

# ChangeUp Quarterly Newsletter



Issue 3 November 2005

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## Welcome to the third edition of the ChangeUp quarterly newsletter-your update on progress, events and good practice.

Since the July edition work has continued to progress on ChangeUp and Capacity Builders. This edition focuses on just some of those developments.

As always we welcome feedback and are keen to hear from anyone that would like to publicise their work on progress.

Please send your comments or updates to: [kate.murphy@homeoffice.gsi.gov.uk](mailto:kate.murphy@homeoffice.gsi.gov.uk)

<b>N E W S  I N  B R I E F</b>	<p><b>ChangeUp</b> has a logo! To obtain the above logo and guidelines, please contact <a href="mailto:kate.murphy@homeoffice.gsi.gov.uk">kate.murphy@homeoffice.gsi.gov.uk</a></p>
	<p><b>ACU facilitated a second joining-up ChangeUp event</b> on 21.09.05 to offer ChangeUp stakeholders the opportunity to hear of work to date and the challenges faced on a range of initiatives. The day included presentations on NACVS' <i>Making the Links</i> exercise, the <i>Governance Hub</i> and <i>PERFORM</i>, the outcomes-focused performance improvement framework. The afternoon gave the audience time to comment on the progress of ChangeUp and Capacity Builders and feed into the development of guidance for the Continuation Fund.</p>
	<p><b>A £7m Continuation Fund</b> has been agreed by the Government for local and regional activities for 2006/2007. Guidance on the fund was issued to Government Offices on 3<sup>rd</sup> October 2005. The Fund seeks to maintain momentum within the ChangeUp programme; ensure good practice and learning from work that has already commenced is not lost and provide a platform of activity from which the Capacity Builders agency can build. Whilst the guidance allows for regional flexibility, the Home Office requires that 'baseline' funding for consortia is in place to ensure consortia are able to continue to operate until the end of March 2007. The Home Office also requires that decisions are made and communicated to organisations by 27<sup>th</sup> January 2006.</p>
	<p><b>High Peak CVS</b> have been awarded a grant to take forward the work on developing a ChangeUp Portal, to be launched in the new year.</p>

## Partners in Reducing Re-offending

As part of ChangeUp's £4m Public Service Priority Programme, Partners in Reducing Re-offending (PiRR) is bringing together London's voluntary and community sector organisations to rise to the challenge of the National Offender Management Service (NOMS), in particular NOMS' core principles of contestability and a regional contract commissioning model.

PiRR's themes mirror the priorities of the London Resettlement Strategy, including BME offenders; children and families; young adults; drugs and alcohol; mental health; women offenders; education, training and employment; and housing. It offers organisations working in these areas 3 main tools:

1. **An information-sharing structure** through the establishment of a multi-faceted communication network. This network includes: discussion seminars and a London VCS/NOMS Conference; a monthly newsletter on commissioning developments and emerging priorities; and an interactive website.
2. **A consortia-building model** through 9 consortia-building groups, which have been formed to bring together a range of VCS service providers in each of PiRR's themes. These groups are developing partnerships to submit bids and deliver services, where successful. To assist in this process, PiRR has developed a Consortia-Building Toolkit, providing template terms of reference, planning guidelines and other useful documents.
3. **A skill sharing service**, to meet NOM's requirements of heightened tendering skills and evidenced effectiveness. This Service harnesses the skills and expertise already within the sector and facilitates a trading structure for organisations keen to learn from each other.

To find out more visit: [www.PiRR.org.uk](http://www.PiRR.org.uk) or contact: Emma Jones, PiRR Project Officer Revolving Doors Agency telephone: 020 7553 6065 or e-mail: [emma.jones@revolving-doors.org.uk](mailto:emma.jones@revolving-doors.org.uk)

### Hub Links

<b>Governance</b> <a href="http://www.governancehub.org.uk">www.governancehub.org.uk</a>	<b>Workforce Development</b> <a href="http://www.voluntarysectorskills.org.uk">www.voluntarysectorskills.org.uk</a>
<b>Volunteering</b> <a href="http://www.volunteering.org.uk">www.volunteering.org.uk</a>	<b>Finance</b> <a href="http://www.cafonline.org/policy">www.cafonline.org/policy</a>
<b>Performance</b> <a href="http://www.performance-improvement.org.uk">www.performance-improvement.org.uk</a>	<b>ICT</b> <a href="http://www.ictconsortium.org.uk">www.ictconsortium.org.uk</a>

## Capacity Builders Update

Since the July edition, work has continued apace on establishing the Capacity Builders agency for April 2006, with visible results.

On 16<sup>th</sup> November the Home Secretary announced the agency's new top team. The new Chair is Chris Pond, the Chief Executive of the National Council for One Parent Families and formerly MP for Gravesham (1997-2005) and Parliamentary under Secretary of State at the Department of Work and Pensions. Chris will be joined by Chief Executive Simon Hebditch. Simon is currently the executive director of external affairs for the Charities Aid Foundation (CAF). To help implement the ChangeUp investment programme, and address the challenges of the first year Chris and Simon working with a Board consisting of: Caryl Agard, David Baxter, Margaret Bolton, David Harbourne, Roger Singleton and Margaret Talbot.

Commenting on the appointments, Home Office Minister Paul Goggins said:

"We have assembled an impressive team to implement the Home Office's flagship ChangeUp programme. The Government places a high value on the voluntary and community sector and on the time, talents and passion invested up and down the country in making a real and positive difference to people's lives. Capacity Builders, through the ChangeUp programme, will support organisations in the VCS and harness these talents to play an even greater role in society."

In addition to this a Programme Board, comprising of representatives from Government and the sector, has been set up to drive forward the establishment of the agency. The agency is on track to be launched in April 2006 and key decisions on location and business design will be made in December.

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**The Governance Hub** has new staff. Gill Edelman has been appointed Chair alongside three Implementation Managers: Steve Roberts, Patricia Jones and Sally Hiscock. The Hub has also developed a Code of Good Governance to help Committees and Boards with the evaluation of their organisations.

**The Performance Hub** has also recruited a Chair. Eric Appleby, a consultant specialising in the voluntary sector was appointed following an open recruitment process.

**ACU** have commissioned the consultants Zahno Rao Associates to generate a clearly focused strategy paper that identifies actions to turn the general commitment to diversity within ChangeUp into tangible results. The strategy will ensure that groups such as Rural, BME and Faith organisations that have not historically had equal access to support and representation continue to benefit from the implementation of ChangeUp. Findings and recommendations will be submitted to ACU in mid-December 2005.

## The Workforce Hub

The UK Workforce Hub was launched at the *People Now or Pay Later* conference in July 2005. The Workforce team will consist of 16 staff, and is a merger of three existing projects based at the National Council for Voluntary Organisations (NCVO) – the Voluntary Sector National Training Organisation (VSNTO), the Employment Practice Project and Working For A Charity. Bringing three established teams together under one umbrella was challenging for everyone involved, both in terms of the logistics and, more importantly, in terms of staff identifying with the aims of the Hub. However, it became evident that we had high-level common aims –namely to attract people to the sector and to make it a great place to work, and by recognising those common goals and finding ways of working together to achieve them, the team has become a coherent unit.

For the rest of 2005, we'll be focusing on some key new areas of work. Our new website, providing a comprehensive resource and information bank about employment and skills issues, will be launched soon. Staff are currently being recruited for a new leadership centre - the first resource in the sector dedicated to developing leadership and management skills, which was identified as a key skills gap in the *Futureskills* report (VSNTO 2003). In addition, the National Association of Councils for Voluntary Service (NACVS) are developing a competence framework for advisers in local infrastructure organisations, in partnership with the UK Workforce Hub to address another identified need. Our plans for the next eighteen months are ambitious, but over the next few months we'll take some significant steps towards realising them.

To find out more, visit the Workforce Development Hub website.

### News in Brief

**The Performance Hub** held a number of focus groups with frontline VCOs and infrastructure VCOs to discuss and inform the hub's communications and marketing strategy and in order to ensure the hub communicates in a meaningful way to its key constituencies.

A range of experts in voluntary sector strategic planning were invited to help shape the Performance Hub's work in this area. A fascinating seminar produced some very useful findings, including the need for VCOs to *think* strategically as well as plan strategically.

**A National Infrastructure Modernisation Fund** will be launched in December. The Fund aims to aid national infrastructure organisations modernise their working practices, facilities equipment and accommodation and therefore reflect work already taking place through the ChangeUp regional programme. It will encourage partnership working and is aimed at organisations working in or wishing to work in partnership, and those that wish to scope out how they might do so.

Please check our website in December for more details:

[www.communities.homeoffice.gov.uk](http://www.communities.homeoffice.gov.uk)