

## Community Impact Bucks' COVID-19 Briefing # 79

### Recruitment diversity and opportunities, redundancy support and #FundAlerts

Short regular briefing from Community Impact Bucks

26 November 2020

Dear Sir/Madam,

Recent campaigns such as #BLM and #CharitysoWhite have highlighted the importance of diversity. Below you will find a new guide published by Charity Job to help charities to have more inclusive recruitment strategies. We also have updated support for those facing redundancy, support for heritage organisations and #FundAlerts.

#### DIVERSITY IN CHARITY SECTOR RECRUITMENT

[Charity Job](#) has created a new guide; "Diversity in Recruitment: An Inclusive Hiring Guide for the Charity Sector" to help support the charity sector with more diverse recruitment strategies.

Building a diverse workforce helps to create lasting frameworks that inspire creativity and celebrate difference, which means changing the way that we think about recruitment. In the guide, you can find everything you need to audit your organisation, build better hiring practices and inspire collaboration and inclusivity. To download a copy of the guide, visit the [Charity Job website](#).

#### WE'RE HIRING: 30th NOVEMBER DEADLINE FOR APPLICATIONS

The deadline to apply for four new roles at Community Impact Bucks is fast approaching: applications for Head of Finance and Operations, Finance and Operations Assistant, and VCSE & Community Development officers need to be submitted by 30th November.

We have updated our application form to make it easier to apply: for more information on the vacancies, visit our [Vacancies and Opportunities](#) web page.

#### REDUNDANCY SUPPORT

If you are facing redundancy, there are two great sources of help and support in Buckinghamshire:

- Careers Springboard is a local charity delivering comprehensive pro bono career development and job search advice alongside online executive job clubs; find out more on its [website](#).
- Bucks Business First has updated its Redundancy Support webpage where you can find advice on what your next steps should be including looking for a new role, training and reskilling. If you are an employer, you can also find advice on HR support, employment law and workplace wellbeing. For more information visit the [Skills Hub](#) on the Bucks Business First website.

#### TACKLING HYGIENE POVERTY: DO YOUR BENEFICIARIES NEED FREE TOILETRIES?

Toiletries Amnesty, a charitable organisation working to end hygiene poverty, connects charities and community groups with local people who have unwanted toiletries and cosmetics through a free-to-use directory.

Voluntary organisations need to register with the directory before they can list the items that would be of use to their beneficiaries. Last year over 250,000 people were helped with items being distributed through a range of organisations including homeless shelters, refuges, food banks, hospices, refugee organisations, and NHS trusts.

For more information and to register visit [Toiletries Amnesty](#).

#### TAILORED SUPPORT FOR HERITAGE ORGANISATIONS

Would you like to join the next generation of heritage organisations? Cause4 has launched the Heritage Compass, a brand-new Business Support Programme funded by the National Lottery Heritage Fund, to guide 150 small and medium-sized heritage organisations over the next two years.

Helping them to grow and sustain their businesses, the free programme will offer:

- Tailored training
- Mentoring
- Peer learning
- Business planning
- Strategy development

The application deadline is 16 December 2020; eligible organisations can also apply for access funding to take part in the programme. To find out more, visit [Heritage Compass](#).

#### #FundAlerts

New funds are opened up regularly; to keep up-to-date with the latest announcements and for support on all aspects of funding, visit our [COVID-19 Funding webpages](#) and read our [top ten tips on how to write a successful funding application](#).

Two new funds are highlighted below:

- **Funding for communities experiencing racial inequality:** grants from £150,000 to £250,000 are available for intermediary technical partners which can help distribute and manage COVID-19 response funding amongst communities experiencing racial inequality. Deadline for applications is 30th November (midday); for more information, visit [Comic Relief](#).
- **Funding to increase social connectedness and help communities cope with the impact of COVID-19:** grants of up to £50,000 are available for voluntary, community, faith and social enterprise organisations (VCSFE) which are working with communities most affected by COVID-19 to encourage socially prescribed activities and community networking connections. Activities – including arts, sport/ physical and connection to nature – will support people to deal with practical issues (such as food and debt) and to build confidence and social connections. The deadline for applications is 8 January 2021; for more information, visit [Arts Council](#).

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