

Inspiring Scotland Insights November 2020



Welcome



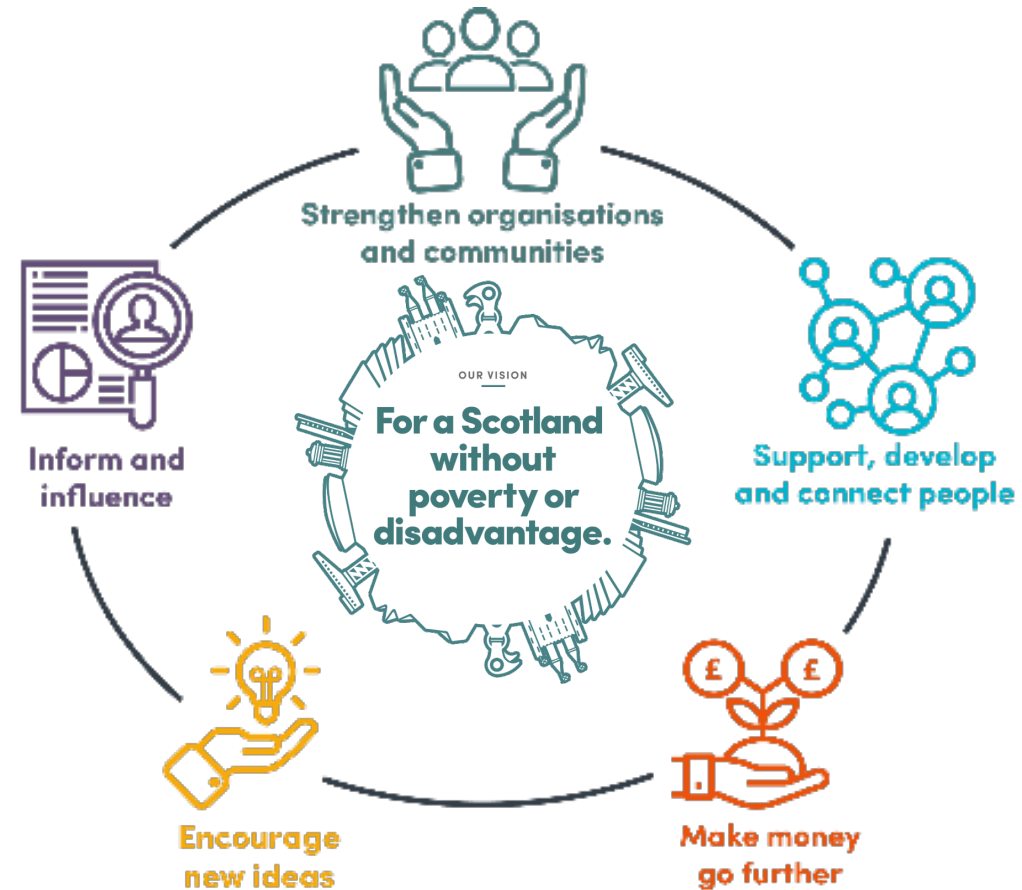
Welcome to our latest Insights Report which collates feedback from over 130 charities and 13 portfolios during October. We hope that by sharing this summary update of key issues we can better collaborate to find effective solutions to help the charities we support.

During November and December we have committed to a renewed focus on wellbeing, both individual and collective. We have seen some excellent examples of how a positive difference can be made in the simplest of ways. We aim to share these and continue to learn, to further support charity partners, their teams and the people and communities they work with.

Thanks to all our funders and partners, it's fantastic to connect with each other and create space to focus on the wellbeing needs of the voluntary sector in Scotland.

Best,

Celia



This report includes information from 130 charities across 13 portfolios....



Building
Brighter
Futures
Fund



Support in the
Right Direction

Specialist
Volunteer Network



Perinatal & Infant
Mental Health Fund

INSPIRING SCOTLAND

What's happening now?

Contents

October - November 2020

Key Issues – Voluntary Sector

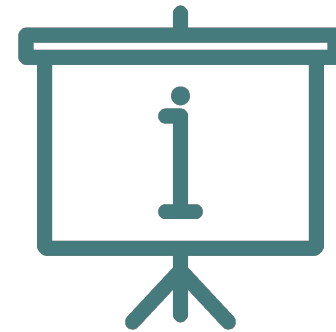
Key Issues – Children and Families

Key Issues – Communities

Key Issues – Youth employment and wellbeing

Key Issues – Health and social care

Suggested actions for IS



Key Issues For all in voluntary sector

- **Fears over impact of winter**
- **New restrictions** – the unpredictability makes it difficult to plan and impacts on service users.
- **Mental Health of staff and service users** continues to be impacted, especially as we move in to winter.
- **Funding** – Charities beginning to worry about funding for next year.
- Organisations focused on **business/strategic planning** and seeking support.
- Organisations need **trustees** to step up to the plate.

Specialist
Volunteer Network

Key Issues Children and Families

- **Winter** – focus on what activities can be done outside with young people.
- **Health and wellbeing** concerns – for staff and service users.
 - Stress bringing changes to the organisational structure due to absence etc.
- **Impact on leaders**
 - Low mood, fatigue, anxiety, stress. Lack of human contact.
 - The impact of reacting to issues and not being able to take pro active approaches, they feel that there is no end in sight for these working and home conditions
- The **current tier system brings uncertainty** to the workplace and planning services.
- Worries about **funding**, having to lay off staff.



Key Issues **Communities**



- For local people the sustained tightening of regulations is contributing to a deepening sense of frustration for some, and resignation for others. In the words of one Link Up worker, it's a situation that is leading to **'Anarchy' or 'Apathy'**.



- Companies clearly have the desire to be greener and reduce their carbon footprint.

Key Issues Youth Employment and Wellbeing

- Charities trying to plan for **potential surge in youth unemployment** and at least **6 months of Covid**.
- Re-imposition of **COVID** restrictions
 - **Young people aren't able to access services** in the same way at this most critical of times for them.
 - New tier system impact greater in central belt where majority CashBack programmes take place.
 - Partners are still **unable to access facilities** in order to run programmes.
 - Impact on programmes reduced if schools remain open, support through school activities can continue as planned.
- **School "returners"** – school leavers in May thought they had a job/college place which disappeared due to Covid. Circa 20% have returned to school.
- **Mental health of young people** impacted due to uncertainty for future and restrictions limiting their daily lives.
- **Staff "burnout"** as uncertainty and increased demand for services continues.



Key Issues Health and Social Care

- **Delivering Services**
 - Continued **increased demand for counselling** support.
 - Clients **seeking face to face** interactions.
 - Charities are continuing to review and adapt services to evolving restrictions.
- **Recruitment challenges**
 - **Delays in Disclosure Scotland.**
 - Ongoing recruitment challenges for **specialist roles.**
- **Digital exclusion** remains an issue
- Challenges in **securing new laptops** as demand is high and supply stretched.
- **Staff Burnout**
 - Even a holiday doesn't help as too much to catch up on return
 - Too many meetings – accelerating
 - Zoom/remote fatigue impacting leaders, counsellors and therapists.



Support in the
Right Direction

Perinatal & Infant
Mental Health Fund



Key Issues Health and Social Care

- **Mental health issues** for autistic people are coming more and more to the fore.
- Charities starting to worry about **funding for next year.**
- **Fears over impact of winter**
 - Most volunteer peer supporters are not returning to home-visiting, given restrictions.
 - Unclear if outdoor activities can continue through the winter.
 - Concerns that mental health will deteriorate over the winter period with restrictions in place.



Support in the
Right Direction

Perinatal & Infant
Mental Health Fund



INSPIRING SCOTLAND

Our focus for support

Our Insights Research and feedback from charities allows us to develop additional resources and opportunities to collaborate.

Over the next 4-6 weeks we will:

1. Develop further Charity Leader and Staff Wellbeing Resources
2. Continue to support Digital Exclusion research, policy and practice by engaging with SCVO and Scottish Tech Army
3. Develop tailored support and source resources on fundraising and best practice for writing successful funding applications.



Inspiring Scotland Insights

If you are interested in any aspect of our Insights Report or would like to collaborate with us, please email Julia@inspiringscotland.org.uk

Thank you!

INSPIRING SCOTLAND

Inspiring Scotland

Riverside House, 502 Gorgie Rd.
Edinburgh, EH11 3AF

T. 0131 442 8760

E. enquiries@inspiringscotland.org.uk

www.inspiringscotland.org.uk

A company limited by guarantee registered in Scotland, No. SC342436, and a registered Scottish charity, No. SC039605.



Bold Knowledgeable
Compassionate Effective

INSPIRING SCOTLAND