

DEVELOPING THE PQASSO QUALITY MARK



- CES is delighted to announce that we have secured sufficient investment from the Big Lottery Fund BASIS programme to develop an externally assessed, national 'Quality Mark' for PQASSO.
- It is intended that the external assessment will be by means of peer review.
- For the next few months, we will be developing the service and the training programme for peer reviewers. By November 2007, we expect to be able to invite expressions of interest – both from organisations wishing to apply for the PQASSO Quality Mark and from those wishing to be trained as PQASSO Quality Mark peer reviewers. Peer reviews to assess PQASSO Quality Mark applicants will then begin early in 2008.
- PQASSO is CES' practical quality assurance system for small organisations, viewed by some as the voluntary and community sector's 'industry standard'.
- Developed in 1997, it is now in its second edition, with a third edition planned. So far, over 11,000 copies of PQASSO have been purchased.
- PQASSO offers a rigorous yet flexible approach to continuous improvement allowing organisations to work at their own pace and at a level appropriate to their developmental stage.

THE PQASSO QUALITY MARK

In recent years, growing attention has been paid to the need for VCOs to be able to demonstrate convincingly their capacity and quality, for example to their users, to local commissioners and funders. This has sharpened the need for a recognised quality mark for the voluntary and community sector based on known standards. .

CES conducted an extensive survey of PQASSO stakeholders in 2002, both to determine the need for such a service, and to clarify what might be required of such a service. Based on the findings from this consultation, and two years further research on the possible options for taking forward the PQASSO Quality Mark, CES selected peer review as the preferred model which would deliver the most benefits to the sector. Following a successful pilot study in 2006, CES sought seed corn funding to plan and prepare for the start-up phase.

MORE INFORMATION

If you are interested in receiving additional updates regarding the PQASSO certification service, please contact **Mirella Grillo** - mirella@ces-vol.org.uk. Please note that during this development stage they are not taking applications for peer reviewers or organisation reviews.



ORGANISATIONAL DEVELOPMENT

CHANGES TO LEGISLATION

- All pregnant employees will qualify for 12 months' maternity leave (irrespective of their period of service)
- The right to request flexible working will be extended to carers of adults
- The Statutory Maternity Pay, Maternity Allowance and Statutory Adoption Pay period will be increased from 26 weeks to 39 weeks
- If an employee wants to return early from maternity leave, the period of notice they must give an employer is increased to eight weeks
- The rate of Statutory Sick Pay is increased to £72.55 per week. Statutory Maternity Pay, Statutory Adoption Pay are also increased

From April 30 2007 the definition of "religion or belief" will be changed for the purpose of the Employment Equality (Religion or Belief Regulations 2003). These are the regulations which prohibit discrimination in the workplace based on an employee's religion. A belief will now be "any religious or philosophical belief" rather than the former "any religious or *similar* philosophical belief"

From the Cranfield Trust

HR UPDATES

CHARTERED INSTITUTE OF PERSONNEL DEVELOPMENT INFORMATION SHEETS

The Chartered Institute of Personnel Development (CIPD) has updated the following information sheets:

COMPETENCIES	MATERNITY LEAVE
EQUAL PAY	MENTAL ILLNESS
EMPLOYEE BENEFITS	SMOKING
FLEXIBLE WORKING	SUCCESSION PLANNING
HARASSMENT	PAY
HUMAN RESOURCE MANAGEMENT	PENSIONS
INVESTORS IN PEOPLE	TRAINING





USEFUL RESOURCES

ICT HUB



<http://www.icthubknowledgebase.org.uk> a comprehensive online source of practical help, information and independent advice on ICT for small and medium sized voluntary and community sector organisations

<http://www.directory.icthub.org.uk> a searchable online directory of ICT suppliers providing goods and services to the voluntary & community sector

From the ICT Hub



DISABILITY RIGHTS COMMISSION

Recruiting, retaining and developing disabled volunteers
Disability Rights Commission <http://digbig.com/4rsww> or <http://www.dc-gb.org>



MANAGING AGE

From CIPD http://www.cipd.co.uk/subjects/dvsequ/_mngagegd.htm



THE EQUAL OPPORTUNITIES COMMISSION

A two year EOC investigation looking into why so many Bangladeshi, Pakistani and Black Caribbean women are missing from the work place and what can be done to make better use of this growing pool of talent <http://www.eoc.org.uk>

CHARITY COMMISSION RESEARCH REPORT

Delivering public services threatens 'independence and sustainability'. A recent Charity Commission online survey found that more than 40% of all charities that deliver public services are not paid the full cost involved. It also highlights that almost 50% of charities that deliver public services can't agree wholeheartedly that their activities are determined by the charities mission, rather than by funding priorities. The survey results 'Stand and deliver: the future for charities delivering public services' are at <http://www.charitycommission.gov.uk/publications/cc37.asp>