



Funding Case Study

VCS children and young people organisations in Cambridgeshire and Peterborough have collective access to a HR Officer

Young Lives, the network for voluntary and community youth organisations in Cambridgeshire and Peterborough secured funding to support the costs of employing a dedicated Human Resources Officer. The funding (around £30k per year) was **part of a bigger bid** secured for infrastructure support through the **Big Lottery Fund's BASIS programme**. Young Lives are working in partnership with local Councils for Voluntary Service so that all **VCS organisations working with children and young people** locally can access the services of the HR Officer.

The funding is for a period of three years and will provide support in connection with **the safe recruitment and employment of staff and volunteers:**

Safe Recruitment

The service will include access to CRB checking services, recruitment toolkits and recruitment training.

Safe Employment

The HR Officer will be supporting and advising front-line organisations on all aspects relating to HR e.g. payroll, employment law, and will help develop knowledge of current HR legislation and policy.

Lynn Hogarth, the Chief Executive of Young Lives, said "It is almost impossible for many small VCS organisations to undertake the full range of Human Resources activities, which are often required by law, or a desirable addition to the development of an organisation. All too often this results in organisations reaching a certain stage in their development and then halting further progress as they are unable to commit sufficient resources to undertake the necessary back office functions which will take them to the next stage".

Need more information?

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