:

- Increased minimum wage rates
- New worker protections against harassment
- Proposed reforms to sick pay & contracts

See a [summary on GCVS's website](#) to help you stay informed.

## FORTHCOMING TRAINING AND EVENTS

### [SOCIAL PRESCRIBING DAY - MARCH 19TH](#)

Social Prescribing Day is an annual celebration of the people, organisations and communities who make social prescribing happen. Find out how you can raise awareness of what social prescribing is, how it works, and how it changes lives.

### [CRANFIELD TRUST WEBINAR: VOLUNTEER RECRUITMENT, RETENTION AND REDUCING THE BARRIERS, TUESDAY 4TH MARCH 2025, 12PM TO 1PM](#)

Clare Nazerali will provide an overview of the research project Home-start Hillingdon undertook to understand the barriers preventing people from diverse backgrounds from volunteering, sharing key findings and actionable insights, along with the positive impact they changes they made have had. She will also reflect on the broader lessons learned about volunteer recruitment and retention.

### [CYRENIANS SCOTTISH CENTRE FOR CONFLICT RESOLUTION \(SCCR\), DIGITAL ONLINE CONFERENCE OF FREE EVENTS THIS MARCH!](#)

'Can't not 'won't – is there a choice? Or is there a barrier?' features talks, workshops and Q&A's hosted by highly regarded speakers in their field who will talk from their heart with great knowledge and experience.

#### **Recovering from Violence: A professional and lived experience perspective - 13th March at 10:00**

This event is with James Docherty, Project Manager at Scottish Violence Reduction Unit. James will give professional insight and experience in what it takes to overcome adversity. The event will be followed by a Q&A. You can reserve a free place at James' online event by clicking [here](#).

#### **Status Quo or Status No: Rethinking Mental Health in Education – 13th March 16:00**

This event is with Billy Burke, Head of Service, SAMH. We are in the midst of a mental health crisis, and status quo is not good enough for Scotland's young people. This event will explore and discuss what needs to change and how can the education system help. The event will be followed by a Q&A. You can reserve a free place at Billy's online event by clicking [here](#).

#### **Young Carers: Give me a Break – 18th March 11:00**

This event is with Lorna Gibson, Young Carer Network Coordinator at Carers Trust Scotland. This event will give an oversight of who young carers are and the challenges they may face. You will also hear about some of the National work, legislation and support available for young carers and their families. The event will be followed by a Q&A. You can reserve a free place at Lorna's online event by clicking [here](#).

#### **It Takes all Kind of Minds (Neurodiversity Workshop) – 20th March 15:00**

This event is with Nelly Whaley, Training Manager at Salvesen Mindroom Centre. In this virtual workshop, we will explore how you can begin to take a more holistic, strengths-based approach to supporting neurodivergent individuals. You will expand your knowledge and understanding of neurodiversity and be encouraged to reflect on how your practice can promote inclusion and acceptance. The event will be followed by a Q&A. You can reserve a free place at Nelly's online event by clicking [here](#).

#### **Flipping the Script – 25th March 10:00**

This event is with SCCR's Aimee McDonald, Emotional Health and Wellbeing Lead and Katie Walker, Learning Facilitator. Join us for a session designed to equip both parents and

professionals with the tools to foster positive interactions, manage challenging behaviours, and create an environment of growth and understanding. "Flipping the Script" will delve into powerful concepts that allow you to rethink how you approach child behaviour and conflicts, offering practical strategies you can immediately implement. We will explore micro-choices, shifting perspectives, specific conflict resolution strategies, and interpersonal methods for shifting perspectives to promote engagement. The event will be followed by a Q&A. You can reserve a free place at Aimee and Katie's online event by clicking [here](#).

### **Balancing Screen Time – 26th March 10:00**

This event is with Sheena Peckham, Content Lead at Internet Matters. Understanding children's and young people's relationship with digital is key to finding common ground when it comes to managing screen time. In this session, we'll explore the digital landscape, what 'screen time' actually means and what balanced screen time looks like along with tools to support children and young people's wellbeing when it comes to screens. The event will be followed by a Q&A. You can reserve a free place at Sheena's online event by clicking [here](#).

### **[CYBER SECURITY FOR SOCIAL ENTERPRISES, WEDNESDAY 12 MARCH 12:30-1:30PM](#)**

Join [Social Enterprise Scotland](#) for an insightful session on cyber security tailored for social enterprises. Learn about the fundamentals of cyber security, cost-saving measures, free tools, how to building a strong cyber culture, and incident planning—giving you the confidence that your organisation is protected.

### **[FREE GAMBLING/GAMING HARM THIRD SECTOR EVENT - THURS 27TH MARCH 2024 - 10AM TO 11.30AM - MARKET HOUSE TRAINING ROOM FACE TO FACE SESSION](#)**

Fast Forward is a charity working in prevention and education of gambling and gaming harm in Scotland. We will be working with children, young people, families, communities and practitioners across Shetland. We are holding an event Thursday 27th March 25 at the Market House to raise awareness of gambling, gaming and its impact on our communities. We are inviting the third sector along to this interactive workshop with lots of space for discussion.

### **JUST ENTERPRISE TRAINING**

#### [Roles & Responsibilities of Directors & Trustees, \(Online Workshop\), 11th March, 10.30am - 12pm](#)

Join us for a deep dive into the roles and responsibilities of directors and trustees. This workshop is essential for anyone looking to gain clarity on governance, leadership and decision-making.

#### [Funding Business Growth, Online Workshop, 18th March, 10.30am - 12pm](#)

There are many ways to fund the growth of your business. This online workshop will provide an overview of these and when it is best to use different forms of finance and look at what you need to know when looking and applying for grant funding for your social enterprise.

### **FREE E-LEARNING FROM JUST ENTERPRISE**

Prefer to learn at a time, place and pace of your own choosing? [Just Enterprise eLearning programmes](#) are split into short, focused modules that help you fit essential training into your busy schedule. Choose the courses that are relevant to you and your organisation and learn at your own pace via desktop, laptop, tablet or smartphone.

[REGISTER NOW](#)

## SCVO EVENTS

### [FURTHERING FINANCIAL RESILIENCE AND THE IMPORTANT ROLE OF INVESTMENTS, 18 MARCH, 13.00 - 14.00, ONLINE, FREE](#)

We'll be exploring how charities of all shapes and sizes can optimise their assets to support greater financial resilience. This could be a review of how cash is managed, seeking to ensure that any short-term reserves or funding is earning good interest. For others it could be a consideration of when longer term investments might be appropriate, what key risks need to be considered, and how charities could start investing.

### [SCVO WEBINAR RECORDING: NEW LAWS ON DISCLOSURE AND PROTECTION OF VULNERABLE GROUPS](#)

## CLIMATE RELATED NEWS, EVENTS & TRAINING

### HIGHLANDS AND ISLAND CLIMATE HUB

#### **Funding Masterclass, Mon 31st March - 10am - 2.30pm**

Improve or refresh your funding finding and application writing skills with our interactive training workshop. [Register here](#)

#### **Community action for a greener future, Sat 29th March - 11am - 2.30pm**

Supporting community led climate action in Shetland and encouraging collaboration. [Register here](#)

#### **Sustainable Spaces**

Transform your community building into a sustainable space with an environmental policy & action plan, supported by the Hub's Team of Development Officers. [Support & training available now.](#)

#### **Food Hygiene Hero**

Final call for those wishing to undertake our fully funded Level 2 Food Safety & Hygiene for Catering course. Suitable for staff or volunteers involved in the delivery of a food waste project based in the Highlands or Northern Isles. [Apply here.](#)

#### **Funding Finder**

Read our latest Funding Guide for our members, which totals funds over £2.6 million. [Find it here.](#)

#### **Climate Action Fund**

Our Climate Action Fund is now closed for 2024-25. Look for news of it re-opening in Spring! [Find the Funding News here.](#)

#### **Past Event Recordings**

- [Community Energy Skillshare](#) (February 2025)
- [Meet the Funder: Shetland Community Benefit Fund](#) (January 2025)
- [Tool Library Skillshare](#) (November 2024)



## JOB OPPORTUNITIES/ VOLUNTEERING OPPORTUNITIES

### VACANCY - SICAB FINANCE & RESOURCE MANAGER (PERMANENT CONTRACT)

Closing date: 14th March 2025

Location: Market House, 14 Market Street, Lerwick, Shetland Islands ZE1 0JP

Salary range: £40,698 - £43,742 per annum

A new and diverse role (Finance & Resource Manager) within the Shetland Islands Citizens Advice Bureau (SICAB) Team. This role is a permanent contract.

We are seeking someone who believes in our work and is committed to our mission and values. Combining a caring and compassionate outlook with a driven and enthusiastic approach, you will enjoy a role at the heart of the organisation where your invaluable skillset will assure our future success.

This is a multi-faceted role: You will be an excellent finance manager who prides themselves on attention to detail and accuracy; you will be thorough and organised in supporting the resourcing of the organisation and driving its governance; you will want to bring your own experience to our processes and practices to develop efficient ways of working; and you will work closely with the Bureau Manager to assure our funding position and explore opportunities for service development.



VOLUNTARY ACTION SHETLAND  
SCO17286

Market House Reception Cover - Bank Opportunities

Various dates/times as required

Living Wage plus Distance Islands Allowance - £12.30 per hour

We are seeking to recruit individuals as bank staff to support Market House reception and cover for staff holidays and sickness.

Bank staff will provide reception duties for Market House. Welcoming visitors, answering the telephone, ensuring confidentiality and maintaining building security and access. Additional duties will include room bookings, receiving, sorting and distribution of mail, dealing with queries and performing other relevant administrative duties as required.

The successful candidates must be computer literate, have excellent communication skills, with a polite, welcoming manner and a flexible approach to working and dealing with the public. They will have relevant experience to the post, have the ability to work on their own initiative and will be able to multi-task and prioritise workload.

For an application pack, please e-mail: [vas@shetland.org](mailto:vas@shetland.org)

For an informal discussion please contact Wendy Hand on Tel: 01595 743902.  
E-mail: [wendy.hand@shetland.org](mailto:wendy.hand@shetland.org)

## SCOTTISH GOVERNMENT NEWS

### REPORTS

### LEGISLATION

#### **[NATURAL ENVIRONMENT \(SCOTLAND\) BILL](#) – INTRODUCED ON 19 FEBRUARY 2025**

This bill would introduce measures to protect the natural environment. These include the introduction of targets to improve biodiversity; powers for the Scottish Government to make and change laws relating to the Environmental Impact Assessments regime and the Habitats Regulations; updates to the way national parks are run; and measures relating to the management of deer.

#### **[HOUSING \(SCOTLAND\) BILL](#) – STAGE 2 TO BE COMPLETED BY 29 MAY 2025**

This bill proposes changes in the law in relation to housing. These changes cover protections for tenants, measures to prevent homelessness, and other housing matters.

**CALLS FOR VIEWS: [THE SCOTTISH PARLIAMENT IS OPEN TO HEARING YOUR VIEWS ON A RANGE OF TOPICS](#):**

#### **SURVEY ON DEVELOPING THE RURAL DELIVERY PLAN**

**Closes: 17 March 2025**

Scottish Government have launched a survey to give everyone who has interest in rural Scotland a chance to share their views and to help shape the Rural Delivery Plan. For more details and to complete the survey click [here](#).