

Voluntary Action Orkney

... Supporting the Orkney Community ...

ANNUAL REPORT



2019-20

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Chair's Report

Voluntary Action Orkney has had another busy year as we work to support and represent the third sector in Orkney. You will find details of our core work and our projects in this report, which I hope you find interesting and informative.

The Scottish Government is the main funder of our core work and we are pleased that there has been a firming up of the funding model, which will allow us to better plan our work going forward. We are also grateful to Orkney Islands Council for their ongoing funding and for the year on year increase, which is most welcome. Our projects and services also depend on external funding and we thank all the funders who support our us in any way.



During the year we have continued to work with Orkney Islands Council on the project to develop our new premises at Garden House and this is slowly moving forward.

The staff team has seen a number of changes during the year. It's always sad to say goodbye to staff members who have been with us for many years but rewarding to see them move on and develop their careers. We wish them all well in whatever they do. It's also good to welcome new staff members who bring new ideas as well as a wealth of skills and experience to the organisation.

Ensuring the thirds sector is fully represented both locally and nationally through the likes of the Orkney Partnership and The Integration Joint Board is a central part of our remit.

We have therefore taken the opportunity to review our staffing structure and appoint an Operations/Development Manager to free up some of our Chief Executive's time for this important work.

As the financial year drew to a close, we began to feel the impact of the Covid-19 pandemic as the country went into lockdown. New ways of working very quickly emerged along with the key role the third sector would play in supporting the most vulnerable in our community. It is difficult to know what the long term impact will be in our islands, but I feel confident that what ever it is VAO will be there doing all it can to support and encourage local organisations and will work with them to find the best outcomes.

Finally, the work of VAO would not be possible without the support of our members, partners and funders and the hard work and dedication of our staff, volunteers and Board. Thank you to each and every one of you for all you do.

Sheila Garson

Sheila Garson
Chairperson



Voluntary Action Orkney

Our Vision

“Orkney has resilient, sustainable, inclusive communities with a thriving third sector at their heart.”

Our Aims



Voice

To ensure a strong third sector voice at a strategic level within local planning structures and nationally.



Build Capacity

To develop the capacity of our volunteering, community groups, voluntary organisations and social enterprises to achieve positive change.



Connect

To provide leadership, vision and coordination to the local third sector, to better respond to local priorities, including through partnership and collaboration.



Central Source of Knowledge

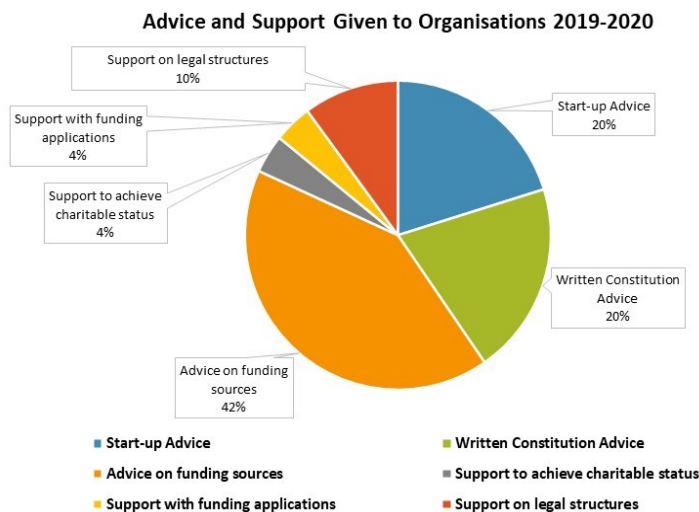
To be a central source of knowledge about:
The Orkney Islands Third Sector;
Local and national policy and how it might affect Orkney Island Third Sector Organisations, communities and citizens;
How the Third Sector can contribute to those agendas.

Our Values

- *We pursue excellence in all we do*
- *We are flexible and responsive to emerging need*
- *We are ethical, open and honest*
- *We are committed to collaborative working*
- *We value diversity and are committed to equalities, fairness and human rights*
- *We nurture and develop our staff and volunteers*

Development Activities

Through our **Development Activities** we have ensured that organisations receive the information, support and training they need to understand and adopt good governance and management practices from the inception of their organisation through to maturity. The responsive, flexible service VAO offers is a valued feature of our local delivery model (see Survey Responses below) and enables on-going communication and relationship building to ensure good practice is sustained.



Survey Responses

93% said the service they received was excellent/good and **91%** said that as a result of using a capacity building service, they had improved their governance/management and delivered better services.

“...personal support, good understanding of local context, great services and good value”

“instant assistance at any time”

VAO continue to ensure the **stability** of the local third sector through our finance support work which included new and existing organisations being given information about funding sources, and/or income generation, and advice to enable them to submit good business plans/applications. This resulted in a total of £58,7874 being secured for our local communities.

We regularly provide specialist finance support to community groups, including back office services. This includes bookkeeping for 4 organisations and payroll services for 113 organisations and in total we carried out **40 Independent Examinations** of charities, unincorporated organisations and charitable company accounts. We also contacted two organisations on the OSCR defaulters list, to ensure they were aware of their status and to offer support.

This year we facilitated information/workshops by the Community Fund, Children in Need, The Robertson Trust and The Funding Institute, and arranged a workshop with the **Scottish Land Unit** on community asset transfer (see case study).

CASE STUDY

As a result of a workshop provided by the **Scottish Land Unit** concerning **Community Asset Transfer** attended by 8 different organisations, VAO has assisted 7 different organisations in the asset transfer process, providing information, site visits and brokered meetings with the local authority. The organisations assisted did not attend the workshop but were prompted to contact VAO by those organisations that did attend, who found the workshops positive and valuable. This demonstrates a far greater reach of the impact of providing the workshop to local organisations, with a total of 15 organisations involved. An example of progress is demonstrated by a local Community Association on the island of Egilsay (population approximately 20) looking to take on an old school and school house. VAO has brokered the process between the Community Association and the local authority and is assisting the Community Association to build up a business case.

Feedback from training sessions

"very informative and the facilitator was clear and concise with relevant information"

"I was able to get much more from the session than I anticipated"

Our support for organisations also included issuing a series of good governance briefing papers for trustees, explaining **Restricted and Unrestricted Funds**, **Gift Aid**, **Finance Management** and **Trustee Responsibilities**. We delivered a Human Resources service to nine organisations, and signed 13 organisations up to our HR advice line.

Small Grants Awards



Liam McArthur MSP

This years receivers of our Small Grants Awards were:

Orkney Youth Development Group
Orkney Pilgrimage Firth Church of Scotland
Holm Sailing Club
Orkney Amateur Swimming Club
Friends of St Ninian's
Orkney Disability

Forum Sanday Duke of Edinburgh Open Award Group
Orkney Youth Café
Orkney Versus Arthritis (formerly Arthritis Care Orkney Branch)
Sanday Afternoon Club

The Small Grants Award Scheme is supported by Repsol Sinopec and Liam McArthur MSP.

Our **Information Packs** proved popular this year, with five '**New Organisation Packs**' issued, we developed and disseminated a '**Becoming a Charity**' pack and issued our **Volunteer Good Practice Handbook** to all newly registered organisations.

To keep communities up to date with sector news, we issued 12 monthly **Newsletters** containing local news and information, and links to national policy and consultations. Our newsletters include profiles of local organisations and volunteers, and events of the month.

Twelve monthly **Training and Funding** emails were circulated, to keep the sector fully informed of opportunities for learning and funding.

If you would like to receive either our monthly Newsletter, or our Training and Funding emails, please contact: **enquiries@vaorkney.org.uk**

Development Activities continued...

Does Social Enterprise Mean Business? As part of the Orkney Business Festival organised by **Business Gateway**, The Orkney Partnership's Strong Communities Delivery Group facilitated an afternoon session with presentations from the Deerness Community Association, Papay Development Trust and the Orkney Creative Hub.

They each shared their experiences on their own very unique set of logistical challenges in connection with forming and running a social enterprise, and the continuing effort that goes into sustaining the businesses.

Deerness Community Association

Terry Penna gave a brief history of the new hall in Deerness. The hall was extended in 2017 in response to a residents survey to gauge the community's requirements. After much paperwork, funding was secured from several different funders. The hall is very well used and there is a children's play park that is always busy. For additional income they have a wind turbine and campervan hook up points.

Papay Development Trust

Jennifer Foley showed how the Papay Development Trust projects have created employment for people on the island. Bus tours, ranger walks, and boat trips to the Holm of Papay are run regularly for tourists. A community garden produces the fresh vegetables for sale in the local Co-op. Income from accommodation pods cover running costs. There are also rooms in the Co-op that are used for aspiring artists, workshops, or just a good old knees up!!

Orkney Creative Hub

Jan Judge shared her experiences of forming the Orkney Creative Hub. Upstairs at the "Hub" in Kirkwall, they offer artists space to work, and workshops, and the shop downstairs stocks a variety of arts and craft products. The "Loom Room" at Hatston is particularly popular.

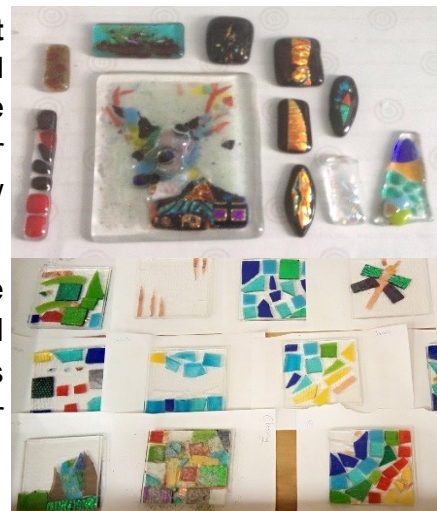
Orkney Creative Hub receives no external funding and must cover running costs and pay wages, relying on footfall through the shop/workshops, and strong marketing promotions, to make the business sustainable, and the time given by voluntary workers has been invaluable to their success.

Your Island Your Choice 2



Right: Glass Fusion Workshops at Sanday Community Craft Hub (funded by YIYC2). A small group met for the first time in November 2019 in order to try out the kiln. The group now meet regularly to extend their skills.

This is just one example of the YIYC2 activities that have developed through the past year. The islands are now putting in their end of year monitoring forms.



Twenty-two organisations took part in this year's **Charities Christmas Bazaar** held at the Kirkwall Town Hall in November. The REEL Life foundation, Orkney Archaeology Society, Papdale East Playpark Association and British Divers Marine Rescue were all new attendees this year. The 'Most Festive Stall' award went to the Samaritans.

Thank you to those who came and to those organisations who donated to the raffle: Starlings, Aurora, Stockings Oatcakes, Highland Park, Orkney Cheese, Blush Beauty, The Brig, Pentland Ferries, Orkney Creative Hub, Pickaquoy Centre, Orkney Library & Archive, Hume Sweet Hume, Edinburgh Woollen Mill and The Longship. In total we raised **£3366**.



The **Third Sector Forum** is the focal point for communicating and engaging with our local third sector.

We facilitated 18 Third Sector Forum and subgroup meetings, and supported the development of the 'ACES Hub' in 2019-2020.

We invited speakers from local and national partners/partnerships/organisations, including:

- Police Scotland, to establish Third Party Reporting Centres in Orkney;
- the Community Led Support National team;
- Interim Head of Children's Health Services;
- Ewan Masson, Parliamentary Outreach;
- SPICe;
- Social Services Scotland, and
- NHS Orkney to learn about the digital meeting service 'Near Me'.

Six focus groups were convened to inform and discuss specific issues, for example Learning Disability Strategy, Integration Joint Board Strategy, the Mental Health Strategy, childrens' services inspection and the Child Poverty Action Plan.

Our collaboration with the **Community Planning Partnership** (see page 8) to act as a distribution point to deliver sanitary products to the third sector, comprised a highly effective partnership, which resulted in the introduction of period products free to those in need of them at local authority premises, third sector premises and additionally on the Orkney Ferries. Our Chief Officer gave evidence on behalf of The Orkney Partnership to a COSLA Case study about our work and its impact, for the Local Government and Communities Committee.

Partnerships and Engagement

Voluntary Action Orkney continues to play an important role representing the interests of the Third Sector within Orkney. We devote time and resource to increasing third sector involvement of local and national public policy issues through our activities some of which feature below.



Orkney's Community Planning Partnership, The Orkney Partnership Board has established three delivery groups, all of which contain third sector members: the Strong Communities Group, (which VAO Chairs) the Living Well Group and the Vibrant Economy Group. Voluntary Action Orkney and third sector staff attended the meetings for these Groups throughout the 2019-2020 year with the aim of co-ordinating action and resources, to improve the lives of local people.



As a member of the **Integration Joint Board**— and Chair of the Commissioning Board, we met regularly with the Chief Officer of **OHAC** to promote involvement of third sector organisations in new structures and service design. Six organisations presented information about their services to an IJB development session and, in addition third sector service challenges and priorities were also mapped and submitted to Orkney Health and Care to inform planning.



Community Led Support
an NDTI Programme

Our support of local joint initiatives includes that of **Community Led Support (CLS)** activities led by OHAC, helping to promote CLS to local community groups and communities, both on the Orkney Mainland and on the Outer Isles. VAO as one of several venues hosted a CLS meeting early in the programme.

We continue to ensure Orkney voices are heard at national level.



The Scottish Parliament
Pàrlamaid na h-Alba

Between March and June 2019 the **Health and Sport Committee** ran an inquiry looking at the future of Primary Care in Scotland. The first phase of the inquiry focused on gathering views and experiences from a wide range of organisations and individuals. After an outreach visit by **Scottish Parliament Information Centre (SPICe)**, our Chief Executive was asked to provide a written submission and to attend a meeting of the Committee, as a witness, to answer questions and to comment from a third sector perspective on the potential impact of the changes for services and communities in Orkney.

SPICe The Information Centre
An t-Ionad Fiosrachaidh

In November we arranged a community wellbeing session with the **Scottish Parliament Information Centre (SPICe)** and Adult Befriending at the Guide Hut, Kirkwall. Eleven people participated – a mix of mainly older people and volunteers. We attended their weekly games session, played bowls and had a 'conversation' about community wellbeing. Which fed into the SPICe report to Government **"Community Wellbeing: Your Priorities"**.

Youth Volunteering



This year, twelve members of KGS sixth year came together to form the ROAR committee. They staged a mini festival, a quiz, a fun night and a concert, raising almost **£4500** for five different local charities of their own choosing.



Let's Get Quizzical

Let's Get Quizzical. Our volunteer's event management skills were finely honed with their creation of a family quiz.

Attended by more than 40 friends and families, the quiz had prizes for the winners, a raffle and delicious home-baked food for all and raised **£287.20** for Greener Orkney.



Noo That's What I Call Music!

Noo That's What I Call Music! This called for stage management skills, MC skills, Artistic Directors, Marketing/advertising skills and of course the organisation of the provided supper! Raised **£603** for **Ypeople** and **Relationship Scotland Orkney**.

Loud'N'Live 6

Music is at the heart of our lives and our youth volunteers are no exception. They organised the music extravaganza through hard work and dedication involving:

- ◆ 3 August meetings
- ◆ 14 young volunteers involved throughout the Summer
- ◆ 8 acts
- ◆ 37 volunteer musicians
- ◆ 140 (approx.) in attendance

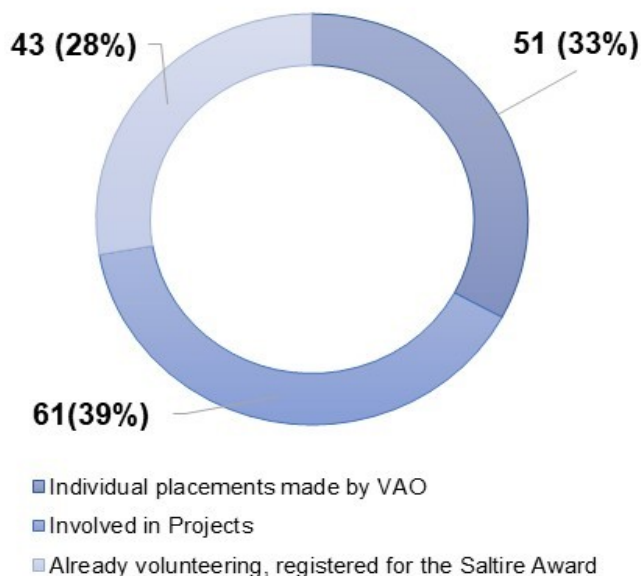


Loud'n'Loud 6 raised **£3140** for Orkney Rape and Sexual Assault Service (ORSAS).

Youth Volunteering continued...



155 Saltire Award Volunteer Placements 2019-2020



Our activities to promote and support the Saltire Awards was once again well-received, through initial activities to identify the interests and aspirations of young people, we were able to offer a selection of activities encouraging young people of all ages and abilities to be involved. **Please join us in a big welcome to the 44 new Saltire Volunteers.** We placed a total of 155 volunteers this year for the Awards scheme.

Case Studies

We asked some of our volunteers what they got out of their work this year, and what it meant to them to be able to register with the Saltire Scheme....

"..... I've always been one to help people and I've been through a bad place myself with my mental health so I'm always up for making everyone else's life slightly easier.... volunteering has helped a lot with my stress levels as it gives me time to unwind and help other people have a bit of fun."

"I wanted to get some experience in a hospital setting and build my confidence when speaking to people... The patients were able to speak about issues/problems to me instead of the staff, which then could be resolved... It has really built my confidence in speaking with new people and shown me that I really do want to go into a hospital setting to work when I am older."

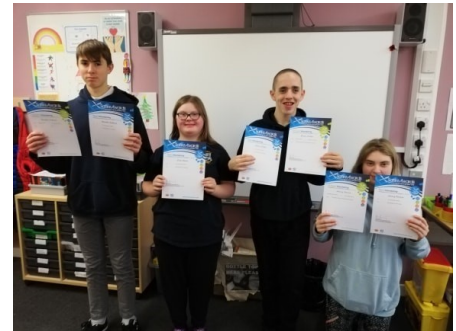
"It has been a really fun experience which I have really enjoyed and has introduced me to new skills as well as some new people. I feel it's certainly benefitting not only for others but for me as well since it gets me off the computer games, out the house and out and about while also feeling great about helping other people."

Get Ready to Volunteer

Of those who enrolled to take part in GRTV this year at Kirkwall Grammar School, **four young people achieved perfect attendance for the full seven-week course.**



Pupils showed enthusiasm and encouraged each other. They demonstrated a good grasp of what it means to volunteer, and received constructive feedback on what next steps to take in their development towards independent volunteering.



RSPB Placement

For the third consecutive Summer, Youth Development Workers collaborated with the RSPB to provide a week-long programme for a small group of volunteers. **Three young people** spent a week with RSPB officers assisting with fundraising, estate maintenance and assisting with the Hoy eagle tours in a packed and varied week of activities. In the volunteer feedback they recommended the placement to others and said they'd particularly enjoyed the eagle-watch, and gorse-cutting!



Other regular projects continued successfully including **St Peter's Thursday** activities including quots, and a 'sayings and songs' session (above).

Volunteering Activities

We continue to build on our established programmes set up to help give people more opportunities to volunteer.

This year we have had **18 new opportunities**, all of which have been promoted via the VAO members list, existing volunteers, and through our social media.

These opportunities have ranged from Merchandise Co-ordinator for the St Magnus Way to board members for the Orkney Female Football Association to Barony Mill Guides for the Birsay Heritage Trust .

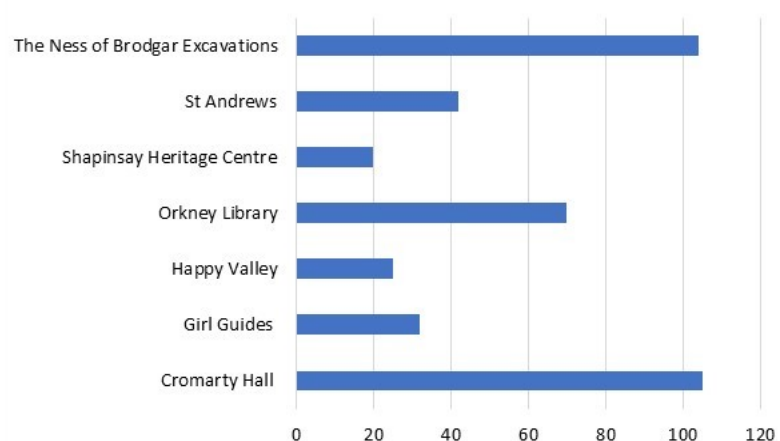
We offered group/intergenerational projects for young people and also recruited and trained 10 Arabic speaking volunteers to support two Syrian families.

Survey Responses:

100% of volunteers said the volunteering service was excellent/good

100% of volunteers who required additional support said volunteering had been a positive experience.

Volunteer Hours for our 'one-off' short term volunteer projects



Forty-one new volunteers have been placed with Orkney's community organisations.

We work with organisations to adopt **inclusive** volunteering policies. All volunteering roles are viewed with the expectation that, given the right support, volunteers will be able to do those roles, unless there are specific reasons given that the role is not suitable.

We ensure placement organisations understand the differing levels of support required, and manage pre-conceptions about the ability of volunteers with support needs. As a result, **15 volunteers** with support needs were placed during the year and following a period of support, ten of those moved on to independent volunteering.

This work increases understanding of the value brought by these volunteers and an increase in volunteer support as a result. Similarly, as a result of our work with support organisations, volunteering has been incorporated into their service users' support plans, ensuring sustainability without the need for continuing VAO support.

Matthew's Story

Matthew is a 30-year old volunteer with cerebral palsy. Matthew is well-known and popular in Orkney and has volunteered in a number of roles over the years from Selbro and Dial-a-Bus, to the shop at the old Balfour hospital. Matthew has long expressed a desire to do till work and he enjoys meeting and interacting with people, has a really pleasant manner and makes a friend of everyone he meets.



Matthew was interested in the new charity shop in Kirkwall, "Mind On". The "Mind On" charity shop has been set up in the former Lobban's butchers shop on Victoria Street to raise money for a number of local mental health charities and organisations. An appointment was made with the shop's manager and Matthew went along for an informal chat and was delighted to be told he could start when he wanted.

Matthew started at the shop in May and has revelled in the extra responsibility a busy shop has brought. Matthew works on the till and is extremely popular with customers. He also labels and prices up the new stock as well as stocking the shelves when needed. Matthew has now become a very popular and is a prized asset to the shop, recognisable to customers and self-confident in his dealings with them.

Bev's Story

"Having just moved to Orkney and being newly retired meant that I was able to become involved with helping others. My Orkney volunteering journey started with contacting VAO and having a chat about what I wanted to do.

Clan and Orkney Talking Newspaper (OTN) immediately appealed to me and VAO contacted the organisations, who in turn contacted me. The reason I wanted to volunteer at Clan was because my dad died of cancer and it is a cause close to my heart. I was interested in the talking newspaper because of my background as an English teacher and an interest in learning new skills.

I now volunteer at Clan as a shop assistant, and I have just started volunteering at Orkney Talking Newspaper where I arrive early and help decide which news items are to be included in the day's recording. I am also now chair of Orkney College Management Council (CMC) where I am involved in supporting learners.

Each of these volunteering roles have helped me to feel that I belong in the community. I have got to know a huge number of people and it has helped me settle down into my new life, many hundreds of miles away from my old one. I volunteer because I want to help make things better for others. If you give a couple of hours a week to an organisation, it makes a tremendous difference, not only to the organisation but to the people that are being helped by it"

Enhancing Wellbeing in Our Island Communities

In response to island communities' requests, we successfully secured funding from the Aspiring Communities Fund to work with 5 non-linked isles' **development trusts, Robert Gordon University, Highlands and Islands Enterprise and Orkney Health and Care**, to jointly establish a project to enhance wellbeing in the non-linked isles.



European Union



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EUROPE & SCOTLAND

European Social Fund

Investing in a Smart, Sustainable and Inclusive Future

VAO employed a project manager and a project evaluator and 5 Community Wellbeing co-ordinators were employed by each of the Island development trusts in the Islands of Hoy, Rousay, Egilsay and Wyre, Sanday, Shapinsay and Stronsay.



Wellbeing Co-ordinators L-R: Sarah Powers (Stronsay), Magda MacDonald (Sanday), Denize Lace (Island of Hoy), Sarah Foulds (Rousay, Egilsay and Wyre), and Alison Meason (Shapinsay).

The work has led to the development of 5 island delivery plans, the establishment in each island of activities to meet the needs of their elderly populations and enhanced collaborative working with island GPs and with Orkney Health and Care.

Community Link Practitioners

The year 2019-2020 saw a pioneering partnership project come online as VAO was subcontracted by NHS Orkney to establish the **Community Link Practitioners'** service an action in the Orkney Primary Care Improvement Plan

Our Community Link Practitioners are embedded within the GP practices of Heilendi and Stromness Surgery. They work directly with patients to support them to access community services. This includes assisting patients who need support due to the complexity of their conditions or rurality. Practitioners can attend appointments with patients, provide advocacy and accompany patients to activities until they feel confident to go by themselves. Depending upon the complexity of the issues presented, our Community Link Practitioners use a variety of interventions; they work with people of all ages, as well as families, for as long as it takes, building trusting relationships to help patients to recognise and manage their difficulties and become confident to engage independently with services within the statutory and third sectors.

Young People's Befriending Project



The Young People's Befriending Project is now in its **13th year**. This year has seen us offer a **1-to-1 service to 16 young people** through the tailored support of our team of volunteer Befrienders. Our Befrienders have given **over 600 hours** of their time to our young people, working to grow their self-esteem and confidence, increase their resilience and coping skills, build a steady and reliable friendship with them, and help them try out new skills and hobbies.

In the most recent Project reviews, 100% of young people told us that their Befriender had **'made their lives better'**, **'increased their confidence'**, **'given them access to more activities'**, and made them **'feel more valued'**.

Case Study

Jamie was referred to the Befriending Project in 2019 and his referrer was hoping that a Befriender could help him to gain more confidence to relate to people socially, help to introduce him to new activities and help to build his confidence in general. He was a shy and reticent young man and the Co-ordinator knew that he would need a particularly gentle and caring Befriender who could patiently bring him out of his shell and build a trusting and steady friendship with him. The perfect Befriender came forward and Jamie and Ali have been **matched now for over 9 months**. The two of them are well settled in their friendship, really enjoying each other's company, and as Ali has carefully and intentionally supported and encouraged Jamie, Jamie has learned to trust and depend on Ali in return.



One of our yearly activities is the Christmas Group, who this year got to meet Tallulah the tegu lizard at the Shearers Cool Creatures Christmas event.

Adult Befriending Service



The **Adult Befriending Service** offers befriending support to people aged 60 years or over. Our aim is to keep older people in their own homes independently for longer. Volunteers are vital to the service we provide; we currently have **39 trained and committed volunteers** supporting our groups, 1-to-1 befriendees and telephone service.

Group Befriending

Our **3 well-established befriending groups** continued in popularity last year and were well attended. These groups help our befriendees meet new people, encourage them to take part in a group, help them feel less lonely and isolated and help them feel part of the community. The groups we currently run are the **Evergreen Group (see above), Colouring Group and Games Group.**



Burray and Holm B.A.L.L Group attendees
bowling

B.A.L.L Groups (Be Active Long Life)

Last year, **3 B.A.L.L. Groups** ran in rural and island communities on a weekly basis. These groups help to promote healthy and active ageing within local communities through gentle exercise, hosting activities and speakers and coffee and chat. We have established groups in Holm and Burray which are now self-sustaining. In addition, a group was set up in Shapinsay and it is well on its way to becoming self-sufficient.



Eunson Kloss Intergenerational Group

Intergenerational Groups

We had a number of Intergenerational Groups running throughout the year. The aim of these groups is to get young people engaging with people **aged 60 or over.** In partnership with the young people from Connect and also the Youth Volunteers, we have run groups at Braeburn Court, Eunson Kloss, Rae's Close and Eventide.

"We have fun playing games and have a good chat."

1:1 Befriending

Our main focus continues to be our 1 to 1 matches. Last year, **15 new 1 to 1 befriending matches were made**. Befrienders visit their befriender once a week and provide much needed companionship to someone who is lonely or socially or geographically isolated. Where possible, we try to match befrienders and befriendeds who have similar interests.

During 2019, we made a match where both parties were interested in sailing. Initially, they built a friendship through regular visits and started to repair the befriendeds' boat together. They have now set a longer term goal of going out sailing together. Of the service, the client's daughter said:

"The adult befriending service has become an integral part of my father's weekly support network. Dad thoroughly enjoys his befriender's visits and feels that he's made a good friend and kindred spirit. Thank you so much for this wonderful service."

Telephone Befriending Service

In **March 2020** we introduced a Telephone Befriending Service. This service has already proved popular with clients on our waiting list and those in more remote locations. Indeed, by the end of the first month we had **6 people receiving weekly calls** from our telephone befrienders.

"I am very, very lonely... I really don't see anyone to talk to. So I'm very grateful to see my befriender once a week. We go out for a coffee and a yarn and it's really the only time I feel happy anymore."

- **250 older people** supported through our various groups
- **34 one-to-one matches** in total supported through the year

We receive referrals for befrienders from a variety of organisations but our main referrers are Orkney Health and Care (Joint NHS and Local Authority Social Work), Intermediate Care Teams, Sheltered Housing, local nurses and doctors. Clients can also self-refer to the service or be referred by family.



The Connect Project is an early intervention project that offers **young people aged 15-21 years**, who have barriers to learning and engaging in the community, up to one year's access to a flexible and person-centred learning/training programme, through one-to-one support and group work.



This year the Project team has engaged with **Schools, Skills Development Scotland, Developing the Young Workforce** and a range of other partner agencies to inform, educate, reach out to and support young people in Orkney. **Twenty-six young people engaged** with the project through full time placements, part time agreements, outreach support and attending social events. Some young people have attained Saltire Awards for Volunteering and Youth Achievement Awards.





With volunteering and community projects they have made a difference to their environment and it has been appreciated by people they have met and worked with.

Having the opportunity to work with local artists they have been able to explore their creativity in art and craft and created a range of pieces that have been exhibited locally. They have welcomed a range of guests and speakers to the Project and been informed about a range of issues and topics of interest.



Our Connect trainees have overcome personal obstacles and built confidence in themselves as well as supported one another through working in teams. Through partnership with **Historic Environment Scotland** they have explored and engaged with their Orkney heritage (pictured below).

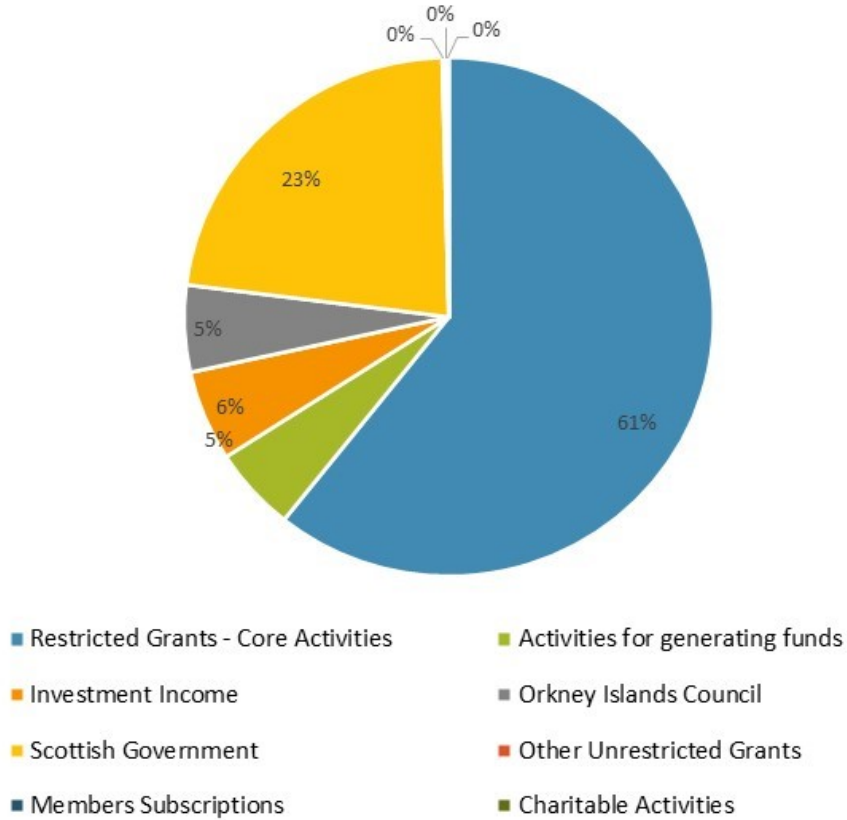


Connect Autism Project

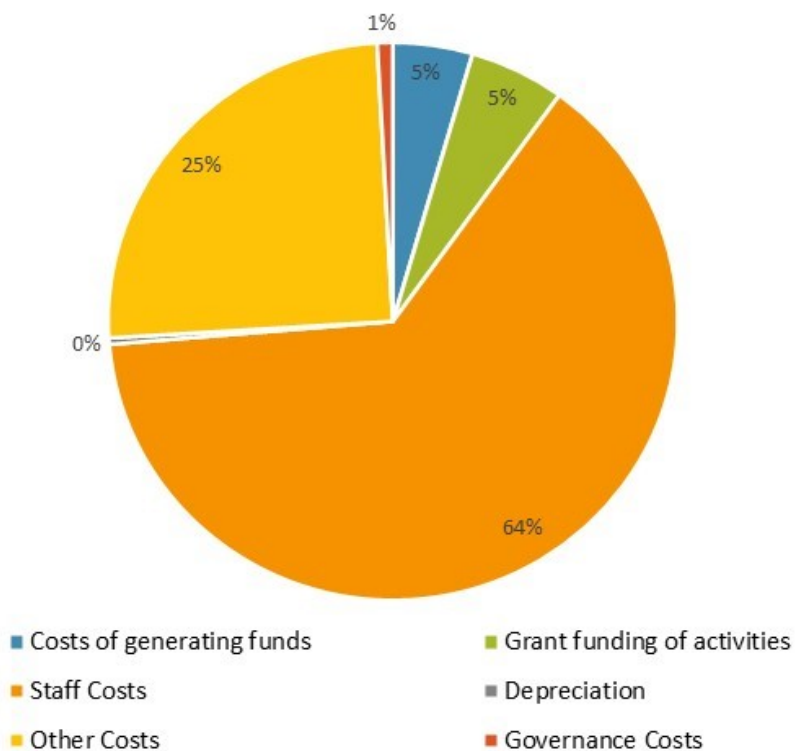
Sadly, the **Autism Project** which offered a range of specific support to **young people aged 15-25 with** Autism and/or Learning Disabilities closed this year in July after difficulty recruiting.

Finance

Income 2019-2020



Expenditure 2019-2020



Chief Executive's Report

It has been another busy and eventful year for VAO, and you will have seen from the earlier pages of this Report the wide range of activities and events delivered by our hard-working staff and volunteers.

Each year I seem to talk about change but change is constant, sometimes as a result of a crisis but most often evolutionary, slowly emerging from our environment and continuous, small adjustments. This year was no exception with the loss of valued colleagues as they moved on to new opportunities and the longer than anticipated time taken to recruit replacements. During that period the team willingly took on additional tasks and we were grateful for the occasional support provided by Voluntary Action Shetland colleagues. I'm pleased to report that we now have an increased staff team, with three new roles, bringing enthusiasm and new ideas, which augers well for the future.

Collaboration continues to feature strongly in our work as we understand the benefit of pooling our skills, experience and scarce resources to address community priorities. We value our membership of local partnerships such as The Orkney Partnership and Integration Joint Board, amongst others. These partnerships enable us to contribute, build effective relationships and respect for each other's roles and to ensure the work of Orkney's third sector is understood and appreciated. All our partnership work is enhanced by communication and engagement with our third sector colleagues but we are aware that we must improve our ability to reach out to organisations across Orkney to ensure that all views are incorporated.

During the year we strengthened our partnership work by establishing two new collaborative projects, Community Link Practitioners and Enhancing Wellbeing in Our Island Communities. Both have achieved a great deal in a very short time and both will continue into 2020-21 and beyond.

We will extend our partnership approach into the new financial year with the introduction of two services, a Community Engagement Project to contribute to the work of The Orkney Partnership and a Tec Peer Mentor to promote and support the use of technology in the delivery of health and social care within all sectors and services. These are welcome developments but we will also continue to review, expand and promote our existing services, which are so essential to our sector and are pleased that Connect and the Young People's Befriending Service have secured funding for the coming year.

As the year drew to a close we were faced with an unprecedented challenge. As the long-term impact of Covid-19 on our communities becomes clearer there is no doubt that third sector organisations and volunteering will continue to be an essential part of planning for and supporting renewal. Their initial response to the coronavirus outbreak has been swift, innovative and effective. We must ensure that we are ready to respond to emerging priorities and opportunities, to continue to provide our vibrant sector with the services, information and networks they need to sustain and expand their contribution to Orkney's communities.

I am privileged to work with a skilled and committed Board and staff team and wish to thank them for their support, their contributions and their achievements. Thank you also to our members, partners and funders for their continuing support.

Gail Anderson

Gail Anderson
Chief Executive



The Team

Directors/Trustees

Sheila Garson (Chair)
 Elaine Grieve (Vice Chair)
 Jan Judge (Treasurer)

Julian Branscombe
 Ian Carse
 Malcolm Graves
 Bashir Hasham

Richard Thomas
 Linda Lennie

Staff

Gail Anderson
Rosalind Aitken
Gary Amos
Anne Stacey
Davie Campbell
Hannah Kerr
Meghan McEwen
Malcolm Scott
Rob McGregor
Brian Cromarty
Laura Leonard
Karen Mack
Craig Nisbet
Helen Doyle
Suzy Fraser
Jenny Mottershead
Lindsey Johnson
Lindsey Drever
Caroline Evans
Hannah Rendall
Morgan Maxton
Alison Guthrie
Arlene Montgomery
Anna Johnston
Kasia Gorzkowska
Lynn Taylor
Michele Deyell
Denize Lace
Rosie Alexander
Ingrid Berry
Ailsa Winterburn
Leona Norquay
Cecily Cromby
Lynn Craven

Chief Executive
 Operations & Development Manager & EWOIC PM
 Partnership & Development Manager
 Finance Administrator
 Finance Administrator
 HR Development Worker
 Community Development Workers

Volunteer Development Worker
 Youth Development Worker
 Youth Development Worker
 Connect Co-ordinator
 Connect Support Workers

Connect Outreach Worker
 Children and Young Peoples Befriending Co-ordinator
 Children and Young Peoples Befriending Co-ordinator
 ABS Co-ordinator
 ABS Development Workers

Community-Led Practitioner
 Community-Led Practitioner
 Project Evaluator EWOIC
 Senior Office Administrator
 Office Administrators

Office Administrator (Counselling centre)
 Cleaner

Volunteer Receptionists

Paula Campbell
 Fran Hannan
 Keith Hartman
 Dora Mackay



Supporting The Orkney Community

VAO Members

Organisation Members

Advocacy Orkney
 Age Scotland Orkney
 Amnesty International
 Birsay Heritage Trust
 Burray Community Association
 Change works Resources for Life Ltd
 Chest, Heart & Stroke Scotland
 CLAN Cancer Support
 Community Energy Scotland
 Cromarty Hall Trust
 Crossroads Orkney
 CRUSE Bereavement Care Scotland
 Deerness Community Association
 Dementia Friendly Orkney
 Diabetes UK Orkney Group
 East Mainland Agricultural Society
 Eday Community Enterprises
 Eday Heritage Centre Association
 Eday Partnership
 Eday Renewable Energy Ltd
 Employability Orkney
 Enable Scotland
 First Kirkwall Company Boys Brigade
 Firth Community Association
 Flotta Community Association
 Flotta Community Council
 Flotta Heritage Trust
 For Arts Sake
 Fossil Centre Community Café Ltd
 Friends of Happy Valley
 Friends of Kalisgarth
 Friends of St John's North Walls
 Friends of St Nicholas
 Friends of St Ninian's
 Friends of the Hoy Kirk
 Gable End Theatre Co. Ltd
 Girlguiding Orkney
 Grievship Residents Association
 Haey Hope Lunch Club
 Hamnavoe Carers
 Harray and Sandwick Community Council
 Harray Community Association
 Holm Community Association SCIO
 Home-Start Orkney
 Hope Cohousing Ltd
 Island of Hoy Development Trust
 John Rae Society
 Kirkwall & St Ola Good Companions
 Kirkwall Amateur Operatic Society (KAOS)
 Kirkwall Arts Club
 Kirkwall Bowling Club
 Kirkwall Disabled Swimming
 Kirkwall East Church
 Kirkwall Squash and Racketball Club
 Kirkwall Veterans Badminton Club
 Marie Curie Fundraising Group - Orkney
 MS Society Orkney
 Netball Orkney
 North Ronaldsay Community Council
 North Walls Centre
 Orkney Historic Boat Society
 Orkney Group
 Rotary Club of Orkney
 Rousay, Egilsay and Wyre Development Trust
 Royal Voluntary Service
 RSPB
 Samaritans of Orkney
 Sanday Afternoon Club
 Sanday Community Association
 Sanday Community Council
 Sanday Development Trust
 Sanday Enterprises CIC
 Sandwick Community Association
 Scottish Health Council Orkney
 Shapinsay 8's and under
 Shapinsay Community Association
 Shapinsay Development Trust
 Shapinsay Heritage Arts and Crafts
 Shapinsay Lunch Club
 Shapinsay Renewables Ltd
 Soulisquoy print makers
 South Ronaldsay Golf Club
 St Andrew's Community Association
 St Magnus Church Birsay Trust
 St Mary's Preservation Trust
 Stromness Community Council
 Stromness Shopping Week
 Stronsay Development Trust
 Stronsay Moncur Memorial Church
 Stronsay Renewable Energy Ltd
 Stronsay's Silver Darlings
 Swona Heritage Fund SCIO
 Swandro-Orkney Coastal Archaeology Trust
 THAW Orkney
 The Craffhub CIC
 The George Mackay Brown Fellowship
 The Hoy Trust
 The John Rae Society
 The Orkney News Ltd
 The Pickaquooy Centre Trust
 The Pier Arts Centre
 The Strynd Nursery
 Upside Down's Orkney
 Victim Support Scotland
 Vital Talk
 West Adventure Club
 West Mainland Bowling Club
 West Side Cinema
 Westray Community Association
 Westray Development Trust
 Westray Fairtrade Steering Group
 Westray Golf Club
 Westray Heritage Trust
 Westray Parish Kirk
 Westray Parish Kirk Youth Group
 Westray Sailing Club
 Women's Aid Orkney
 Workshop Loft and Gallery
 Ypeople (Orkney)

VAO Members

Individual Members

Alistair Carmichael MP
Bashir Hasham
Caroline Robertson
Elaine Grieve
Eric Green
George Hannah
Ian Carse
Jan Buchanan

Keith Johnson
Linda Lennie
Malcolm Graves
Morgan Harcus
Alfred William Wright
Mrs B M Mainland
Mrs Margaret Flett
Peter Scott

Richard Thomas
Sheila Garson
Shirley Ellis



Supporting The Orkney Community

If you or your organisation need help, advice or support, please contact us here at VAO.

To discuss your organisation's needs, get advice and support, please email Malcolm Scott at malcolm.scott@vaorkney.org.uk

To become a volunteer or find out more about volunteering please get in touch with Rob McGregor via email robert.mcgregor@vaorkney.org.uk

To become a Member of VAO email: ingrid.berry@vaorkney.org.uk

To sign up to our monthly Newsletter and/ or our Training and Funding emails, and all other enquiries please email enquiries@vaorkney.org.uk or telephone 01856 872897.

Thank You to Our Funders



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