

Welcome

to the latest training, events and opportunities from tsiMORAY

This month at tsiMORAY we are looking for candidates to join our Board of Directors. If you are interested in putting your name forward please fill in the nomination form which can be found under the 'Opportunities' section of the bulletin.

If you would like information about training, or have an event you're hosting or opportunity within your organisation to be included in a future issue, please e-mail laura@tsimoray.org.uk It would be great if you could send any text in a word file.

TRAINING

An Introduction to Recruitment

Where: The Inkwel, Elgin Youth Cafe, Elgin

When: 21st September, 10am - 12pm

Trainer: David Jack, Ascend HR

- Describe the methods you can use to employ people into your organisation
- Analyse the recruitment & selection process
- Describe the key legal considerations

If you are considering taking on an employee or maybe more than one, this networking event is for you. HR practitioner/expert David Jack of Ascend HR will guide you through the necessary things to consider when employing new staff, what you need to consider and why. Come along and meet with likeminded people and share your own experience of employing and supporting staff within a small organisation. To book please e-mail info@tsimoray.org.uk

Leading Growth for Aspiring Leaders

Elgin | 6 days over 3 months

15 & 16 November | 14 & 15 December | 25 & 26 January

City & Guilds/ILM Accredited (SCQF Level 9)

You may have seen that the Social Enterprise Academy has now launched its 7th year of Just Enterprise Leadership programmes. Effective leadership is central to the growth and sustainability of organisations working for social change.

This engaging and practical leadership experience will give you the support and space to reflect and take action on how you prepare for the opportunities and challenges that leading in the current climate presents.

On this 6-day highly interactive programme, you will invest time in your leadership strengths, and witness the impact on the growth of your team, project and organisation.

Supporting current managers who have aspirations to increase their responsibility and impact, this programme allows you to begin your leadership journey with increased confidence.

The programme themes are:

- Leading and Understanding Yourself
- Leading and Understanding Others
- Leading in Your Organisation

For current or aspiring leaders in established third sector organisations and social enterprises who are in or expect to be in leadership roles with line management responsibility.

£300 (£50 per day) subsidised through Just Enterprise. 12 places available.

City and Guilds Group through the ILM, entitled Certificate in Leadership (SCQF Level 9/ILM Level 5) available for learners at additional cost.

For further details visit the [website](#) or contact Donna on 0131 243 2684
donna@socialenterprise.academy

Introduction to Trauma and working with people who use substances

Date: 13th November 2017

Location: Alexander Graham Bell – Breakout Room.

Start: 09:30 prompt - 16.30

This training will introduce the theory of trauma and will enable participants to identify and implement practical strategies to support service users who may experience trauma. This will allow staff to become trauma-informed within their practice.

Learning Outcomes:

- Recognise the different types and causes of trauma which may be experienced by clients.
- Identify behaviours and coping strategies associated with trauma.
- Describe the relationship between drug/alcohol use and trauma.
- Recall techniques for managing disclosure of trauma.
- Identify how to support clients who may be experiencing trauma.
- Demonstrate trauma-informed practice.
- Identify techniques to recognise and manage issues experienced by supporting staff.

To book contact: Louise at louise.mckenzie@moray.gov.uk 01343 557230 by **6th November 2017**. Please note: places are limited so get your application in early.

Understanding and responding to alcohol and drug related stigma

Date: 14th November 2017

Location: Alexander Graham Bell – Breakout Room

Start: 09:30 prompt - 16:30

This one day training will give participants a distinct set of knowledge and skills to help them understand and address alcohol and drug-related stigma.

Learning Outcomes

- Recall the meaning and theory stigma.
- Identify and understand the specific stigma attached to people who use substances, people in treatment or in recovery from substance use.
- Describe the consequences of the cycle of stigma
- Identify our own attitudes and beliefs towards treatment options and treatment outcomes for substances.
- Identify language and practice which de-stigmatises people affected by substance use.
- Challenge stigma attached to people who use substances, people in treatment or in recovery from substance use.

To book contact: Louise at louise.mckenzie@moray.gov.uk 01343 557230 by **6th November 2017**. Please note: places are limited so get your application in early.

Drugs and Bugs: An introduction to bacterial infection and drug use

Date: 15th November 2017

Location: Alexander Graham Bell – Breakout Room

Start: 09:30 prompt - 12:30

The training will give a brief overview of bacterial infection and various outbreaks; giving participants the opportunity to explore harm reduction information relevant to bacterial infection. It will provide an overview of the main signs and symptoms which practitioners should be aware of and will encourage participants to think about and develop a response relevant to their services.

Knowledge of drugs and experience of working with people who use drugs is an advantage but not essential for this training.

Learning Outcome:

- Demonstrate increased knowledge of bacterial infection.
- Demonstrate increased confidence to deliver harm reduction information to people who use drugs.
- Recognise symptoms of infection and respond effectively.
- Contribute to the development of effective responses to potential outbreaks which can be implemented in their service.

To book contact: Louise at louise.mckenzie@moray.gov.uk 01343 557230 by **6th November 2017**. Please note: places are limited so get your application in early.

'Tooting' Versus 'Shooting' and other routes & methods of drug use

Date: 15th November 2017

Location: Alexander Graham Bell – Breakout Room.

Start: 13:30 prompt - 16:30

This training will cover methods of using drugs and the risks attached to these. physiological differences for each method of use, reasons for moving from smoking to injecting and vice versa as well as practical demonstrations such as how to make a pipe.

Learning Outcomes:

- demonstrate an understanding of why people move to injecting drug use and the barriers to returning to less risky methods of drug use.
- demonstrate increased confidence in their ability to raise the conversation topic of route transition.
- describe in detail different methods of drug use.

Aimed at drug workers, housing workers, social workers, GPs, nurses, prison staff, pharmacy staff and mental health workers.

To book contact: Louise at louise.mckenzie@moray.gov.uk 01343 557230, by 6th November 2017. Please note, places are limited so get your application in early.

Introduction to motivational interviewing

Date: 16th & 17th November 2017

Location: Alexander Graham Bell – Breakout Room.

Start: 09:30 prompt - 16:30

Motivational Interviewing (MI) is a collaborative and empowering method which can effectively influence change through the use of person centred counselling skills and directive strategies. MI can be used with brief encounters and is shown to be more effective than traditional advice giving.

This workshop is appropriate for practitioners who are in the role of conducting one-to-one therapeutic discussions with people using drugs and alcohol with the focus on making and sustaining healthy behaviour changes. This introductory course will begin to develop knowledge and skills in motivational interviewing and seeks to support practitioners to work towards improving service user outcomes through training in how to apply this method.

Learning Outcomes: By the end of the course, participants will be able to:

- Define the nature of ambivalence about change.
- Apply the spirit of motivational interviewing, integrated with the OARS counselling skills to engage a person in personal conversation.
- Analyse how motivational interviewing can influence change by intentionally evoking and strengthening natural language (change talk).
- Identify how motivational interviewing may be used within own practice setting.

To book contact: Louise at louise.mckenzie@moray.gov.uk 01343 557230, by 6th November 2017. Please note, places are limited so get your application in early.

Wide Horizons: Working in Social Enterprise

This programme is designed for people of all ages, not currently in employment, who are looking to gain new skills and experience in a supportive and friendly working environment.

Location: Forres

Date(s): Starts 2 & 3 October 2017

Time: 10am - 4pm

Duration: 12 days

Contact: Rachel Farmer

Email: rachelfarmer@socialenterprise.academy

Telephone: 01463 238 088

Price: Fully Funded

Social enterprises are businesses that trade for a social purpose. They provide a supportive working environment, which is a good place to learn new skills and gain confidence. Wide Horizons is a 12-day programme spread over two months. Created in partnership with Moray social enterprises, they aim to benefit people as well as the environment and provide volunteering and training opportunities.

On this programme you will:

- Understand your own strengths and develop skills that are valued by employers
- Become confident in leadership and teamwork through designing a new social enterprise
- Explore ways social enterprise can be used to create opportunities for people in the community
- Have the opportunity to gain a City & Guilds qualification

Learners

This programme is designed for people of all ages, not currently in employment, who are looking to gain new skills and experience in a supportive and friendly working environment. No previous social enterprise experience required.

Module Dates

Module 1: 2 & 3 October 2017

Module 2: 16 & 17 October 2017

Module 3: 30 & 31 October 2017

Module 4: 6 & 7 November 2017

Module 5: 20 & 21 November 2017

Module 6: 4 & 5 December 2017

Cost

This programme has been fully funded by the European Social Fund and Social Enterprise Academy.

Accreditation

This programme can lead to an SCQF Level 5 Developing Effective Team Member Skills awarded by the City and Guilds Group through the ILM. The ILM are part of the wider City and Guilds Group: a global leader in skills development. To book please visit the Social Enterprise Academy website [here](#).

EVENTS

Frontline Forum - #Youchoose2 information event

#YOU CHOOSE 2
FRONTLINE FORUM

September 27th 12.30 to 2pm
at The Gallery, Elgin Library

The frontline forum launch event will:

- showcase current and previous projects that received support through participatory budgeting (PB)
- provide information and guidance on how to apply and take part in the next round of PB, #You Choose 2
- give practitioners and participants the chance to discuss the themes, ask questions and network.

#You Choose 2 is tsIMORAY's small grants programme, that uses participatory budgeting (PB) to empower communities.

Through #You Choose 2, tsIMORAY will invite applications for community-based projects in Moray that address themes in relation to drugs and alcohol, mental health innovation and collaboration or partnership working.

To book a place please contact Louise.mckenzie@moray.gov.uk
For further information on #You Choose 2 contact Eidh@tsimoray.org.uk

HEALTH & SOCIAL CARE MORAY
Moray Alcohol & Drug Partnership
tsi MORAY

To book a place at the forum please contact louise.mckenzie@moray.gov.uk

North Alliance Conference 2017

Wed 4 October 2017

09:30 – 17:00

Nairn Community & Arts Centre

I'm pleased to let you know that registration for the North Alliance Conference 2017 is now open! Under the theme 'Influencing Change in the North,' Conference 2017 offers 13 workshops, two keynote speeches and an opening address from Alan Armstrong, Strategic Director at Education Scotland. Marion Allison, Head of the CLD Standards Council, will discuss the Education Governance Review: what does it mean for CLD practitioners? and Dave Simmers, CEO, Community Food Initiatives North East, will open the afternoon session looking at Community Work Tackling Poverty – What Happened?

For more information and to book your place, please click [here](#). Places are limited so please book early to avoid disappointment.

Progress in partnership working

Please squeeze in this date to your busy diaries as we have a thought provoking morning planned to progress our partnership working in Moray linked to the various strategic and local plans:

Monday 25 September 2017

Where: Alexander Graham Bell, Moray College

What time: 0930-1230

The invitation is warmly extended to locality management groups, informal learning practitioners and third sector partners

Programme:

0930 Welcome Laurence Findlay Director Education and Social Care

0940 Introductions icebreaker

0955 Input & reflection: Alona Murray HMI, How good is our partnership working?

1045 Break

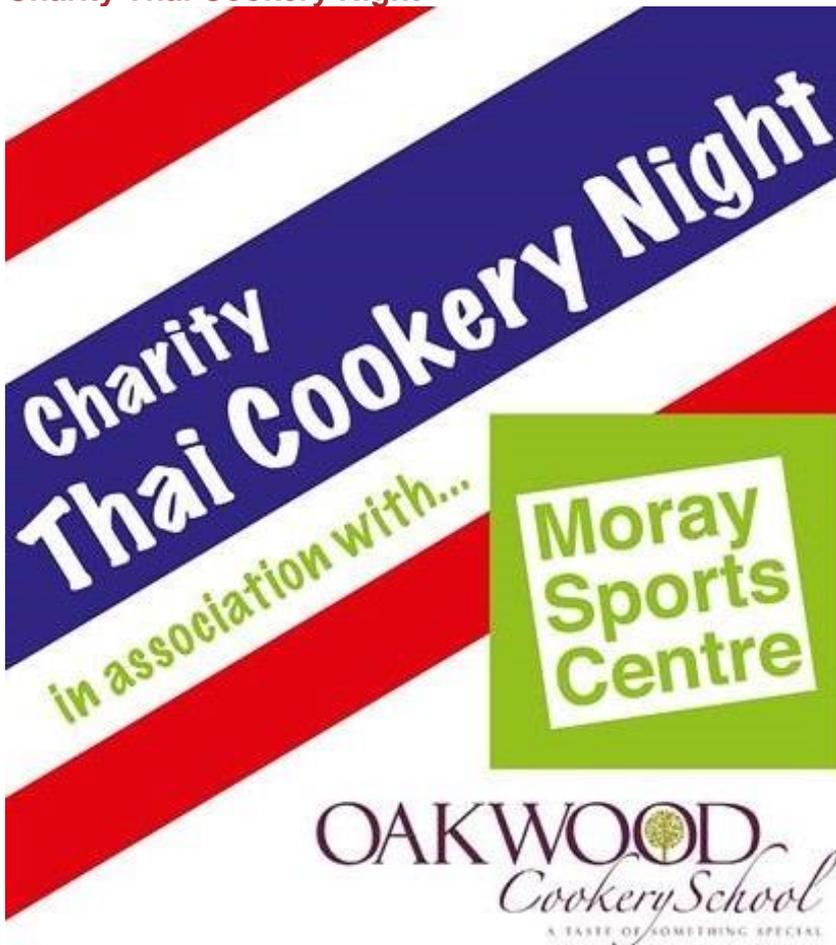
1100 Groupwork tasks in localities

1215 Review

1230 Close

Please book at place by emailing: educationandsocialcare@moray.gov.uk quoting Partnership Day 25 September 2017.

Charity Thai Cookery Night



Thu 28 September 2017

18:30 – 21:30

To book: <https://www.eventbrite.co.uk/e/charity-thai-cookery-night-oakwood-cookery-school-tickets-37382473986>

Care and Learning Alliance (CALA) conference

Workforce Development: Today's Children are Tomorrow's Future

Location: Culloden-Balloch Baptist Church, Wellside Rd, Balloch, Inverness

Conference Date: 28/09/2017

This year the Care and Learning Alliance (CALA) conference will look at 'Workforce Development'. Given the ongoing expansion of early learning and childcare this is a highly topical subject and we hope to inform delegates about the relevance of this for their work with children and young people.

We will explore some of the national and regional strategies arising from the Scottish Government's Developing the Young Workforce programme and particularly focus on: Supporting essential skills development and an understanding of the world of work, from the early years onwards. What we can do and why it matters! Enterprise and employment routes for young people; within the senior phase and beyond. Examining how we might develop the Early Learning and Childcare Workforce to enable us to provide high quality provision for children and families.

To book your place at the 2017 conference, please proceed to our booking form: <https://www.careandlearningalliance.co.uk/conference-booking-form.html>

From our choice of four workshops, delegates will have the opportunity to attend two, and can make this choice on the day. To avoid disappointment, make sure you turn up and register early.

LET'S PLAY! Living Golf Texas Scramble Tournament

Everyone is invited to play. If it's your first time - or you have played for years - Come & Play, no matter what your circumstances are and have fun, it's a great day! We play 9 x holes on a small beautiful golf course.

Where? [Covesea Golf Links](#) Hopeman Road, off B9040 between Lossie and Hopeman next to the beach!

It is NOT the Golf Dedication Centre or the Aroma Cafe! Covesea Golf Links is further up the road coming from Lossiemouth to Hopeman.

What to bring? Wear suitable clothes and trainers for golf and the weather. Bring your own golf equipment if possible. Living Golf & Covesea provides golf equipment for people without clubs and golfballs. Food & Drinks are available from Covesea Caravan. Wheelchair golfers - play with wide wheels on the course.

Cost? Juniors to age 18: £5.00 per player Adults: £10.00 per player

Seniors: £7.00 per player

Please pay on the day to Covesea Golf Links & bring your own lunch!

Book by **12 noon on Monday 18th September** to secure your place:

1. Please email letsplay@livinggolf.com and include your name & school. Let us know if you need golf clubs

2. Phone Franz of Living Golf on 075 701 39657

REAP Community Energy Champions



Community Energy Champions

Learn about home energy use – Save money – Help others do the same



COMMUNITY ENERGY CHAMPION TRAINING WITH REAP

Join us for a fun and interactive guide to home energy issues!

ELGIN 20TH SEPTEMBER 10AM -1PM
FORRES 24TH OCTOBER 10AM - 1PM
BUCKIE 22ND NOVEMBER 10AM -1PM
Free Energy Goodie Bags!!

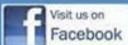
BOOKING ESSENTIAL & MORE INFO:
Email: energychamps@reapscotland.org.uk
Call/Text 07835 068481

Funded by:



Website: www.reapscotland.org.uk

REAP: 177 Mid Street, Keith, AB55 5BL.
Charity Number: SC037988; Company number: 316989



Macmillan Move More Moray Launch

We are writing to invite you to the launch of Move More Moray, a partnership between Moray Council and Macmillan Cancer Support to help people affected by cancer get active.

Date: Friday 3rd November

Location: Elgin Town Hall, 1 Trinity Place, Elgin, IV30 1UL

Time: Arrival from 11.30am with tea/coffee and networking

11.45am – Official presentations, including opening remarks from Macmillan's Partnership Manager Joanne Adamson and Council Convener James Allan, Moray Council. Local stories on the programme to date will also be presented.

12.45pm – an opportunity to take part or watch demonstrations of the sessions involved in the Move More Programme. 1.15pm close of launch.

Move More Moray includes activities specifically designed for people affected by cancer, including walking groups, gentle movement sessions, gardening projects and circuits-based activity classes.

Helping people who have been diagnosed with cancer to 'move more' is a key focus for Macmillan Cancer Support. The charity has carried out extensive research which has shown that being active during and after treatment is both safe and hugely beneficial and should be available to everyone with a diagnosis of cancer.

The activities, which are all free of charge, will not only help people cope with the side effects of treatment, but also provide people with an opportunity to be around others in a similar situation and reduce loneliness and isolation that the disease can create for those affected.

If you are interested/available to attend this launch please confirm your place by emailing Educationandsocialcare@moray.gov.uk

Moray Feelgood Festival: Mental Health Arts Festival

A festival for ALL, connecting people to the concept of mental health and wellbeing through the use of the arts. Across Scotland for the last 10 years, The Scottish Mental Health Arts Festival has connected audiences of all ages and backgrounds to themes that challenge stigma, increase awareness and improve mental wellbeing. It is hoped that by trying out a new arts activity people may decide to include this in their everyday life, perhaps as a new hobby, creating a year-long legacy of the festival through greater arts involvement. Equally this October, as well as arts activities, we hope to sign-post a range of support and courses available in Moray. To view the brochure of events please visit <http://moraywellbeinghub.org.uk/festival/>

Moray Wastebusters Workshop



Come and help to make some
Birds & Butterflies

Following an artists residency in Barcelona to visit the festival of Gracia, local artist Caroline Inckle will be making birds and butterflies from recycled materials to dress to one of the polytunnels Barcelona style. Come and lend a hand!

**Drop in workshop at Moray Wastebusters from
10am-3pm on Saturday the 23rd of September.**

Workshop is free but children must be accompanied by an adult.

EMPLOYMENT OPPORTUNITIES

Transition Town Forres book-keeper

Transition Town Forres (TTF) is looking to engage a book-keeper on a freelance basis to help ensure the smooth running of our finances. This role will involve the following:

- setting up and maintaining systems to support the smooth running of the finances of TTF
- maintaining an up to date cashbook, tracking income and expenditure for each of the projects currently run by TTF and reconciling bank statements
- managing all invoicing and maintaining a filing system with hard copies of all invoices, statement and receipts, as needed to enable independent external examination of the accounts
- preparing monthly financial reports for the Board, detailing income and expenditure for each project as well as the overall financial position of TTF
- liaising with TTF's treasurer and accountant as needed to help ensure compliance with all relevant regulations
- assisting with and/or preparing annual accounts and annual returns (OSCR, Companies House), and liaising with independent examiners as required
- assisting or leading with financial reporting for funders and other stakeholders
- supporting and/or managing budgeting processes
- providing updates and information for Directors as required

The successful bidder will have:

- bookkeeping experience
- knowledge and experience of using suitable software
- excellent organisational skills and the ability to develop and/or introduce suitable systems
- understanding of, and support for the aims of Transition Town Forres

TTF is a small enterprising third sector organisation (income of approximately £6k in 2015/16 and £36k in 2014/15). It is envisaged that, once appropriate systems are in place, the role will require an average of approximately four hours a month to fulfil. Interested parties are asked to apply by submitting a letter setting out their interest in the role, their terms and conditions and the skills and expertise they would bring to the role.

Letters should be emailed to tfforres@gmail.com by **5pm on Monday 25 September**, and marked for the attention of Fabio Villani. For more information and/or an informal conversation about TTF and/or this role, please contact Fabio at the same address.

OPPORTUNITIES

tsiMORAY Board of Directors

tsiMORAY is currently looking for candidates to join its Board of Directors and we'd be grateful if you could circulate this opportunity through your networks.

The Board of tsiMORAY aims to provide sound strategic governance for a vibrant and

dynamic organisation.

The current Board of ten directors is made up of people with a broad range of skills and knowledge, and with experience spanning the public, private and third sectors. Directors' duties include monitoring the implementation of work plans, overseeing the management of finances and working with the Chief Officer and staff to identify priorities for shaping the future direction of tsiMORAY.

Full details of roles and responsibilities are provided in the information pack available on our website at www.tsimoray.org.uk, by email from info@tsimoray.org.uk or in printed form from tsiMORAY, 30/32 High Street, Elgin, IV30 1BU.

If you would like to be considered as a candidate for Director, we would invite you to complete the nomination form within the [pack \(appendix 2\)](#) and return to tsiMORAY by no later than **9am on Monday 25 September 2017**.

In the event of there being more suitable candidates than vacancies, an election will be held at the next AGM taking place on Monday 2 October 2017. The information given on the nomination forms will be used to produce a ballot paper to enable members to make an informed choice.

Once appointed, Directors will be invited to participate in an induction and training programme. This will introduce Directors to the work of an Interface, other Board members, the organisation's staff and its activities through a variety of sessions which will help to further their knowledge and support the development of the new Board as an effective team.

Transition Town Forres Treasurer role

Transition Town Forres is looking for a Treasurer. This is an exciting opportunity to join the board of an enterprising third sector organisation that is committed to securing our common future by sharing skills, tools and renewable resources. This role is voluntary and we're looking for an individual with a sound grasp or interest in financial planning and forecasting. In this role, you will be helping set and manage budgets and liaise with our bookkeeper and accountants. For more information on the nature and time commitment of the role, please contact Fabio at: ttforres@gmail.com

Forres Area Credit Union

Forres Area Credit Union has now moved to bigger premises and now at 53 High Street Forres IV36 1PB. The OLD premises at 138 are now **FOR SALE** @ offers over £60k and would suit an entrepreneur or social enterprise looking to be set up.

NEW members are being recruited from the Moray and Nairn catchment area and PAYROLL deductions and standing orders are an easy option of participating in the Savings & Loans Co-operative. More information can be found at their [website](#)

Opening hours have remained the same with Thursdays open till 6pm. We will be celebrating International Credit Union Day this year on Thursday 19th October.

For further details call us on 01309 676735 or contact info@forres-cu.co.uk

Could you be a Volunteer?

Volunteers are a valued part of the Quarriers team, helping carers across Moray to

engage in activities and events including the Carers' Café, Dementia Adventures and Lifelinks programmes. We are at the very early stages of recruiting/identifying potential volunteers to assist carers to complete the new online carers' assessment.

Volunteers will need good IT skills and be able to support carers who may lack the experience or confidence to complete the online forms independently. All volunteers must undergo an appropriate Police Check or PVG as part of the application process.

If this is of interest to you, please contact Alison Lowes, Volunteer Co-ordinator, on 01343 556031 or alison.lowes@quarriers.org.uk

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Our mailing address is:

tsiMORAY
30/32 High Street
Elgin, Moray IV36 3TU