Safety NET-works November 2019



Digital & Cyber Edition

www.safercommunitiesscotland.org

EVENT: Is it time for a new dialogue on Anti Social Behaviour?



As part of the #FireStarterFestival 2020, we are holding an event on anti-social behaviour on 3rd February 2020 in Edinburgh -

If you'd like to attend, please register via Eventbrite <u>here</u>.

Antisocial behaviour can be an issue that affects communities across Scotland and the subject of complaints to local elected members and MSPs. We know through our networks that preventing and resolving antisocial behaviour is a core focus for community safety practitioners and safer communities partnerships.

Antisocial Behaviour (or ASB) can mean anything from noise and neighbour disputes to vehicles being driven antisocially, to environmental issues such as littering and fly-tipping and graffiti. In Scotland we have the Antisocial Behaviour (Scotland) Act 2004 and the 2009 guidance 'Promoting Positive Outcomes: Working together to prevent ASB in Scotland' to help prevent and resolve ASB.

We know from discussions with our partners that a spotlight on this policy issue would be welcome, and we are keen to have a different dialogue about antisocial behaviour.

We have some questions:

Why do we still talk about antisocial behaviours when Scotland has an empowering, trauma informed, assetbased approach to policy?

Continue reading on page 9

Post Legislative Committee Report on Police & Fire Reform

Page 4

Focus on Digital & Cyber Resilience: including SBRC Guest Article Pages 6-7

SBRC: Cyber Security and Digital Resilience -Guest article by Carole Arnlund



The Scottish

Business Resilience Centre (SBRC) is a not-for-profit organisation which exists to support and help Scottish businesses. Our unique connections to Police Scotland and the Scottish Fire and Rescue Service, together with our strong relationship with the Scottish Government, give us exclusive access to the latest information on legislation, criminal trends and threats, allowing us to provide the very best resilience advice to help Scottish businesses to safeguard their operations, their customers and their staff. SBRC offers a wide range of business resilience services, delivered by our expert team of trusted professionals, seconded police and fire officers and innovative ethical hacking students from Abertay University.

Continue reading on page 6

Focus on Measuring What Matters Framework

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SCSN Updates



SCSN Business Plan Published

We've just published our new Business Plan. Lorraine Gillies, our Chief Officer said,

'I'm really pleased to be able to share our current Business Plan with our members and partners. Our Strategic Plan provides a description of the high level priorities for the Scottish Community Safety Network for the next few years and our Business Plan provides the detail on how, when and what we will do to make sure we are meeting our aims.

I'd like to know what you think. Please contact me on lorraine.gillies@scsn.org.uk if you would like to have a chat.'

You can view our Business Plan here.

SCSN now on Linkedin!



We've added to our media portfolio by joining Linkedin. You can follow our account <u>here</u>.

SCSN welcomes Mariah Kelly as Business Support Assistant (Events)



SCSN is delighted to welcome Mariah Kelly to our team as Business Support Assistant (Events). Mariah will provide event planning and logistical support, working closely with Dawn Exley, our Business and Development Officer, as well as administrative support to the wider team. Read more about Mariah on our <u>Staff Team page</u>.

Question of the Month

Our Question of the Month last month related to our Fireworks and Bonfire Night themed newsletter.

We asked:

Should support from the Community Planning Partnership be provided to community groups to put on organised bonfire/fireworks displays?

- 56% of respondents said Yes
- 38% of respondents said No
- 6% of respondents weren't sure.

Question of the Month November 2019

Our Question of the Month for November-December comes from Leah Lockhart and relates to our digital/cyber themed newsletter. We're asking:

With regard to transformation, is it important for digital to be resourced and developed as a specialist area?

Take part in our poll <u>here</u>.

60 seconds with... Leah Lockhart Freelance design researcher and facilitator



For our Digital/Cyber themed newsletter, we interviewed Leah Lockhart, a freelance design researcher and facilitator whom we've worked with in the past, about her thoughts on all things digital.



The Carnegie Trust

recently produced a <u>report</u> in partnership with the Glasgow HSCP on digital resilience, inclusion and wellbeing for looked after children and young people. How do you feel digital divides and inequalities interact with wider inequalities and what is the impact of this, particularly on young people?

It's important to acknowledge (as the report authors do) that the scope of research in Digital Resilience, Inclusion & Wellbeing For Looked After Children & Young People is very limited. Having said that, the report provided lots of interesting points regarding divides and inequities that definitely warrant further investigation.

I think we can break up most of the report's insights about inequity of access and digital divides into micro (personal and interpersonal) and macro (systemic and institutional). On a micro level there are imbalances in power and access between the people in care, for example those who are able to buy hotspots lend them out to others who can't. That hotspot becomes a new kind of currency and the person who had a cash deficit might now have a social capital deficit inside and outside their house.

On another micro level there seem to be imbalances in knowledge between the people in care and their carers and that has an intersection with macro issues ranging all the way from how the council commissions hardware and network services to HR and continuous professional development over to how adults do or don't talk to younger people about 'taboo' subjects like bullying, sex, drugs and alcohol or mental health.

Maybe it's because of where my head's at right now- I'm thinking a lot about how inequity and justice can be addressed through different design practices in public services- but what's sticking out to me in this report is an opportunity to redress the controls the council applies to internet access for the folks in care. Those controls seem to be causing problems, both financially and with regard to safety. It would be interesting to see what kind of different controls, compromises or solutions could be found by bringing the carers and cared for closer together in creative thinking and discussion.

The <u>Growing Up in Scotland study</u> showed that children in Scotland believe they know how to stay safe and protect their information online (over 90% saying they knew a great deal or quite a lot), however, there was a discrepancy between children's perceptions of how much they believed their parents knew about their online activity and what parents felt they knew. How can we work to ensure, either as professionals or parents, that children are genuinely safe online?

I don't think we can ensure children are genuinely safe online, just as we can't ensure children are genuinely safe anywhere. But I also don't know if this question is the right one because it assumes children are inherently unsafe online. Framing this issue in fear isn't helpful. It causes issues like we see above with councils putting folk on internet lockdown which results in workarounds and deskilled staff.

Generally, people who care about each other should try to understand what's important to one another and why. If that means having uncomfortable conversations, having to spend time learning something new or pushing against conventions then so be it. I'm reminded of a John Waters quote: 'You can't order your kids up. So if your kid comes home from school and they have their whole face tattooed, well, maybe encourage them to open a really fancy tattoo parlor in Paris. You gotta work with what you got.'

Do you believe that 'Digital First' is the right way to think about things in public service? Is there always a digital solution?

Absolutely not on both accounts.....

The full 60 second written interview is available on our website <u>here</u>.

You can also view a separate video interview with Leah on our Youtube channel <u>here</u>.

Policing: Post-Legislative Committee publishes final report on Police and Fire Reform and a parliamentary debate.

Despite not meeting the initial efficiency savings laid out (£1.1bn by 2026), Police Scotland has achieved accumulative **cost savings** of £330 million, due, in part, to the successful reduction in duplication of support services. The committee considers that that is to be commended.

The report and debate spent some time talking about the **depletion of civilian staff and backfilling of posts with uniformed officers** which was suggested to take a big toll on the real availability of officers on the street. A demand model that draws officers into the large cities and takes officers away from community policing was also highlighted.

The 2012 act intended to **strengthen the local connection** between the police service and local authorities. The act provides for more involvement from local authorities in policing decisions. The committee believes that, although there are good examples of local partnership working, the **policy intention has not been met consistently around the 32 local authorities, and more consistency around the country is needed**.

For SFRS this is similar. Engagement and working collaboratively are key priorities for the

fire service that have helped it to meet the policy aim of strengthening local relationships and scrutiny. Nonetheless, further improvements could be made, first, to **ensure that local impacts are considered when decisions on changes to national policy are made** and, secondly, to **provide greater autonomy to local senior officers** to enable them to respond to priorities in their local areas.

Consistency of Approach for investigation issues such as rape and other sexual crimes was highly commended. The ability to bid in for specialist resources was also mentioned positively (although some queried whether it resulted in better access to these resources).

The impact of intrusive technology on human rights and the proportionality in the policing context was mentioned as a matter of concern by a number of MSPs during the debate.

Reform of fire and rescue services came out much more positively than the Police including surpassing the cost savings envisaged and positive frontline presence maintained (though the Fire Brigade Union disagree with the position on no frontline officers being lost). Issues with retained firefighter model are highlighted, and therefore risks with not being able to meet ambitious transformation programme as a result.

HMICS publishes report on Scottish Police Authority (SPA)

HM Chief Inspector of Constabulary in Scotland Gill Imery said: "Whilst progress and improvements have been made in the SPA over the last 18-24 months, I consider that the SPA still requires to fully demonstrate the value it adds to policing in Scotland through its statutory role and relationships. I am confident that with the right leadership and supporting resources in place this can be achieved."

Regarding safer communities, a recurring theme, particularly shown in the case studies offered in the report, was the limited ability of the SPA Board to recognise issues of significant public interest and effectively to hold Police Scotland to account for decisions that impact on communities. The lack of effective policing performance reporting has to date been a major obstacle to effective SPA scrutiny, supporting continuous improvement and holding to account.

Some local authorities remain concerned that national policy decisions, and their impact locally, are not the subject of effective engagement and consultation and that there is a disconnect between local scrutiny and the SPA Board.

The SPA has improved its visibility and engagement with local authorities and has recognised the need to improve its overall approach, but has no current communications and engagement strategy or plan, setting out its wider programme of engagement activity with clear aims, objectives and outcomes.

Read the full report and summary <u>here</u>.

Programme for Government

On Tuesday 3 September 2019, the First Minister set out the Programme for Government (known as "the PFG"), Protecting Scotland's Future: the Government's Programme for Scotland 2019-2020. It covers the 12 months from September 2019 to August 2020. The PFG covers the final full Parliamentary year ahead of the next Scottish general election due in May 2021.

The PFG describes the actions that the Government plans to take, including its proposed legislative programme, based around four main themes.

Although the PFG is more than 150 pages long, and contains a wide range of policy proposals, it is clearly dominated by two main policy areas – climate change (covering "a Scottish Green Deal") and the constitution. 14 Bills, big environmental, sustainability and reducing inequalities (particularly in income) commitments.

A commitment to the Place Principle, with the development of local place plans, the allocating of £11 million from the Investing in Communities Fund for place-based work, and a new website to act as a central resource for promoting and implementing the Place Principle.

Continuing the work of the local governance review to explore how to improve decision making at a local level. Legislation for this isn't due until the next parliament in 2021. Incorporating the United Nations Convention on the Rights of the Child (UNCRC) into Scots Law. The legislation needed to do this will be delivered by the end of this Parliamentary term.

There were some announcements of interest to the safer communities sector:

- Mental health investment continues
- Further investment to reduce harms and deaths associated with drug use
- Bill to 'promote fairness and wellbeing in our communities' and commitment to deliver an Inclusive Scotland Fund which will focus on supporting local partnerships to redesign how services come together in the lives of people experiencing severe multiple disadvantage.
- Investment in local suicide prevention planning
- New Hate crime Bill
- Some changes to how victims experience prison and parole processes (already underway through Victims Taskforce)
- Scottish Bill of Rights
- Care experienced young people & Child payment system
- Gypsy traveller status funding
- A consultation to gather views on Scotland's approach to tackling prostitution. Views will also be sought on reducing the harms that are associated with prostitution and supporting women to exit.
- There is also anticipated to be some review of Control of dangerous dogs legislation following from the postlegislative committee process.

Consultation on Steps to Control Dangerous Dogs

Following on from the Control of Dogs (Scotland) Act 2010, which gave powers to local authorities to help control dangerous dogs within communities, the Scottish Government are consulting on issues raised by this legislation and how operational enforcement of the Act may be improved.

You can find out more about the consultation and take part <u>here</u>.

We work in partnership to protect people, places and processes and we are constantly looking at new ways to keep businesses free from risk.

The SBRC has been in existence for over 25 years (previously as the National Business Crime Centre) and continues to offer resilience advice, stemming from its original remit, via our more 'tangible' workstreams, in areas such as serious organised crime, counter-terrorism, retail and tourism and transport and logistics. These continue to touch our communities in a very real and physical way. Added to these areas, and to reflect the exponential growth in the number of cyber-attacks targeting Scottish businesses of all sizes and in all sectors, either directly or via their supply chains, our cyber services division has grown and developed rapidly over the past five years, with the aim of informing all sectors of our communities on how to raise and, crucially, maintain their levels of digital resilience. We have been delighted to note a continued trend towards increasing levels of cyber-security awareness and we work on a daily basis with our members and partners to deliver cyber security awarenessraising sessions, presentations and workshops to all manner of groups across Scotland to empower communities to enable them to be resilient and safe.

The SBRC is proud to be a part of the unique and unparalleled Scottish cyber eco-system and we were, therefore, delighted that the National Cyber Security Centre chose to bring its annual CYBERUK conference to Glasgow in April 2019. Two days at the Scottish Event Campus saw the emphasis, via over sixty keynote speeches, presentations and panel sessions, on working together to tackle cyber security challenges (be they from cyber criminals working in isolation or from hostile nation states) through effective collaborative partnerships. The conference was attended by over 2,500 delegates, with the exhibition space packed to the rafters with stands, including a small business hub and innovation zone.

and the opportunity, for those who sought it, to delve into the very deepest of technical discussions, such as those offered on malware case studies and the Stuxnet incident, which significantly interrupted the Iranian nuclear programme. With a 'safer communities' hat on, however, those which resonated more were the presentations on making cyber resilience for all a habit not a hassle, improving cyber resilience for the next generation, developing a diverse cyber workforce and why we should all care about safety and cyber security. The messages delivered in these sessions spoke to what we are trying to achieve as an organisation in terms of playing a small part in educating young people as they come through schools and further and higher education, presenting to Scottish SME's on cyber resilience and working in collaboration with our members and partners we cannot do it alone.

Our new base at Oracle has allowed us to have round-table cyber innovation discussion sessions with colleagues from business, academia, the Scottish Government, Police Scotland, the Scottish Fire and Rescue Service, Scottish Enterprise, charities and many more. We learn from each other and share a common goal of communicating and delivering digital resilience strategies to Scottish SME's in a wide variety of different industries and sectors in a way that is easy to understand and implement. Our cyber members adopt a collegiate, 'there's-enough-for-everyone' approach to the market and it has been a real pleasure for SBRC to see this played out through what is starting to become the regular use of the Oracle hub hot-desking facility.

There is much, much more to do. Cyber-crime tactics develop apace and we at SBRC would issue a 'call-to-arms' to all those who have an interest in keeping Scotland's communities safe. Bring your knowledge and innovative thoughts on digital resilience to the table at every opportunity and allow big ideas and new developments to flourish and come to fruition, to keep us all as safe as we can be from cyber-crime.

For more information, please contact <u>enquiries@sbrcentre.co.uk</u> or visit our website <u>www.sbrcentre.co.uk</u>

There was indeed 'something for everyone'

Cyber Scotland Week planned for 17-23 February 2020



The Scottish Government has kick-started preparations for a week of events highlighting the country's booming cyber security industry, and the growing threat of cyber crime.

'Cyber Scotland Week 2020' is planned for 17-23 February, and will be organised in partnership with ScotlandIS, the national trade

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Digital Resilience, Inclusion and Wellbeing for Looked After Young People

This report led by Glasgow City Health and Social Care Partnership, undertaken by Snook and supported by the Carnegie UK Trust, explores the digital experiences of looked after and accommodated young people in Glasgow, to understand how they are accessing the internet, what they are currently using the internet for and what their needs are from the internet in the place where they live.

Cyber Resilience & Cyber Essentials Grants

The threat of cyber crime has never been greater – regardless of size of business or amount of personal data you handle, your organisation could become a target for cyber criminals who are looking to make money and cause disruption to you, your staff and volunteers. Putting resilient measures in place to protect and strengthen your network is vital.

With the support of the Scottish Government, SCVO are providing a small grants scheme to enable third sector organisations to achieve <u>Cyber Essentials accreditation</u>

Find out more about the grants scheme and how to apply <u>here</u>.

association which champions the country's vital and growing digital technologies sector.

Deputy First Minister John Swinney said ensuring Scotland is a cyber-resilient nation has never been more important, adding that leading-edge digital technologies bring enormous opportunities for public services and businesses alike, but also "new threats and vulnerabilities".

Find out more at <u>www.cyberscotlandweek.scot</u> or follow <u>@cybersscot</u> on Twitter.

Based on qualitative research with a group of young people, the report presents a snapshot of experiences and range of findings relating to digital skills, access, inequality, online safety and digital ethics. The report also provides a framework of recommendations and next steps for each of the themes explored.

explores the digital experiences of looked after and accommodated young people in Glasgow, to understand how they are For further information about the work, contact Anna Grant, Senior Policy and Development Officer <u>anna@carnegieuk.org</u>.

Download the report <u>here</u>.

UK Safer Internet Day 2019 Report: Our internet, Our Choice: Understanding Consent in a Digital World



For Safer Internet Day 2019, the UK Safer

Internet Centre commissioned an online survey of 2004 young people aged 8-17 years, which was conducted by Censuswide. We also asked 10 Childnet Digital Leaders about their experiences online.

The report reveals just how integral sharing and viewing online content is to young people's lives, and how vital it is that we all understand the needs that young people have in navigating how to ask, give and receive permission online.

Download the report <u>here</u>.



SCSN in Luxembourg! - Showcasing Measuring What Matters!

The Scottish Community Safety Network were able to showcase our Measuring What Matters framework at the recent EU-Safety conference in Luxembourg.

The Conference, held by the Luxembourg Institute of Health and EuroSafe, was focused on research which enhances the impact of strategies and actions and included a range of presentations, workshops and discussions on preventing harm and injury approaches across Europe.

Delegates were interested in the work SCSN have been leading for Building Safer Communities on developing a <u>measurement framework for preventing unintentional</u> <u>harm and injury</u>.

You can download the abstract and presentation slide.

Our colleagues from Rospa were also there and you can download a copy of their presentation on Water Safety Policy in Scotland and all of the other presentations <u>here</u>.

Measuring What Matters framework outings!

Over the last month we've had some opportunities to showcase the Measuring What Matters (MWM) framework to colleagues within local government as part of thinking differently about performance and evaluation within the public health reform programme. We also shared the framework with colleagues at the Health and Social Care Gathering, and Lorraine went to the EU-Safety conference to speak about the new approaches to evaluation and measurement that this framework captures. You can download the model here.

We are also really pleased to announce that thanks to the Scottish Government's Building Safer Communities team we have secured funding to work with Evaluation Support Scotland on a second piece of work which will support testing and refinement of the MWM framework. You can find out more in future newsletters but we are keen for volunteers!

Email <u>hannah.dickson@scsn.org.uk</u> if you'd like to be involved in this next phase of work.

Are you measuring what matters? -Guest article by Nicola Swan, Evaluation Support Scotland

Have you ever thought...

... I know my work is helping change attitudes about home safety but I'm only reporting on numbers of people I talk to. I don't think it shows the full picture.

... I'm not sure what I could be measuring to show the difference I am making!

... When reporting on my impact, do I need to prove that I have prevented unintentional

harm from happening?

Then perhaps the new evaluation framework which we have been working on can help you.

Earlier this year, SCSN and Evaluation Support Scotland (ESS) brought together practitioners from across the sector to develop an evaluation framework to help those working in the field to have a better understanding about their outcomes and how to measure what matters in their work to prevent unintentional harm.

Read this article in full on our website <u>here</u>.

Continued from Front Page: New dialogue on anti-social behaviour

- What does good look like in preventing and resolving ASB? •
- How do we move the discourse to using more positive language about behaviour and have strengths-based conversations?
- Do we understand the determinants or underlying issues that can generate antisocial behaviour; and are there different 'levers' we can pull to drive change?

We think that the 2020 Firestarter Festival "What Kind of Scotland are we seeking to build?" is a great vehicle for this conversation, and embodies the creative, disruptive and innovative approaches we want to include in this dialogue.

So, do you have a view on Antisocial behaviour? Be it conventional; challenging; creative; supportive; whatever - we want to hear it.

Scottish Government Launch Fireworks **Action Plan**

Following on from a lengthy consultation process and the recent publication of responses to the 'consultation on fireworks in Scotland: your experiences, your ideas, your views', the Government has now published the Fireworks Action Plan for Scotland.



The Consultation found that 94% of respondents would welcome increased controls on the sale of fireworks, with 87% in favour of an outright ban on the sale of fireworks.

SCSN was delighted to play a major role in this work along with partners including the Scottish Fire and Rescue Service, CrimeStoppers, Police Scotland & the Building Safer Communities Programme.

You can download the Action Plan here.

Recent Data and Research

Publications - Hannah Dickson, SCSN Lead author Dr Susan Batchelor, a Senior

The last month or so has been pretty exciting based at the SCCJR, said: "One of the for those of us with a keen interest in data and headline findings to emerge was that people research with a lot of publications relevant to in the most marginalised and vulnerable safer communities.

The Scottish Centre for Crime and Justice Research (SCCJR) published a report 'Taking Stock of Violence in Scotland Report' which compiles the wealth of research in this area into a single document for the first time. It highlights the key trends and patterns of known Read this article in full on our website. violence, but it importantly also shows what

areas have been under-researched.

Lecturer at the University of Glasgow and groups appear to be worse off compared with others than before the crime drop. It seems that violence in Scotland - or violence victimisation - is becoming more concentrated in the most deprived communities and amongst particular groups of repeat violent victims."

Home Safety News Updates

BSC Unintentional Harm Online Hub



Are you working to reduce unintentional harm and injuries? Are you interested in finding out about initiatives across Scotland? Do you want to share your experience and learning with fellow practitioners?

The Harm and Injury Hub was launched in summer 2019 as an online tool for practitioners working across community safety, health, the public, private and third sector supporting the reduction of unintentional harm and injuries. One of the main benefits of the Hub is sharing examples of practice from across Scotland, ranging from the "Not For Play, Keep Them Away" initiative which aims to prevent under 5's laundry liquitab poisonings in the Glasgow area, the Fife Water Safety Initiative delivered in schools across the region by a number of local partners, and Roar for Life's Stay Mobile, Stay Connected project focussing on preventing falls and loneliness in older people – plus many more! These have been submitted by local practitioners and describe good practice in communities across Scotland that supports the reduction of unintentional harm and injuries. Other resources and guidance are also on the Hub, as well as blogs and news articles on topical issues.

Check out the Hub here: www.harmandinjuryhub.scot

Do you have an example of good practice to share? Please get in touch and let them know!

SGN urge people

to



#BeWinterReady

SGN are urging people to be prepared for winter with their #BeWinterReady campaign. Among other useful information and tips on their website are these tips on how to stay safe further information here. and warm this winter:

- Keep an eye on the forecast and watch out for weather warnings from the Met Office.
- If cold weather comes, follow NHS • advice to wear layers to keep warm and regularly have hot drinks. Try to check on your neighbours, especially if they could be particularly vulnerable in cold weather.
- Save the free emergency numbers to your phone - call 0800 111 999 in a gas emergency or call 105 in a power cut.
- Make sure you get your gas boiler and appliances serviced annually by a Gas Safe registered engineer.

Fit a carbon monoxide alarm – regularly test it and check its expiry date.

You can support the campaign on Twitter by retweeting SGN or using the hashtag #BeWinterReady.

You can also check out their website for

RoSPA Research: Keeping Kids Safe at Home

Research carried out for the Royal Society for the Prevention of Accidents has looked into how parents respond to and use safety information and equipment to keep their child safe at home.

You can download the full research report <u>here</u>.

In other news...



Academics call for moratorium on facial recognition technology

Holyrood is being urged to recommend a moratorium on the use of facial recognition technology - especially by the police.

Academics raised concerns about "deficiencies" in such new technology, and also claimed it was "intrusive". In submissions to MSPs on the Scottish Parliament's Justice Sub-Committee on Policing, they argued for a moratorium to be put in place.

In its submission, Police Scotland was clear the force has "no current plans to introduce live facial recognition software or any other new biometric technology".

But Angela Daly, from Strathclyde Law School, urged the committee to "become an international leader in ethical technology policy by recommending a moratorium on the use of facial recognition technology in Scotland, especially by police forces".

She argued for that because of "the deficiencies of facial recognition technology, the intrusive ways in which facial recognition technology is already being used to monitor indiscriminately the general public (and not only those suspected of a crime) and the less-than ethical conditions in which facial recognition technology is being researched and developed".

Read this story in full on the Scotsman website here.

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Flooding Action Plan launched

An action plan to help homeowners and businesses prevent damage caused by flooding has been launched.

Living With Flooding sets out advice to stop or mitigate flooding and says minor adaptions, such as installing a flood guard and raising the height of electrical sockets, can prevent damage or reduce the amount of time spent in temporary accommodation.

You can download the action plan here.

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SHARE YOUR NEWS!

If you would like to submit an article, request information or

share good practice in our newsletter, please get in touch! Email info@scsn.org.uk

The closing date for the December newsletter is 9 December.



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