



















Government/ACRE Update

- Tier 2 Restrictions
- ACRE Guidance
- Support Available – residents
- Support Available – business grants
- Government Winter Spending Review

TIER 2

HIGH ALERT

FROM 2 DEC

MEETING FRIENDS AND FAMILY  <p>No mixing of households indoors, apart from support bubbles. Maximum of six outdoors.</p>	BARS, PUBS AND RESTAURANTS  <p>Pubs and bars must close, unless operating as restaurants. Hospitality venues can only serve alcohol with substantial meals. Venues must stop taking orders at 10pm and must close by 11pm.</p>	RETAIL  <p>Open.</p>	WORK AND BUSINESS  <p>Everyone who can work from home should do so.</p>
EDUCATION  <p>Early years settings, schools, colleges and universities open. Childcare, other supervised activities for children, and childcare bubbles permitted.</p>	INDOOR LEISURE  <p>Open.</p>	ACCOMMODATION  <p>Open.</p>	PERSONAL CARE  <p>Open.</p>
OVERNIGHT STAYS  <p>Permitted with household or support bubble.</p>	WEDDINGS AND FUNERALS  <p>15 guests for weddings, civil partnerships, wedding receptions and wakes; 30 for funerals.</p>	ENTERTAINMENT  <p>Open.</p>	PLACES OF WORSHIP  <p>Open, but cannot interact with anyone outside household or support bubble.</p>
TRAVELLING  <p>Reduce the number of journeys you make and walk or cycle if possible. Avoid busy times and routes on public transport. Avoid car sharing with those outside of your household or support bubble. Avoid entering a Tier 3 area, other than where necessary such as for work or education. Further exemptions apply.</p>	EXERCISE  <p>Classes and organised adult sport can take place outdoors, but cannot take place indoors if there is any interaction between people from different households. Organised activities for elite athletes, under-18s and disabled people can continue.</p>	RESIDENTIAL CARE  <p>COVID-secure arrangements such as substantial screens, visiting pods, and window visits. Outdoor/airtight visits only (rollout of rapid testing will enable indoor visits including contact).</p>	LARGE EVENTS  <p>Sport, live performances and business meetings limited to 50% capacity or 2000 people outdoors (whichever is lower) and 50% capacity or 1000 people indoors (whichever is lower)</p>

Tier 2: High alert

This is for areas with a higher or rapidly rising level of infections*, where some additional restrictions need to be in place.

In tier 2:

- you must not socialise with anyone you do not live with or who is not in your support bubble in any indoor setting, whether at home or in a public place
- you must not socialise in a group of more than 6 people outside, including in a garden or a public space – this is called the ‘rule of 6’
- businesses and venues can continue to operate, in a [COVID-Secure](#) manner, other than those which remain closed by law

Sport & Physical Activity

- organised outdoor sport, and physical activity and exercise classes can continue
- organised indoor sport, physical activity and exercise classes will only be permitted if it is possible for people to avoid mixing with people they do not live with (or share a support bubble with). There are exceptions for indoor disability sport, sport for educational purposes and supervised sport and physical activity for under-18s, which can take place with larger groups mixing

ACRE – Latest Advice

Village and Community Halls will be permitted to open in a COVID-19 secure manner, observing Hands – Face – Space.

- Indoors - In tier 2 social interactions – i.e. mixing or mingling – should only be within households/support bubbles. This also applies to places of worship.
- Christmas fayres and Santa's grottos are permitted in COVID-19 secure venues.
- Indoor exercise and dance classes and sports are permitted - in tier 2 with social interactions limited to households/support bubbles.
- Public attendance at indoor and outdoor performances, shows (e.g. school nativity plays, Christmas pantomimes) and sporting events is limited to 50% of capacity in Tier 2.
- Cafes must have table service and be serving a “substantial meal”.

ACRE – Latest Advice

- Funerals may take place with 30 attending, wakes and similar events with 15. Weddings may take place with 15. Wedding receptions permitted with 15 in tier 2
- **An exemption in all tiers on gathering limits applies for formal support groups, and parent and child groups – up to 15 people aged 5 and older.**
- Outdoors the rule of 6 applies to all public spaces e.g. recreation fields, parks, public gardens.
- From 23 December to 27 December, people may choose to form a Christmas bubble.
- On New Years Eve the normal rules for the tier apply. Halls in tier 2 could be hired for e.g. a concert, a wedding reception, a dinner. But not for private parties.

Government Announcement

Dorset to enter Tier 2 restrictions after lockdown.

- Full list of areas and tiers is available here :

<https://www.gov.uk/find-coronavirus-local-restrictions>

- Full guidance on restrictions for Tier 2 can be found here:

<https://www.gov.uk/guidance/full-list-of-local-restriction-tiers-by-area>

Find out what support you can get

For example, if you're out of work, need to get food, or want to take care of your mental health.

gov.uk/coronavirus

If you have any coronavirus symptoms:

A high temperature • A new, continuous cough
A loss of, or change to, your sense of smell or taste.

Get a test and stay at home

For more information and detailed guidance visit:
gov.uk/coronavirus

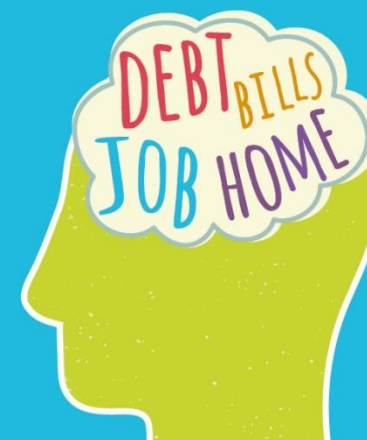


Struggling because of COVID-19?

If you are worried about money or work or are finding things tough right now, help and advice is available

Call Freephone 0800 144 8848

All advice is free, confidential and impartial



Citizens Advice (Dorset) Residents	Mon-Fri 10am to 4pm	Dorset Adviceline 0800 144 88 48
Dorset Community Action VCSE Groups	Tuesday 1pm to 4pm	DCA Helpline 01202 847610

Further support grant available for Dorset businesses

Businesses in the Dorset Council area affected by the current COVID-19 lockdown restrictions can now apply for the Additional Restrictions Grant (ARG).

Those required to close under the imposed coronavirus restrictions that do not have a liability to pay business rates may be eligible for this latest financial support. The ARG also supports businesses that do not have to close but which are significantly impacted.

Additional Restrictions Grant



To qualify, your business must:

- be in the Dorset Council area;
- have been open before the November national restrictions;
- have been required to close due to national restrictions that came into force on 5 November 2020; **and**
- not have a liability to pay business rates

Your business may also be eligible if it has remained open during the national restrictions but has been significantly impacted and suffered a severe loss of income directly as a result of the national restrictions. Severe loss is defined as 50% or more, compared to your usual or forecasted income for this time of year.

Link - <https://www.dorsetcouncil.gov.uk/emergencies-severe-weather/emergencies/coronavirus/business-and-employers/additional-restrictions-grant.aspx>

Winter Spending Review

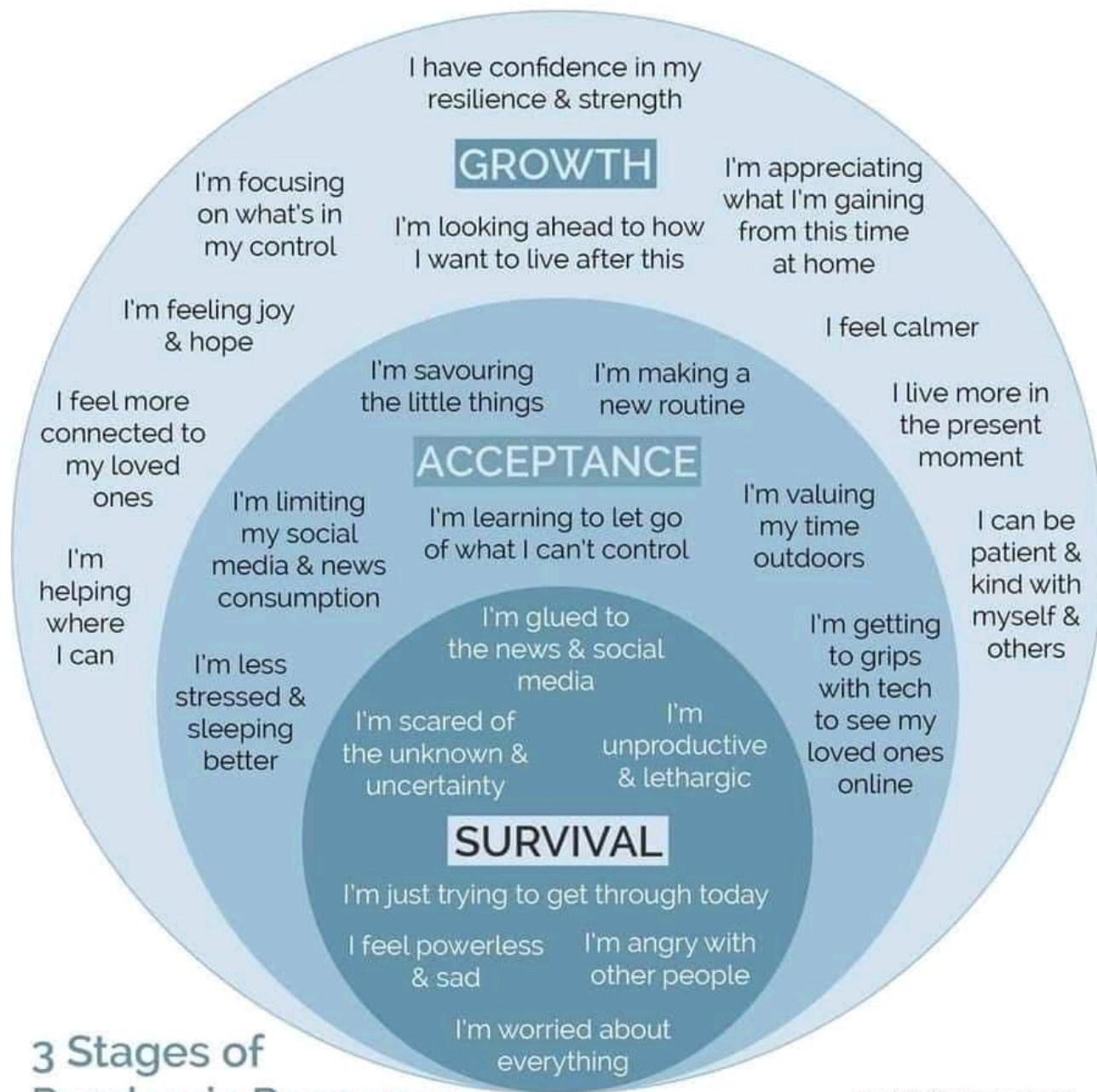


This economic hardship has inevitably impacted on the voluntary sector. 75% of charities expect demand rise over the next year - 80% expect income to fall. The sector is facing its toughest challenge in decades. (NCVO)

- **The UK Shared Prosperity Fund – £220m next year (pilots) / £1.5b per yr**
 - investment in people and skills tailored to local needs
 - investment in communities and place including cultural and sporting facilities, civic, green and rural infrastructure, community-owned assets, neighbourhood and housing improvements
 - Support for people most in need – including specific cohorts of people who face labour market barriers – through bespoke employment and skills programmes tailored to local need.
- **New ‘Levelling up’ fund**
 - A ‘levelling up’ fund worth £4bn has been announced – on the face of it, this looks like it will be mainly targeted at economic development in places that are facing particular challenges or have had limited investment in recent years

Supporting Wellbeing





3 Stages of Pandemic Response

Promoting positive mental health in the workplace

Spot the signs
Common symptoms could be:

- an increase in unexplained absences or sick leave
- poor performance or timekeeping
- poor decision-making
- lack of energy and uncommunicative or moody behaviour.

Start by having a quiet word. You may discover that something at home is troubling them and you just need to show understanding and patience.

Focus on what you can control
Mental health is complex and many of the factors causing mental health problems are out of your control but you can influence:

- workload and work variety
- quality of working relationships
- employee confidence in being able to talk to you about their problems
- bullying
- employee involvement in decision-making.

Help employees to cope
You do not necessarily need to be an expert/counsellor. For example, helping an employee to manage their depression may include:

- specialist medical treatment following diagnosis of the illness
- managing interactions with colleagues and avoiding stressors that may trigger symptoms
- getting line management support/understanding
- working flexibly.

Keep talking
If the employee is absent or returning from sickness absence try to:

- keep in touch while they are away
- hold a return to work interview on their first day back
- check on how they are coping within themselves and monitor their behaviour and performance.

Make reasonable adjustments
Under the Equality Act 2010 you may be expected to make reasonable adjustments to help an employee stay in work or get back to work.

Keep informed about mental health
Education and health issues fight the misperceptions people have of illness. Try to stay up-to-date with sources of occupational health charities.

acas

www.acas.org.uk/mentalhealth

TALKING TOOLKIT - PREVENTING WORK-RELATED STRESS

PREVENTING WORK-RELATED STRESS

GO HOME HEALTHY



TALKING TOOLKIT

Practical help with talking about stress >>>

Stress management competency indicator tool

How effective are you at preventing and reducing stress in your staff?

Use the following questionnaire to assess your behaviour

The 'Stress management competency indicator tool' in this document is designed to allow you to assess whether the behaviours identified as effective for preventing and reducing stress at work are part of your management repertoire or not. The aim is to help you to reflect upon your own behaviour and management style.

The next four pages look in turn at four behavioural areas identified as being important for managers to prevent and reduce stress in their staff. You are asked to consider a range of specific manager behaviours and put a tick in the column that most closely represents your agreement with each statement. You can then use the instructions at the end of each table to calculate your score on the behavioural area covered by that table. (NB the term 'team member' is used to refer to people who report directly to you/who you manage.)

The overall assessment process on page 6 allows you to use the scores from the questionnaire to assess your stress in your staff. It allows you to identify areas where you, or whether you are Reasonable or Not Reasonable, need to improve your effectiveness in management behaviour, are provided with competencies required to prevent and reduce stress.

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nt competencies for preventing and managing, please refer to the guidance at www.hse.gov.uk/health/stress/stwkinmgr.htm

cles for preventing and reducing stress. The competency indicator tool was available for download at: www.hse.gov.uk/health/stress/stwkinmgr.htm

TACKLING WORK-RELATED STRESS USING THE MANAGEMENT STANDARDS APPROACH

A step-by-step workbook



Stress is a major cause of sickness absence in the workplace and costs over £5 billion a year in Great Britain. It affects individuals, their families and colleagues by impacting on their health but it also impacts on employers with costs relating to sickness absence, replacement staff, lost production and increased accidents.

This workbook will help your organisation meet its legal duty to assess the risks to its employees from work-related stress and gives advice and practical guidance on how to manage work-related stress. It promotes the Management Standards approach to tackling work-related stress – a systematic approach to implementing an organisational procedure for managing work-related stress. It uses a clear step-by-step method which includes checklists to help you make sure you have completed a stage before you move to the next step. HSE's stress webpages support the workbook with other guidance and tools.

The workbook will also be useful to organisations choosing to use an alternative approach, and provides advice on ensuring their approach is suitably equivalent – many of the practical solutions may also be applicable.

WBK01, Published 03/19

GO HOME HEALTHY



LiveWellDorset

Supporting you to live well

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MINDFUL EMPLOYER

Latest tweets >

- Mindful Employer UK @mindfulemployuk · 21 hours ago
 2 top business tips from @mindfulemployuk to help the employer to Empower Positive about #mentalhealth @mindfulemployuk
- Mindful Employer UK @mindfulemployuk · 23 hours ago
 You have to talk to @mindfulhealthcareworkbook and the team. You have to talk to @mindfulhealthcareworkbook and the team.

What is MINDFUL EMPLOYER?

Launched back in 2004, Mindful Employer is a UK wide initiative run by Devon Partnership NHS Trust. Providing employers with easy access to professional workplace mental health training, information and advice, our goal is to help empower organisations – large or small – to take a lead in supporting the mental wellbeing of staff.

14 years' experience

[Accessibility](#)

Click on images to access resources & websites

DCA

Top Funding Updates



ESFA Community Training Grants Now Available! Do you have a project which helps people improve their employment prospects? Grants of £5,000 - £20,000 are available for Dorset projects which help move individuals either into employment, or establish a route towards employment - **Next round 9am, Monday 18th January 2021**

ARTS COUNCIL ENGLAND THRIVING COMMUNITIES FUND – Grants between £25,000 and £50,000 for social prescribing projects that bring local voluntary, community, faith and social enterprise organisations together in place-based partnerships to improve and increase the range and reach of available community activities, with a particular emphasis on communities most impacted by health inequality and COVID-19. **Deadline 8th Jan 2021**

Dorset Community Foundation - Neighbourhood Fund - grants of up to £5000

General social issues/addressing disadvantage – doesn't need to be COVID-19 linked but can be if relevant. **Deadline 13th January 2021**

COMIC RELIEF CAPACITY BUILDING GRANTS - Grants up to £1,000 for small local grassroots organisations in England to become more resilient and improve their ability to deliver local projects.

Application deadline: none – applications may be made at any time.

Who can apply: grassroots community organisations and charities in England with an annual income of less than £250,000. Eligible organisations include registered charities, constituted voluntary and community organisations, Community Interest Companies (CICs) and social enterprises. **Rolling Deadline**