

insideout

The magazine for Bath & North East Somerset Council Staff

Summer 2010



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Making Bath & North East Somerset an even better place to live, work and visit

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Somerset Council**

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Government Budget Savings

The new coalition Government has committed to major changes in the provision of public services and also to a programme of spending reviews. The Chief Executive, John Everitt, has promised to keep staff updated as and when the Council knows more about the national picture and its impact on us. The following article is extracted from the latest messages sent to all staff in June.

insideout

issue 49 • SUMMER 2010

Welcome to the summer issue of **insideout**, your staff magazine. **insideout** keeps you in touch with the work of teams across the Council and explains what's going on at every level.

Look for the  to see how we are tackling our eight priorities which relate to: affordable housing; better lives for young people; climate change; feeling safer; independence for older people; school buildings; sustainable growth; and transport & public spaces.

It's your **insideout**

Your comments and suggestions are always very welcome:

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On Tuesday 22 June, the Chancellor presented the coalition Government's emergency Budget. The Budget sets out the approach the Government intends to take over the next four years (to 2014/15). The Government had warned that this would be a tough Budget for every section of society, and in particular for the public sector.

Implications from 22 June Budget

- Between now and 2014/15 all Government departments, except overseas aid and health, will have had their budgets cut by an average of 25%. This is likely to have a major impact on the amount the Council receives in Government grants and is generally in line with the assumptions we have already made in our financial planning.
- To the extent that there are any additional areas singled out for relative protection (e.g. schools) the impact on other areas of local government spending may be greater than the 25% figure referenced. Exact details of departmental cuts will be known in the Government's Comprehensive Spending Review which will be finalised in October;
- The Government has recommended that public sector pay awards (ie 'cost of living' increases) are frozen for the next two years (2011/12 and 2012/13). This would not affect any annual pay increments due to staff progressing up pay grades. The Government has also recommended that employees earning less than £21,000 receive a £250 flat-rate increase.
- The Government is promising to support councils to freeze Council Tax in 2011/12. Details of this support will, we understand, be provided by the Government later in the year;
- The Government has indicated that it will be protecting the level of funding for Capital schemes and prioritising those that most contribute to economic growth. By October we expect to know more about the funding for the £48m Bath Transport Package, which was put on hold along with other similar projects across the country. Similarly, we await further information on other capital projects critical to regeneration including funding schemes at various stages with the Homes and Communities Agency.
- There will be changes to state benefits including Housing Benefit, which we administer locally.
- There will be a review of public sector pensions, with an interim report expected in October and full details in time for next year's Government Budget. The Avon Pension Fund – which manages our Council pension – continues to perform relatively well. NHS

NHS White paper

On 12 July the Government published its White Paper on the NHS. The Paper contains a number of new reforms to drive up quality, efficiency and increase local accountability and choice around health care provision. The Paper proposes structural reform which includes creating new organisational bodies and would mean an increased role within local authorities for aspects of health care such as public health. Specifically, it means that Primary Care Trusts (PCTs) will close down in 2013.

Clearly there will be significant implications for the Council and in particular our Health & Well-being Partnership with NHS B&NES (the local PCT). As these implications and options become clearer, we will provide further information.

Our partnership working with NHS B&NES is unique and places us in an excellent position to move forward in the future in line with a lot of the thinking within the White Paper.

A message is being issued to Council staff working in the partnership, providing more information on what the white paper means for those staff, what the next steps are, and outlining the support and additional information that will be available for those staff.

A summary of the White Paper is available on our public website and intranet (under Government Budget Savings & policy implications). As more public information emerges, it will be posted into the same website area.

staff pensions are within a national scheme.

- As part of a National Engagement Programme, which started on 24 June 2010, the Government is encouraging public sector employees to put their views and suggestions forward about the direction of these national changes. See: <http://spendingchallenge.hm-treasury.gov.uk/> for more details.

In-year savings

These Budget announcements are over and above the £1.165 billion savings that local government has already been asked to make in this financial year: These include:

- A cut of £1.8m to this year's Government grant to our Council.
- Local government employees are already expecting a freeze in the current financial year (2010/11) as no pay award has been offered given the financial challenge facing local authorities.
- By April 2011 all Primary Care Trusts must have put in place plans to become solely a 'commissioner' of services (commissioning is essentially about ensuring that the right services are provided to meet local demand). In other words, PCTs would no longer be involved in providing services directly. Because we jointly provide and commission many health and social care services through our Health & Wellbeing Partnership with NHS B&NES (the local PCT), this will have a significant impact on those shared services. It may also mean changes to the joint management arrangements of this partnership. We will be looking at the options for how this can be achieved and working with staff to achieve a satisfactory solution.

Implications for us

The Council has issued a table which lists specific areas which are going to be affected. This table is being updated as more information becomes clear. The table is on our public website and intranet – just click on Government Budget Savings, or ask your manager to print you off a

copy.

Every other council in the country faces the same difficult future. The Council has been anticipating this situation for some time and we are therefore better placed than many councils to deal with the Government's budget savings and our Change Programme has been preparing us for this reduction in public sector funding. However, we are clearly going to have to take some very tough decisions to balance the books, not just this year but for a number of years to come.

We have set up a process with Divisional Directors to review budgets and explore all options to make savings while minimising job losses and protecting front-line services. However, there will inevitably be fewer jobs, and it remains likely that there will be at least 300 job losses. Staff and unions will be fully consulted about any substantial changes to services.

Next steps

The Cabinet and Strategic Directors have been meeting regularly to establish our immediate and future spending plans in response to these cuts.

On 20 October the Government presents its autumn spending review. Following this we will be able to give you a more accurate picture of local government funding plans into the future.

In December we will know what our own individual Government grant funding will be for 2011/12, and possibly for the following three years.

In the mean-time, we will keep you informed via these updates, the intranet, and through your manager. Your Divisional Director will also be able to provide you with more detailed information about your service area.

These updates are all on our intranet – click on Government Budget Savings. If you do not receive email at work or cannot access the intranet, your manager should be ensuring you get all these messages – if you think you are missing out on any information please contact Communications & Marketing on 01225 47 7495.

Supporting you through change

With the public sector cuts announced by the Government in June, we know that there are uncertain times ahead for many of us in local government. A series of new training opportunities is being organised for employees who may be concerned about future changes here at the Council and how they might affect them.

The courses, run as part of our Change Programme, aim to encourage staff to take more control of their own career choices, by updating their skills and maximising their employability for the future, whatever it may bring.

- A one-day personal development course called **Experience Counts** will run in September for those who are at the mid to later stages of their career. This will provide employees with an opportunity to reflect on the experience, skills and knowledge they have

already accumulated, as well as on the contribution they make to the Council now and the contribution they could continue to make in the future. It will also help to identify development needs.

- A four-day **Invest in your Future** programme is also available. This is aimed at non-management employees who want to develop their careers further. It will look at identifying personal and career goals, personal and professional skills development, motivation, clarifying career ambitions, coping with change and more.
- A series of **half-day refresher workshops** are also planned looking at career and skills analysis; current good practice in writing CVs and job applications and successful interview techniques.

Find out more about these free training opportunities by contacting the Corporate Training team on 01225 47 7249 or keep looking at the Training & Development pages on the intranet under T in the a-z.



A new way of delivering social care and support

The way adult social care services are delivered to local residents has changed. Customers who receive a social service such as care at home, respite or day care and have had a community care assessment now receive a personal budget. These recognise that people who use the service are best placed to decide what they need. The personal budget allows them to take control of their own social care planning, choosing the services that suit them best. If you want to find out more about personal budgets go to www.bathnes.gov.uk and look under P for personal budgets or phone 01225 47 7054.

Protecting vulnerable adults

When we think of abuse, most of us think that it is children who suffer. However adults can be abused as well; people can be especially vulnerable if they have a disability which makes them less able to protect themselves. The Council and NHS B&NES have worked together with the Local Safeguarding Adults Board to develop a new policy and procedure on safeguarding adults. "The new policy will help us work with our partners to respond in a coordinated way to cases of suspected abuse," says Lesley Hutchinson, the Council's Assistant Director for Safeguarding & Personalisation. "We want to ensure that vulnerable adults can be offered help and protection whilst respecting their rights. It is important to remember that safeguarding is everybody's business and that doing nothing is not an option". Find out more at www.bathnes.gov.uk (look up Safeguarding in the A-Z) or call Lesley Hutchinson on 01225 39 6339.



Miles more efficient

Each of the Council's 300 transportation fleet drivers is part of an ambitious training programme saving fuel and increasing safety. The programme aims to make an average saving of 10% per year on fuel use, saving on fuel costs and reducing emissions so helping to tackle climate change.

Our fleet drivers travel over 1.8m miles every year providing services like community Dial-a-Ride, meals on wheels, and inspecting local highways - and this doesn't include staff who drive their own cars for work.

110 drivers have already attended the intensive one-day course, called 'Safer and Fuel Efficient Driving', and by September all 300 Council drivers will have been trained.

The course covers things like using the correct gear for the road conditions, avoiding heavy braking, and using 'advanced observation' to limit fuel consumption. Each fleet driver is monitored throughout the year to make sure that the effectiveness of the driving techniques they learned at the training are

maintained.

Pam Burton from the Museums team has already done the training. She said: "It's really useful in helping all of us drive more safely and efficiently. The things we are being taught are being applied in our day-to-day duties and will deliver savings in the long-term. I will also pass this knowledge across to my daughter".

The training programme initiated by the Transport Services team, is funded through the Council's Carbon Reduction Invest to Save fund and will contribute to the target in the Carbon Management Plan. The Council is working in partnership with specialist trainers SOMAX to deliver the training.

Contact Micaela Basford, Corporate Sustainability Officer for more details on the Carbon Reduction Invest to Save fund.

Has your service saved money in an inventive way? We can help you get some extra publicity for your successes. Get in touch with Communications & Marketing on 01225 47 7495.



Transport Services helped to promote this Council success story to the local media, including the Bath Chronicle and BBC Radio Bristol. Pictured is Bath Chronicle reporter Laura Tremelling being put through her paces with Eric Lawton from SOMAX.



How are we Changing Lives?

As Council employees we support thousands of local people every year to change their lives for the better. To make sure local residents know about how we can help them access the 800 plus services we provide, we have launched a new campaign called Changing Lives.

Staff from across the Council have worked closely with the Communications team to develop the campaign, which focuses on eight people who have benefited from our support.

Changing Lives is being promoted through the local media; there are also posters and web ads pointing people to the website where the videos telling the real-life stories can be found. The videos will also be run on the Connect TVs which are going into Council Connect offices, Libraries and Sports Centres this summer.

The eight stories, each one linked to our Improvement Priorities, are:

■ Affordable housing...Richard's story

Richard Sheridan from Radstock had an accident, became very ill and lost his home. We helped him find a new home, claim his benefit entitlement and out of fuel poverty.

■ Feeling safer...Lisa's story

Lisa Brown was a victim of domestic violence and felt lonely and scared. Through Southside, a local support organisation, we helped her turn her life around.

■ Improving school buildings...Georgina's story

Georgina's life was changed by attending Fosse Way School, recently equipped with new modern facilities designed specifically for pupils with Special Education Needs.

■ Sustainable growth...Malcom's story

Malcom Ricks from Bath was unemployed and in financial difficulty. Working with our business partners, we helped him get back into employment and become his own boss.

■ Transport and public spaces...Sally's story

Sally, an Oldfield Secondary School pupil, was hit by a car when crossing the road during her first year at secondary school. This put her off crossing the road unless she had friends with her until the Council installed a signal controlled crossing.

■ Better lives for young people...the Meredith's story

The Meredith family from Saltford help to change the lives of children every year as one of our foster care families.

■ Climate change...Lin's story

Lin Patterson is committed to cutting the amount of carbon emitted by local communities – we are helping her by providing a wide range of recycling services.

■ Independence for older people...Mavis's story (see right).

As well as these personal stories, there are also web links to individual services for more information. Changing Lives has been developed in partnership with NHS Bath & North East Somerset and Somer Community Housing Trust.

<http://cis.bathnes.gov.uk/changinglives>





Mavis's story...



Play your part...

1. Adopt the Changing Lives email signature on your work email – the Communications & Marketing Team will personally donate 2p to charity for every example sent to changinglives@bathnes.gov.uk. Go to the home page of the intranet for more details.
2. Tell your customers, colleagues, friends, and family about the webpage – encourage them to tell us what they think at changinglives@bathnes.gov.uk
3. Get in touch with ideas for future Changing Lives videos by calling 01225 47 7283.

79-year-old Mavis Godsell from Farmborough had a very independent lifestyle, meeting friends for lunch, going to coffee mornings and much more. But after a fall at home she had to stay in hospital for 26 days, which really shook her confidence.

"When I came out I was obviously very shaken and afraid of my own self," she says.

Mavis needed some support to get her confidence and independence back, which is where the Home Care Re-Enablement Team came in. The team is run by the Council and NHS B&NES under the Health and Wellbeing Partnership, and supports more than 250 people every year to gain or regain their daily living skills and confidence.

"I was very fortunate to be offered such a package of support. All of the staff were very helpful and

kind. At the start I received around four visits a day, but I'm starting to need less as I gain back my independence and can do things like make my own lunch again," says Mavis.

Cherry Wiltshire, Mavis's Care Worker, explained: "We supported Mavis through daily living tasks, gradually withdrawing our assistance as Mavis grew in strength and her own abilities, with the confidence to do things for herself."

The support given ranges from helping people to get washed and dressed to helping them gain the confidence to go out and buy a newspaper.

More than 80% of people who benefit from the service have said that they are extremely satisfied with the service provided. A recent Care Quality Commission report highlighted the excellent care provided by staff and the overall delivery of the service.



a day in the life of

The Mobile Library

The Council's Mobile Library team is based at Old St John's School in Newbridge. Penny Lorenc (centre) has been the team manager for seven years. Here she explains the work they do and the range of services they offer local communities.



From left to right: Jane Gray, Max Urch, Penny Lorenc, Gina Davison, Paul Manley.

Our days are fairly routine; from Monday to Thursday we run two routes across the area, and one on a Friday. On a typical day our drivers, Paul Manley and Steve Clarke, will start by doing the vehicle checks and the library assistant will take out what is needed for that day's route. At any one time we have about 2,500 books on the library and we

always keep the shelves full – we have the same number out on loan at any time too.

We have 17 different routes and a shelf for each one, so we have to make sure that we get all the requested books onto the mobile library before we go out. The library will leave the depot at about 9.30am. Either myself or one of the four library assistants – Gina

Davison, Jane Gray, Kate Castree or Jane Achilles – will go out. One of our libraries travels the villages across the area and the other the outskirts of Bath. We visit most stops fortnightly, and two, weekly; almost every village in the area is visited, although we don't generally stop within a mile radius of a static library.

At many of the stops people are there waiting for us. We have a lot of regular customers who really look forward to our visits. We get to know them very well and can often tell them about new books we have that they might be interested in.

We offer a very personal service; we chat to people who come to us and go out of our way to find what they are looking for. We get a lot of unusual requests for books that people can't get hold of. Recently we helped a lady who was researching her family history and wanted to find out about the history of pawn brokers; we found her an out-of-print book which she just wouldn't be able to buy today and she was absolutely delighted. We do get some very vague



Team

requests too. Sometimes people have just a few words from the title of a book and no author's name – we do our best to find exactly what they want and usually succeed.

There's still a certain perception that we are an old-fashioned service for the elderly. We really want to change that. We're a very modern service and, although we do provide an important service to older people, we're here for everyone. As well as books, we also keep DVDs and audio-books. Customers can order their books online and then pick them up from the mobile library; they can also return books to any other library.

There's an important social element to our work too. Many customers meet other members of the community when they come to the library and have a chat. We keep lots of community information and advice leaflets too, from organisations like the Police, Neighbourhood Watch, NHS B&NES and more.

Our last stops are usually at about 5.30pm, but when we get back to the depot we have to update the library system with details of what has gone out and what people have requested.

Before our next trip on the same route, we put out all the requests for books, DVDs or audio-books. We source most of these from our own Bath & North East Somerset libraries but we are also part of a bigger consortium called Libraries West, so if we don't have the book within Bath and North East Somerset we can go to them. ”



Paul Manley (above, left) has worked as a mobile library driver for more than 20 years and thoroughly enjoys his job. “It's a role I have really grown into over the years. I enjoy interacting with people every day. We develop close relationships with our regular visitors and they really appreciate the mobile library service – it's like a little club.”



Pat and Sam Hunter live at Fairyhill, near Compton Dando, and are regular users of the mobile library. “We've been living here for 49 years and have been using the service ever since it started,” says Pat. “It's very important to us as we're not on a main bus route and we only go into Keynsham once a week to shop. We both love reading and Paul and Gina are always very obliging and will get specific books for us.”

Long Service Awards

Staff were thanked for their dedication and commitment to the Council at the 2010 Long Service Awards ceremony held at the Guildhall in early July. Awards for 25-years' local authority service were presented to the following 26 Council employees:

Aileen Colledge, Andrew Mancini, Anne Bentley, Barbara Rose, Helen Beckwith, Helen Chamberlain, Inez Sweet, Julia Padfield, Julie Fenton, Lorraine Merrett, Mandy Hobbs, Marcel Milsom, Margaret Payne, Pamela Burton, Paul Robertson, Richard Hartill, Roger Baker, Ruth Rowsell, Sarah Acheson, Sharon Hancock, Sheila Davis, Simon Canniffe, Susan Jackson, Susan March, Valerie Peacey, and William Harding.

Rex Smith is one of three employees – along with David Gillard and John Barnes – who were recognised for devoting 40 years' service to the local authority.

Rex started working for the Council as a trainee building surveyor in 1969. Rex's account of his first days at Bath City Council illustrate how much things have moved on in local government: "It was like walking into Dickens' Old Curiosity Shop," says Rex. "The building surveyors sat at sloping benches facing the walls. In the middle of the room was a pedestal on which stood a single phone. This was the only means of communicating with whoever – and it was linked to the Council's switchboard so communications had to be agreed



Rex Smith, pictured as a new recruit, is one of three staff to have reached the 40 year milestone this year

with the operator. I soon learnt that in order to speed things up I used the phone of my then boss whose calls to the switchboard were answered immediately." Rex progressed to providing a full building surveying service on improvement and conversion works to flats and buildings. He was particularly proud of a project to refurbish the outside of The Paragon in Bath. Rex is now a key member of the maintenance team, building up contacts with staff across the Council, analysing problems and arranging for contractors to carry out work.

New name for 'Customer Services' directorate

The Council's Customer Services directorate is now called Service Delivery. This is a change in name only, and will help avoid confusion between the directorate of Customer Services and Council Connect Customer Services. The change means that Glen Chipp's (pictured) title is now Strategic Director for Service Delivery.



Obituary: Michael Collins

Michael Collins, who worked as the school crossing patrol at High Littleton Primary School, was tragically killed in an accident on Frome Hill, Radstock, in March. His funeral took place on Wednesday April 7 at Haycombe Cemetery, Bath. Michael had been working as a school crossing patrol at High Littleton Primary for the past 10 months. He will be sadly missed by all.



Do you know your Customers?

Taking a closer look at Bath & North East Somerset

As the pressure on our resources grows, we already know that we have to provide even more cost-effective services. But we must also ask ourselves, are we providing the right services? Are local communities getting what they need? The starting point for all this is understanding what people need.

The Council's Research & Intelligence Unit can provide Services with free initial scoping on all new intelligence projects to help you shape and plan your thinking and approach.

Going forward, we are setting up what is called the 'Gateway Group' which will review all ideas for research. The Group will make sure that there is no duplication, and that research is joined up and done in the most effective way for Services and for the whole organisation. The intention is to best use the in-house expertise

on the projects that give the greatest benefits to the organisation.

Already this approach has saved around £200,000 by avoiding duplication, providing a cost-effective alternative to external research agencies, and by using information effectively and intelligently to provide the *right* services in a targeted and much more cost-effective way.

Please contact the Research & Intelligence team on 01225 477230 or email research@bathnes.gov.uk with your ideas.

What is intelligence, why does it matter and how can we help you?

Intelligence lets us know who our residents are: where they live, what their interests are, and so on. It allows us to build a valuable profile of our customers.

Effective intelligence helps us to find out what our customers want and can also help us to identify the most effective way of delivering a service.

We hold a lot of useful information: we use 250 different sources of information, ranging from our Voicebox resident surveys to complex government information like the national census. We compare and contrast this data using various tools and systems, and also have access to a wide range of agencies across the district who provide data, expertise and other resources.

Case study: Targeting advertising to carers

The Research & Intelligence Unit has helped develop proposals for a promotional campaign for the 'Give Us a Break' scheme for carers. The proposals set out an approach to target areas where the largest numbers of carers could be reached, and to identify the best way of reaching them with targeted communication, for example through bus adverts in specific areas.

Case study: Identifying green-minded communities

Our Sustainability team is encouraging local people to take on more sustainable lifestyles. They have used intelligence to identify the best places to concentrate their efforts. Information and analysis has helped to reveal specific areas where people are likely to be more receptive to the many aspects of greener living that the team are encouraging.



Leading the way in play



Tackling our priorities: improving the life chances of children and young people

Have you noticed any changes in our local parks? Children and young people across the area are now enjoying more than 30 new play areas thanks to the work of the Play Pathfinder team. The team, made up of staff from Children's Services, Major Projects and Parks and Green Spaces, was brought together to deliver this amazing opportunity through a grant of £2.5million. The aim was to improve play opportunities for children and young people, with a particular

focus on including disabled children and on 8-13-year-olds. The final part of the two-year project – the Somer Valley Adventure Play (pictured) and Skatepark in Midsomer Norton – has just been completed. The team has worked tirelessly on this project and the other park improvements with its partners, including parish and town councils, children and young people, schools, parents, councillors and local residents to deliver these fantastic new facilities.

Positive Ofsted report for Council's Children's Services

The Council's Children's Services have received a positive report following an unannounced Ofsted inspection of its safeguarding services in May.

The report found that Bath & North East Somerset Council protects its children very effectively and has strong working between social workers, health workers, police, and schools and early years settings.

Ofsted also said that there are good family support services offering timely and effective support to children and their families and that there is good partnership working with the police child abuse investigation team which leads to timely and appropriate action to protect children and young people.

"There are some areas we can improve on, but overall this is a very positive report and a credit to all of our Children's Service staff who are working hard to give local children and young people the best possible start in life," said Ashley Ayre, Strategic Director for the Children's Service.

A copy of the report can be found at www.ofsted.gov.uk.

Top take-up of Duke's award scheme

More young people in Bath and North East Somerset are getting involved with the prestigious Duke of Edinburgh Award scheme than anywhere else in the South West. The Council's Youth Service looks after the scheme in this area, and new figures show that there are more new entrants and more awards gained than elsewhere in the region. Almost 6% of eligible young people (14–19-year-olds) have now entered the scheme, and last year 2.3% of that age group gained awards. Paula Bromley, Principal Youth Officer, said: "We have reorganised the support we provide to schools and local groups who deliver the award scheme, and this I believe is reflected in these new figures. This work is helping us to deliver positive outcomes for young people, which

is in most cases led by the young people themselves. Well done to all the team."



Council DVD wins award

The Council has won 'Highly Commended' in the Leadership and People Development category at the South West Built Environment Awards 2010. A health and safety DVD put together by Property Services, Human Resources and Development & Major Projects, was recognised for Leadership in Health and Safety. It features Camerton School, Writhlington School and the Roman Baths as case studies and talks to individuals about how they managed on-site projects.

The DVD gives practical tips to clients on running successful and safe construction and refurbishment projects and will be circulated to schools and clients in

the district.

To find out more about this please email Katherine_westcar@bathnes.gov.uk or call 01225 47 7552.



Tackling our priorities:
sustainable growth

Dartmouth Avenue hosted its first Bath Spa University Art & Design Degree show in June.

Third year students from Bath Spa University's Art & Design course

exhibited some of their final work to the public for viewing at the



Dartmouth Avenue site, which is shared with the Council's Print Services team.

Bath Spa University moved some parts of the Art & Design course to Dartmouth Avenue in 2009 after the site was refurbished.

The Council is already benefiting from the close links with the Art & Design school, with one of its degree students, Lizzy Ellery (inset left), now working on a graduate placement with Print Services.

Lizzy was offered the placement after attending one of Print Services' open days. David Bull, Group Manager for Print, Engineering and Core Services, said: "Lizzy has an enthusiasm towards graphics and has become an integral member of the Print Services team, we all wish her well for her degree."

May 20 was National Learning at Work Day and it seemed an ideal day to celebrate the achievements of employees who had studied for, and gained, a range of qualifications. Certificates were presented at an awards' ceremony in the Guildhall Banqueting Room by the outgoing Chairman of the Council, Cllr Bryan Chalker. Congratulations to everyone on their achievements.



work rest & play



Passenger Transport PCV drivers Maria Lawton, Kim Maskell and Guide Escort Laura Smith raised over £500 for Cancer Research UK by completing the 5K Race for Life around the University of Bath on Sunday 6 June in Bath. All three's work involves transporting special needs school children to and from Three Ways School in Bath. Each ran in memory of friends and family whose lives have been affected by cancer.
(L-R) Maria Lawton, Kim Maskell and Laura Smith.

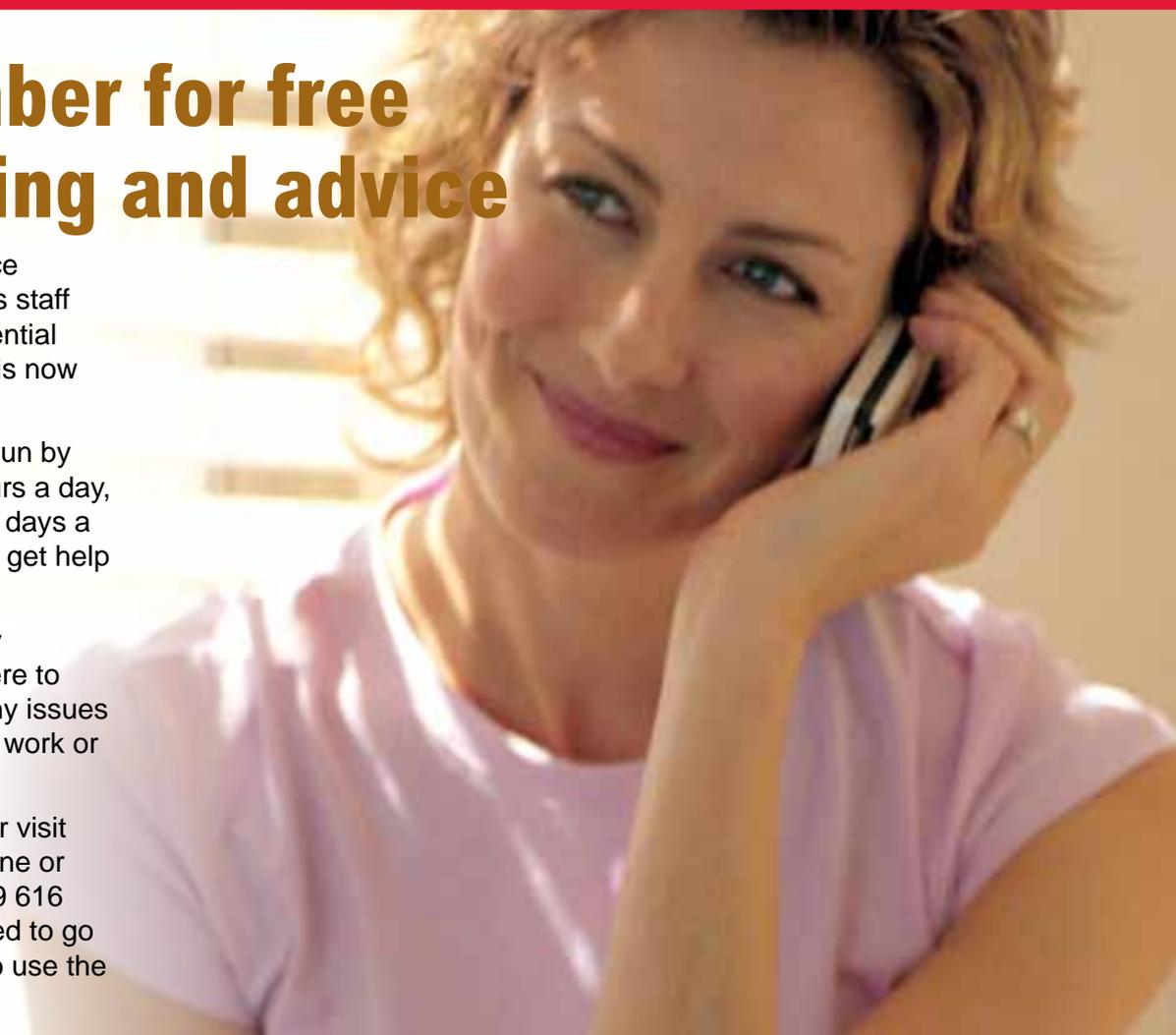
New number for free counselling and advice

Our Employee Assistance Programme, which offers staff independent and confidential advice and counselling, is now provided by Bupa.

The service, previously run by PPC, is available 24 hours a day, seven days a week, 365 days a year. So you can always get help when you need it.

This free and completely confidential service is here to help you to overcome any issues that may impact on your work or personal life.

To use the service, either visit www.bupa.co.uk/eaponline or call free-phone 0800 269 616 any time. You do not need to go through your manager to use the service.





hairspray

The Council's Sports & Social Club has enjoyed a good start to the year.

A new discount for members to Aquaterra Leisure facilities has brought in a lot of new members. This offer may be repeated in 2011, so watch this space.

Activities have included a skiing trip in February; a weekend in York in May, organised by Richard Green, and a day at the Royal Ascot races. Shows have included Martha Reeves & the Vandellas, Aled Jones, Dreamboats &

Petticoats and Les Miserables, with a very good discount on ticket prices. Tickets for Hairspray, in April 2011, are on sale at the moment.

If you would like to organise a trip email the club at social_club@bathnes.gov.uk with details. Please check out www.banessocial.org.uk for more information on trips and how to join your Sports & Social club.

Wordsearch competition

Find the following activities on offer across Bath & North East Somerset and you could win a £20 gift voucher. Answers to **InsideOut** (address on p2) by 1 Sept 2011.

F	I	S	B	F	N	D	A	O	Z	P	Y	J	L	G
L	P	K	L	L	A	B	E	G	D	O	D	I	R	N
B	E	A	P	G	V	L	W	J	G	E	N	U	S	I
M	P	T	R	Y	N	U	P	A	A	E	O	R	L	L
D	I	E	Q	B	A	I	D	J	D	K	U	U	G	C
G	W	B	X	I	A	U	K	A	R	V	Z	G	B	Y
V	P	O	B	S	I	R	N	A	M	B	W	B	N	C
P	R	A	R	H	B	C	P	Y	Y	Y	U	Y	W	V
R	N	R	V	O	I	F	U	T	S	A	L	O	X	F
E	R	D	Q	N	W	C	J	P	L	F	K	U	L	T
S	D	I	G	D	T	I	S	L	Q	H	D	D	Q	G
A	P	N	F	Y	W	O	N	D	Z	K	E	B	H	M
B	C	G	H	K	U	R	M	G	G	K	R	E	P	L
O	N	N	Z	H	U	U	A	T	X	I	F	D	C	V
R	E	B	V	D	R	E	W	I	L	Y	V	U	E	V

CYCLING

DODGEBALL

FUTSAL

KAYAKING

LINEDANCING

PARKOUR

ROWING

RUGBY

SKATEBOARDING

YOGA



Correction: In the last edition of Inside Out we updated you on Jane Carter's walk from Bath to London, which raised £1563 for SILA (Sarcoidosis and Interstitial Lung Disease Association). Unfortunately we called her Jane Walker in the article – sorry Jane!

Guess the Year:

Congratulations to Steve Clarke of Risk & Assurance Services who correctly guessed 1940 as the year that last issue's photo of a recycling station in central Bath was taken. Steve wins a £20 gift voucher plus a copy of Bath - City on Show, by Bath in Time curator, Dan Brown.



out of hours

Don't be shy!
If you do something interesting
'out of hours' let us know...
Call 01225 477414

IN FOR A PENNY

Doug Poole (pictured, left) works as a teaching and learning consultant in the School Improvement Team based in Keynsham, but in his spare time he's singer and guitarist in a band called Poundshop Life....

When did you start getting involved in music?

I've played guitar for many years but had never been in a band so in 2006 I decided to give it a go. I put some adverts on the web for band members, which was quite scary but worked surprisingly well. I managed to form a band called the Slow Cones, but unfortunately that fell apart in 2008. Poundshop Life emerged from the wreckage and we've been improving ever since.

There are three of us in the band. Bass player, Richard (pictured, right) and myself once taught at the same school; our drummer, Harvey joined us through an ad.

Where did the band name come from?

It seemed appropriate during the credit crunch, plus it was the first name on our list that hadn't already been taken when we searched on Google!

Do you write your own songs or do cover versions?

We mostly write our own songs – then when we perform they always sound as intended. It works much better than doing covers badly although we do perform a couple of covers in our own style.

My inspiration to write comes from the magic and unfairness of life, but not always in equal proportions. We've just written five brand new songs which you can hear at www.reverbNation.com/poundshoplife

What music do you listen to – old and new?

The Small Faces, Bob Dylan, Neil Young, Manu Chao, Calexico, Richmond Fontaine, The Clash, Elvis Costello, Counting Crows, The Hold Steady.

Do you enjoy playing live?

I find performing surprisingly relaxing. Working as a teacher for most of my life has prepared me for just about any response an audience can give. Fortunately, all our gigs are very well-received.

At the moment we are playing one about every two months, mostly

in Bristol. We've played at The Louisiana, The Croft, The Mother's Ruin, but we'd love to play further afield too.

So what are your ambitions for the band?

We just want to continue to write, record and perform the music we enjoy, but money would be nice if anyone wants to pay us lots – and we'd consider a spot at Glastonbury if offered....

You can see videos of live performances by Poundshop Life on YouTube.

