

DOWN YOUR

Street

Tenant approved Tenants' Magazine



WINTER WONDER

f Fife Council Tenant Participation



Annual rent survey Have your say p4

Voting card enclosed

Fife Annual Rent Survey 2025/26
 For Fife Council tenants only
 Closing Date: Friday 31 January 2025

Please complete and return the survey by 31 January 2025. You can also complete the survey online by scanning the QR code or visiting www.fife.gov.uk/rentsurvey. The final decision on rent increases will be taken by the Council in February 2025.

Which option do you prefer for the annual rent increase from April 2025?

2025/26 Rent Options	Average Weekly Rent 2024/25	Proposed Rent Increase 2025/26	Estimated Average Weekly Rent 2025/26	Estimated Average Weekly Rent 2025/26	Please tick one option
Option 1	£38.29	5%	£40.10	£93.75	<input type="radio"/>
Option 2	£38.29	8%	£41.36	£94.65	<input type="radio"/>
Option 3	£38.29	7%	£40.95	£95.04	<input type="radio"/>

What are your top 3 housing priorities? (Please select 3)

- Additional Older Person's Housing
- Neighbourhood/ Estate improvements
- External paint works
- Disability adaptations
- Warm energy efficiency works
- Lock-up improvements
- Home improvements (e.g. kitchens)
- Fuel Poverty Support
- Fencing
- Bathrooms
- Rent Support
- Other (please specify)

The results will be published in the next issue of Street.

About You: In order to ensure that we are asking the right questions to you, please tick the box that best describes you.

Useful Numbers

Homeless (24 hr)	08000 28 62 31
Housing Repairs	03451 55 00 11
After hours and weekend	03451 55 00 99
Housing Information and advice	03451 55 00 33
Rent and Arrears	03451 55 00 44
Automated Payments	03451 55 00 55
Council Tax & Housing Benefits	03451 55 11 55
Recycling & Waste	03451 55 00 22
Births, Deaths & Marriages	03451 55 00 77



Alternative Formats

Information about Fife Council can be made available in **large print, braille and audio CD** on request by calling

Alternative Formats line:
03451 55 55 00



British Sign Language
please text (SMS) 07781 480 185

BT Text Direct:
18001 01592 55 11 91

Language lines

Arabic	خط هاتف اللغة العربية: 03451 55 55 77
Bengali	বাংলায় আলাপ করার জন্য টেলিফোন লাইন: 03451 55 55 99
Cantonese	中文語言熱線電話: 03451 55 55 88
Polish	Polskojęzyczna linia telefoniczna: 03451 55 55 44
Urdu	اُردو زبان کے لیے ٹیلیفون نمبر 03451 55 55 66

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Get in touch

Edited by: The Tenant Participation Team/
Tenant Editorial Team

If you need to get in touch about this issue, or setting up a Tenants and Residents Association for your area, you can contact us in the following ways:



Tenant Participation Team, Kirkcaldy Customer Service Centre, Town House, 2 Wemyssfield, Kirkcaldy, KY1 1XW



tenantparticipation@fife.gov.uk



Fife Council Tenant Participation



Welcome!



“Winter is a time of worry for many of you, facing increased heating bills and other cost of living costs. So why does the Council need to consider increasing your rent for next financial year by 5, 6 or 7%? This is a question that will be on your mind. Inflation has decreased recently, hasn’t it?”

Its all about continuing high costs coming onto the Housing Revenue Account and in recent years where rent increases have been lower than inflation. We have gone through a period of significant inflation in repairs costs, building costs and overall operating costs which have not been adequately matched by rent levels, to the extent that we are facing a £7million gap in our housing finances for 2025/26. We must bridge that gap together if we are not to see significant cuts to the housing services we provide to you.

We also want to ensure that we keep building council houses for people in need during this housing emergency. Not to do that, extends the period of housing shortage beyond the current period of housing emergency to 2027 and beyond. We need your help by you casting your vote for one of the rent options proposed by the Council for next year. Your voice is important, so we need to hear it to enable Councillors to take a final decision on rents during February 2025.

If you need help with your rent, please contact the Council and one of our Housing Officers will contact you.”

John

Rent options



Cllr Judy Hamilton
Convener for
Community &
Housing Services
Committee

Please complete and return the enclosed prepaid survey form.

Alternatively, if you would like to complete the survey online, you can do this by visiting our new consultation space Have Your Say go to www.fife.gov.uk/rentsurvey or scan the QR code below by 31st January 2025

It's that time of year again....

As you will know, every Winter, we consult with you through Down Your Street and ask your views on potential rent options for the following year.

I am fully aware of the financial pressures you are all under with household bills and expenses, so it is more important than ever that you use your vote and tell us how you feel about the rent you pay. Your votes will help the decision that is made by Councillors at the Council budget setting meeting in February.

There continues to be challenges and pressures for the Housing Service to deliver services in the same way. Over recent years, high inflation and below inflation rental increases have combined and the Housing Revenue Account (HRA) remains in a difficult financial position.

Thank you to all that managed to attend the Tenant Conference. As you know this year we are going to consult on three options for rent rises in 2025/26 – 5%, 6% and 7%. A rent increase of 5 % would leave a budget gap which could reduce the services we provide to you, as this gap will have to be met. A rental increase of 6% or 7% will give us more money to manage any future pressures and to potentially allow additional investment in services.

Can I please ask that you take 10 minutes out of your day to vote, so that your views and vote is considered?

Times are very difficult for many people, so please look out for each other; please check on your elderly

neighbours during these Winter days that can be long and lonely. And remember the Council has put in a wide range of support for you and your family through these difficult times; from heating your home to accessing benefits. Visit; our.fife.scot/gethelp – or phone our Community Support Line FREE on 0800 952 0330. The Rent Support Fund is also available to tenants who are not in receipt of full housing cost payments through Universal Credit or Housing Benefit payments and are within a certain income. Please visit www.fife.gov.uk/rentsupport to see if you qualify.

I wish you all a very peaceful and Happy Christmas; and I look forward to working with you all again in 2025.

Judy



Rent increase options

As your landlord, we consider tenants to be at the heart of all we do, and we take our responsibility to provide tenants with excellent services seriously.

In recent years, high inflation rates and a series of below inflation rental increases have combined, and the Housing Revenue Account (HRA) remains in a difficult financial position. To allow us to continue to provide services at the current level we need to address a projected budget gap of £7.635 million when considering rental options.

As a landlord, we are required to ensure that the HRA reaches a balanced budget position every year. This means that our income and expenditure must balance; the HRA must increase rents or generate recurring savings. Housing Services receive no subsidy to provide services to you – this comes directly from your rent. We try our best to balance service provision with affordability for our tenants.

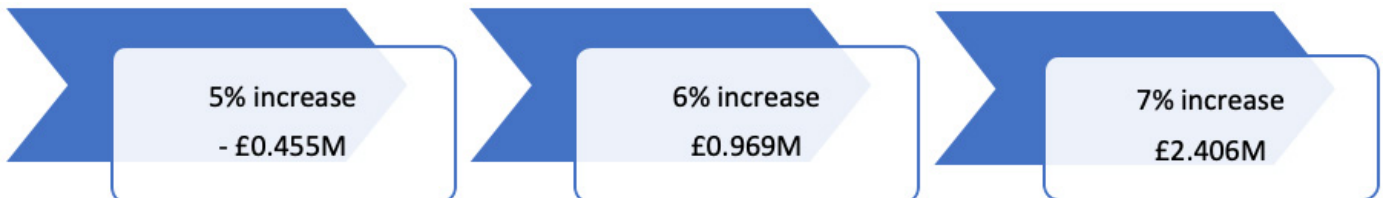
This year, we are asking you to consider three rent options for 2025-26, 5%, 6% and 7%. A rent increase of 5% would leave a budget gap of around £455,000 and would impact the services we provide to you, as this gap will have to be addressed. A rental increase of 6% or 7% would provide the HRA with increased flexibility to help us manage any future financial pressures

and to potentially allow for additional investment in services.

The graphic below demonstrates the impact that the rent options we are consulting you on will have on the HRA. The higher the rent increase option, the more capacity there will be to respond to any future financial pressures, and to consider additional services and investment in housing. This is why we are asking you to tell us about your service priorities and what is important to you, as well as your preferred rent option. We hope this will help you to make your decision when voting and giving us your feedback.

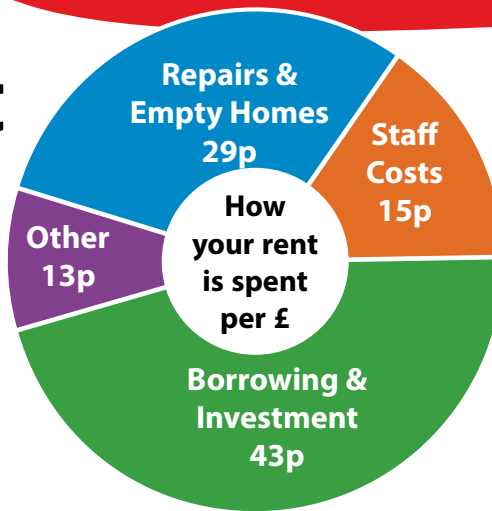
It is important that you to use your vote and tell us how you feel about your service priorities. We need to know your views to provide feedback and help shape the final decisions taken by Elected Members at the Council meeting in February when the rent increase will be agreed. What you tell us directly influences these decisions.

Please take the time to complete and return the enclosed prepaid survey form. Alternatively, if you would like to complete the survey online, you can do this by visiting our new consultation space, Have Your Say. Go to www.fife.gov.uk/rentsurvey or scan the QR code opposite.



What your rent pays for...

The estimated income for 2023/24 is just over £139 million. The majority of which comes from the rent you pay. This can only be used to fund services for tenants and improve homes.



Improvements being delivered in 2024/25*

Home Improvements



520

Kitchen Replacements



500

Bathroom Upgrades

Energy Efficiency



120

Replacement Windows & Doors



529

Boiler replacements

Safe & Secure Homes



340

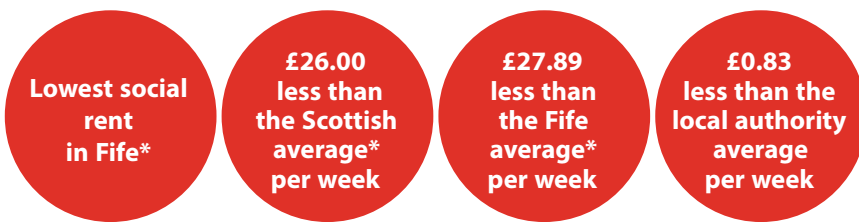
Electrical rewiring



80

Roof replacements

How your rent compares ...



*Includes Local Authority and Registered Social Landlords (e.g., housing associations)

Source: Scottish Housing Regulator August 2023

What this covers...

Repairs & Empty Homes

- Repairs and maintenance
- Annual gas safety checks
- Caretaking and concierge services
- Estate improvements

Staff Costs

- Employee salaries and training
- Local Offices and Contact Centre services
- Office accommodation and equipment
- Employee communication methods

Borrowing & Investment

- New council housing
- Energy efficiency
- Home improvements
- Home safety and security

Other Expenditure

- Disability adaptations in council homes
- Ground maintenance
- Retirement housing
- High-rise housing
- Hostels
- Tenant participation

83%

of tenants are satisfied with opportunities to participate

82%

of tenants are satisfied with the overall services provided

81%

of tenants feel their rent provides good value for money

80%

of tenants feel we are good at keeping them informed

Scottish Social Housing Performance

Housing Services reports performance to the Scottish Housing Regulator on an annual basis. Every October, we publish an annual report to show performance against the Scottish Social Housing Charter and other local authorities. The Charter outlines the level of service all social landlords should achieve for their tenants and other customers.

Scottish Social Housing Charter Performance Report 2023/24

For a copy of the full published report please visit:

https://www.fife.gov.uk/__data/assets/pdf_file/0011/300107/FC-Annual-Assurance-Statement-2024-Signed.pdf

For results of all social landlords visit www.scottishhousingregulator.gov.uk



700 customers responded to the Tenant Satisfaction Survey.

Tenant satisfaction



- 1 Better than local authority average
- 1 Poorer than local authority average with improvement
- 3 Poorer than local authority average with no improvement

The 2023/24 Tenant Satisfaction Survey was carried out through face-to-face contact.

Tenant Satisfaction	2023-24 Fife	2023-24 LA Average
Percentage of tenants satisfied with the overall service provided by the landlord	83.14%	79.52%
Percentage of tenants who feel landlord is good at keeping them informed about services and decisions	81.69%	82.91%
Percentage of tenants satisfied with opportunities given to them to participate in landlord's decision making	78.00%	80.93%
Percentage of Gypsies/Travellers satisfied with management of site*	50.00%	68.11%

*20 Gypsy/Travellers responded to the Satisfaction Survey

Rent & service charges



- 5 Better than local authority average
- 0 Poorer than local authority average with improvement
- 2 Poorer than local authority average with no improvement

Average weekly rent (including service charges)

5+ Apt (4 + bed) 1,209	Fife Council	£90.60
	Local Authority average	£100.10
4 Apt (3 bed) 7,497	Fife Council	£86.37
	Local Authority average	£91.62
3 Apt (2 bed) 14,662	Fife Council	£82.85
	Local Authority average	£83.89
2 Apt (1 bed) 7,440	Fife Council	£79.72
	Local Authority average	£77.51
1 Apt (bedsit) 254	Fife Council	£77.08
	LA average	£67.52
Gypsy/ Traveller pitch 50	Fife Council	£70.89
	Local Authority average	£79.69

Fife Council average weekly rent for all properties is £83.24, £0.83 less than the Local Authority average rent of £84.07

Fife Council owned **31,062** homes at 31 March 2024
an increase of 154 properties

Average weekly rent increase **5%**

Rent & service charges



- 3 Better than local authority average
- 0 Poorer than local authority average with improvement
- 1 Poorer than local authority average with no improvement



The total rent due to be collected in the year was **£129,685,648**

77.25% (700 surveys) of Fife Council tenants feel that rent for their property represents **good value for money** compared to the Local Authority average of 79.10%

Housing quality & maintenance



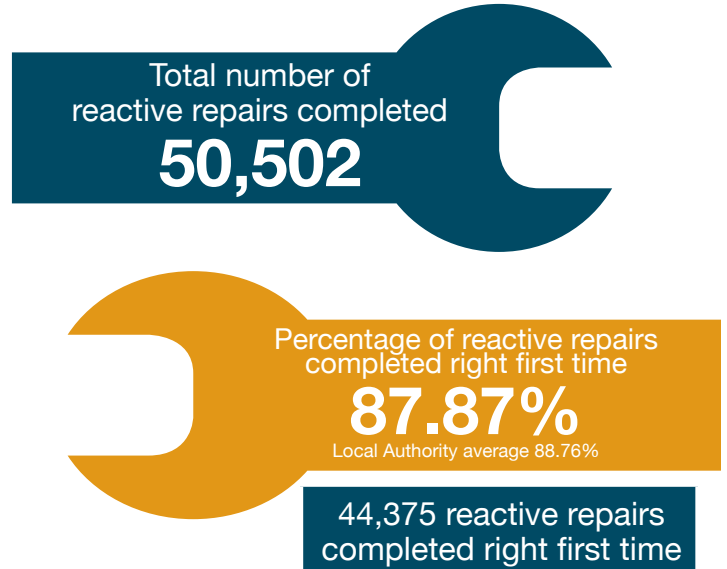
- 6** Better than local authority average
- 0** Poorer than local authority average with improvement
- 0** Poorer than local authority average with no improvement

Average length of time to complete emergency repairs (40,387 emergency repairs)	3.28 hours Local Authority average 4.29 hours
Average length of time to complete non-emergency repairs (50,559 non-emergency repairs)	6.30 days Local Authority average 10.03 days
Number of times gas safety checks weren't carried out within 12 months	5 Local Authority average 91
Percentage of properties meeting Scottish Housing Quality Standard at year end	92.15% Local Authority average 77.79%
Percentage of tenants satisfied with the repairs and maintenance service provided	91.81% Local Authority average 86.75%
Percentage of tenants satisfied with the quality of their home	83.00% Local Authority average 79.11%

Housing quality & maintenance



- 0** Better than local authority average
- 1** Poorer than local authority average with improvement
- 0** Poorer than local authority average with no improvement

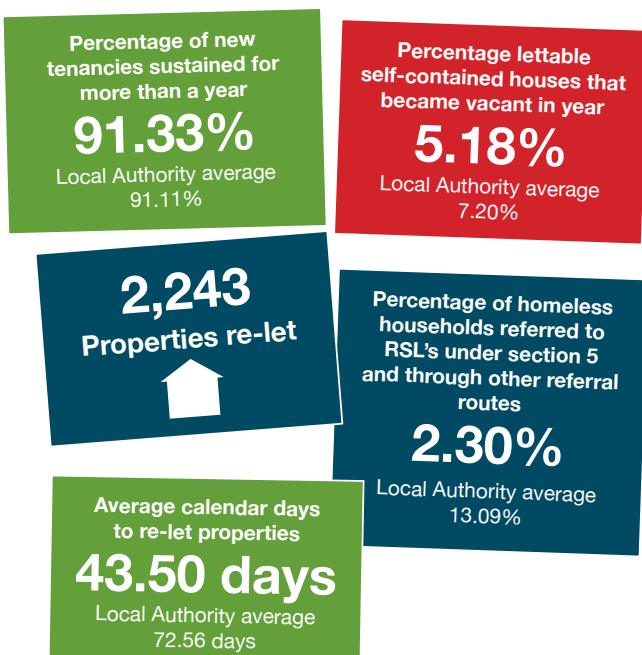


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Housing access & support



- 2** Better than local authority average
- 0** Poorer than local authority average with improvement
- 1** Poorer than local authority average with no improvement



7

Housing access & support



- 2** Better than local authority average
- 0** Poorer than local authority average with improvement
- 0** Poorer than local authority average with no improvement



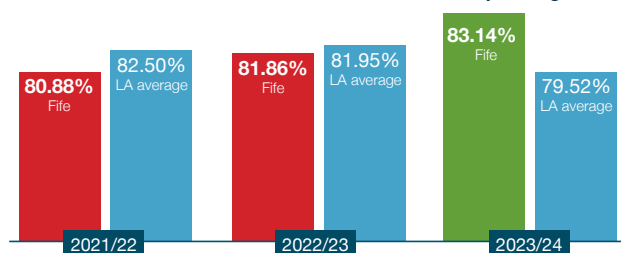
8

Customer satisfaction



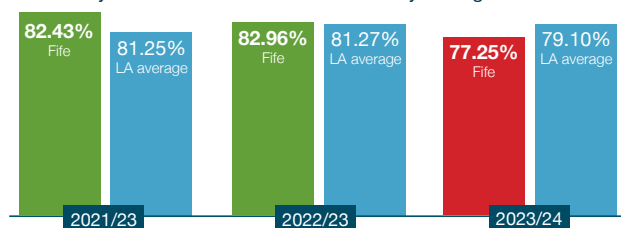
Tenant satisfaction

Overall, tenant satisfaction is above the local authority average.



Rents & service charges

Tenants who are satisfied that their property represents good value for money has fallen below the local authority average.



Annual Assurance Statement

Housing Services are expected to report on areas of material non-compliance in relation to the standards and outcomes set out in the Scottish Social Housing Charter for tenants and other customers. The following areas of material non-compliance were reported to the Scottish Housing Regulator as part of the 2024 Annual Assurance Statement:

- Homelessness
- Gas Safety
- Fire and Electrical Safety
- High Rise Fire Safety Improvements
- Damp and Mould

Full details on the reasons for failure and the actions identified for improvement in 2024-25, can be viewed in the published Annual Assurance Statement 2024 available through the following link: https://www.fife.gov.uk/__data/assets/pdf_file/0011/300107/FC-Annual-Assurance-Statement-2024-Signed.pdf

Pathway to Improvement

Nine years ago, the results of the Scottish Social Housing Charter prompted Housing Services to renew the focus



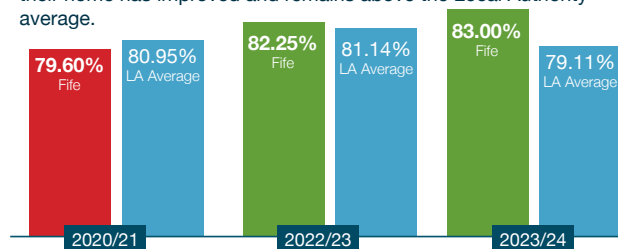
For a copy of the full published report please visit: www.fife.gov.uk/kb/docs/articles/housing/council-housing/scottish-social-housing-performance For results of all social landlords visit www.scottishhousingregulator.gov.uk

Customer satisfaction



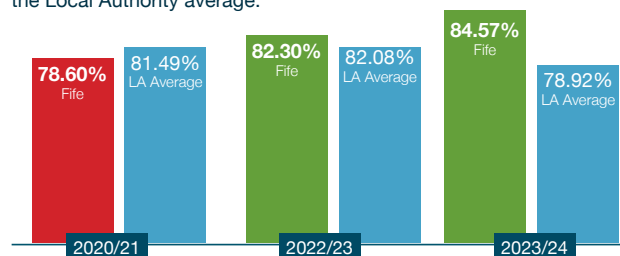
Housing quality & maintenance

The percentage of Fife Council tenants satisfied with the quality of their home has improved and remains above the Local Authority average.



Neighbourhood & community – management of the neighbourhood

Tenant satisfaction with the landlord's contribution to the management of neighbourhood has improved and remains above the Local Authority average.



on performance which saw the introduction of the Pathway to Improvement.

A third Pathway to Improvement 2023-26 is underway to assist with achieving the Council's ambition for top quartile performance. Some of the performance we aim to attain over this duration is detailed below:

- Increase the reactive repairs completed right first time to 99%
- Reduce the length of time taken to complete non-emergency repairs to 5.25 days
- Increase the satisfaction with opportunities to participate in decisions to 88%
- Increase the anti-social behaviour cases resolved timeously to 95%
- Reduce the average time taken to relet properties to 20 days

The full details of targets and improvement actions included within the Pathway to Improvement 2023-26 are available on request from lhs.enquiries@fife.gov.uk



Community Hub

Come along and join us at the Philp Hall Community Hub, Kirkcaldy.

This fantastic warm space has been running for nearly a year, initially a project funded by Warm Space of £4000, however, working with Leah Levine, Anti-Poverty Manager, Fife Council, we introduced support from Welfare Services Drug Agencies, Housing Officers, Mental Health Services and Councillors.

When the funding ran out, the Philp Hall Management Committee and the three local Tenants and Residents Associations (TRAs) Forth View TRA, New Linktown TRA and Inveriel Area TRA funded the project to continue, as it was so popular, brought the community together and provided a lifeline for people to meet, throughout the cost-of-living crisis. Residents come and get a hot filled breakfast roll and a cuppa, in a relaxed atmosphere they feel comfortable in, they have a blether to other Residents in the area and get advice from any of the agencies if required.

The Community are really benefiting from having this community facility in the area and with the support from Morrisons Community Champion, Stacey Somerville, some food and personal care essentials are sometimes available.

The Community Hub has gone from strength to strength with many services providing drop-in sessions each Friday. Tenants and Residents can drop in for a cuppa, hot breakfast roll and a chat from 10 -12pm every Friday at the Philp Hall. There are many services on hand to help with the cost-of-living crisis, Housing, Safer Communities, Alcohol support services and much more. It is a relaxed, friendly atmosphere where everyone is welcome.

The community hub would welcome new faces along to have a chat and a cuppa.



READY
FOR WINTER



Fife
COUNCIL

CHRISTMAS & NEW YEAR CLOSURES

Most of Fife Council will be closed

25, 26 & 27 Dec 2024 and 1, 2 & 3 Jan 2025

Out of hours support is still available when we're closed. For example, if you have a social work emergency, need an urgent housing repair, or information relating to a birth, death or marriage call **03451 55 00 99**.

Scottish Welfare Fund grant applications can be applied for online at www.fife.gov.uk/welfarefund

Recycling Centres are closed on **25 and 26 Dec 2024** and **1 and 2 Jan 2025**. Please note St Andrews recycling centre which is normally closed on a Friday will be open on **Friday 27 Dec and Friday 3 Jan 2025**, and Cupar Recycling centre which is normally closed on a Saturday will be open on **Saturday 28 Dec and Saturday 4 Jan 2025**.

There are no bin collections on **Wednesday 25 and Thursday 26 Dec 2024** or **Wednesday 1 and Thursday**

2 Jan 2025. Bins due to be emptied on these dates will be emptied on **Saturday 28 and Sunday 29 Dec 2024** and **Saturday 4 and Sunday 5 Jan 2025** - please ensure your bin is out for 7am for collection. You can check your bin collection information at www.fife.gov.uk/bincollections.

There are no special uplifts from Monday 23 Dec 2024 until they restart on **Monday 6 Jan 2025**. You can recycle your real Christmas tree for free, by cutting it up and putting it in your brown bin or placing beside your brown bin in lengths no longer than 6 feet.

Information on all council services is also available on our website at www.fife.gov.uk

Information on all council services is also available on our website at: www.fife.gov.uk

Stay in touch this winter visit:
www.fife.gov.uk/winter



facebook.com/fifecouncil



Kingdom FM - 95.2 & 96.1

Forth One - 97.3

Tay FM - 96.4 & 102.8



X.com/fifecouncil



Dollar Court and David Miller Place Tenants Association - Coffee Morning

Although the TA meetings are very well attended, they wanted to promote themselves to attract more people to attend their meetings.

They decided to hold a coffee morning to do this.

Isobel contacted the Community Champion at Tesco's to ask for any assistance they could offer. Tesco not only gave donations but also came along to the coffee morning, to help out and bring some goodies.

The coffee morning was a great success and they hope to see some new faces at future meetings.

The meetings are held in the lounge, on the last Thursday of the month (excluding December and July) at 10:30am

Quotes

It was lovely and very good of Tesco. – Anne

We enjoyed it and even got a free raffle and a bag of goodies, thanks to Tesco. – Wullie

It was very good of Isabel and Janet to arrange it for us, we had a great time. - Jan



North East Fife

Scooniehill Complex

Scooniehill Complex had part of carpark-walkway into the communal lounge with loose cobbles and uneven ground. Tenants were anxious when walking over it especially when it was raining or icy.

With the help of the Area Housing Team and Retirement Housing Officers it was arranged for them to be uplifted and tarmac in its place. This has created a safer environment for not only tenants but visitors and staff to the complex.

It was also advised that it was a fire risk to have wheely bins so near the entrance. Therefore, the Retirement Housing Officers arranged, along with the help from Area Housing team, have installed a small bin store further away from entrance. This has created a safer and tidier environment within the complex.





FFOTRA Fun Day

Despite the horrendous weather from storm Ashley, it was wonderful to see a fantastic turnout at our FFOTRA Fun Event (Fife Federation of Tenants and Residents Associations), held in collaboration with the Ballroom Pool Hall in Dunfermline. Local communities and our members were invited to join us for a free game of pool, darts, table football, and many other fun activities.

It allowed local communities to come together, in a relaxed and fun environment to meet each other and hear what each other were doing in their own Tenants and Residents Associations (TRA), in their own communities. Residents were able to share with each other, what they were doing to address issues, to improve the lives of residents within their own communities.

Hot snacks were available for the kids, along with teas and coffees for the adults. It was lovely to meet representatives from The Islands TRA, Abbeyview TRA, Dunfermline Broomhead TRA, Walter Hay Court TRA, Halbeath TRA and Brucefield TRA. It was also lovely to meet other members of the local communities, who were not in any TRAs but who were hopefully inspired enough or to get involved, to find out more about setting up TRAs in their own communities.

A big thank you to the Fife Council Tenant Participation Officers for coming out on a Sunday to help, and we mustn't forget Sandy, proudly sporting the FFOTRA t-shirt. Special thanks to Hannah and the staff at the Ballroom for offering the venue to FFOTRA free of charge.



Spreading fruit trees across Fife

Fruit trees have been springing up in gardens across Fife this year as Climate Action Fife rolled out their A Fruit Tree for Every Garden in Fife campaign. Over 450 trees have been given to lucky gardeners as part of the campaign.

The apple, pear and plum trees all went to new homes in February and March this year. The trees have been putting on new growth, blossom and even a few apples this year. A steady supply of free fruit will follow, after a few years when the trees have become established.

The trees included Scottish Heritage varieties such as Bloody Ploughman and Cambusnethan Pippin. All the trees are well suited to Fife's climate.

The trees were grown at the Appletreeman nursery in Perthshire and then handed out at 13 pick-up events. Getting the right number of trees to the right places was a logistical challenge but our partners stepped up to the challenge and helped hand the trees out.

The response to the campaign has been overwhelmingly positive with enthusiastic comments like these at collection events:

"I'm really excited. We always had them growing up. I'm looking forward to making pies and crumbles." (Katie)

"Last year I got my first garden and saw this project online. I'm excited to plant my first apple tree. Really excited." (Anna)

The trees have been mapped on a dedicated fruit tree map of Fife along with many more trees that members of the public have added. We are delighted that over 1,000 trees have been mapped. You can view the map here and add your own trees if you have fruit trees in your garden.

The demand for trees far outstripped the supply this year which highlighted the popularity of the

campaign. We are gearing up to run the campaign again in early 2025 when we hope to have another 400 trees available.

Climate Action Fife has worked hard to provide support to new tree owners through detailed advice and information on our website, direct emails and workshops. All new tree owners were given a planting and care guide with their new tree and seven workshops on winter and summer pruning, grafting and tree care have taken place during the year.

Planting a tree in your garden is an excellent way to store carbon and lock it away for up to 50 years for an apple tree in an urban garden and 100 years in a rural garden. The trees will also boost biodiversity and provide shade and shelter as well as delicious home-grown fruit.

If you would like to get involved keep an eye out for our spring 2025 campaign towards the end of the year. Sign up to express an interest in the campaign on the Climate Action Fife website.

www.climateactionfife.org.uk/fruittrees

Gillian Fyfe

**Lead for Climate Friendly Gardens
Climate Action Fife**



Forth View welcome new bin stores

Changes have come about at Forth view bin store area after Fire Scotland recommendations.

Multi blocks are subject to routine Fire Risk Assessment under the Fire Safety Act 2005 and unsecured bins are frequently identified as a significant risk, based on guidance from the CFP-A-E on bin separation distances from dwellings. This is often summarised as 'bins must not be stored within 6m of a dwelling' however this is sometimes impossible to achieve due to space constraints.

To adhere to the recommendations the bins for each block had to be stored 6m away from the building. Site meetings were held to discuss the new possible locations for the bin stores ensuring that it met the required 6m and was also accessible for waste operations to empty the bins.

Monthly Tenants and Residents Association meetings provided updates on the progress of the new bin stores and provided an opportunity for residents to participate in decision making. Work was completed and every block now has access to general waste bins, recycling bins and a food waste bins.

Resident Quotes.

"Personally, I think they will be a problem in the winter if it gets cold as the car park is bad with ice and is always a slip hazard. If we can put flowers up the fencing with trellis and climbers that would make it look better. It's good the food bin has been moved into there also as it was far too close to the building."

"It's good where the bins are now and we have cans/ plastic bins back. The food bin smells a bit."

"It certainly made the entrance tidier."

"I won't be using it in the frosty weather as the red bricks get very slippery."

"entrance very tidy now"

It was highlighted by residents that the bin area in the car park might become slippery and inaccessible in the winter months. Housing Management Officer Cara took this feedback and arranged for the grit bin to be located near each block for tenants and residents to use. Caretakers will also be storing sand bags for the winter and assisting with gritting if required.

Forth View Tenants Association are hoping to hold a planting day in the near future for all tenants and residents to help plant trees. Further information to follow.





H100 Fife

Construction update

Construction of gas distribution SGN's hydrogen production and storage facility in Fife Energy Park is progressing well. The site will supply green hydrogen to homes in Buckhaven and Denbeath which opt in to the world-first H100 Fife heating trial starting next year.

You can see from this picture that the site has come along way and includes hydrogen demonstration homes, an electrolyser in which the green hydrogen will be produced and vessels to store it in.



SGN volunteers help to transform Buckhaven outdoor space

Volunteers from SGN recently spent a day transforming The Buckhaven Growing Space, a community garden managed by the charity CLEAR.

CLEAR, based in Buckhaven and Methil, revitalises neglected areas through extensive planting and growing projects.

As part of SGN's Community Action Programme, which encourages employees to volunteer for a day each year, six team members tackled various tasks in the garden.



These included clearing overgrown areas, cutting grass, weeding, and removing willow stumps.

SGN Stakeholder & Community Manager for H100 Fife, Eleonora Carbone, expressed gratitude for the ongoing partnership with CLEAR, highlighting how it deepens SGN's connection with local communities involved in the H100 Fife project.

CLEAR's Garden Supervisor, Kara Dunn-Wilkie, praised the team's efforts, noting the lasting impact of their work, which has significantly improved a key area of the garden for future use.

East Fife Community Football Club partners with H100 Fife for second year running

This October, H100 Fife partnered with East Fife Community Football Club to deliver nine weeks of multi-sport clubs in Levenmouth. This marked the second consecutive year of the initiative, which provided affordable activities for local children during Summer and October holidays.

Over 340 children participated in the seven-week summer program, with over 120 attending the October sessions. For just £10 per week, children enjoyed a variety of sports, promoting confidence and social interaction during school breaks.

Lynsey Cowan, Community Development Officer at East Fife Community Football Club, highlighted the positive impact: *"Through the partnership with SGN's H100 Fife project, the clubs supported young people in staying active and overcoming challenges like the cost of living and the lasting effects of the pandemic, reinforcing the importance of community sport in shaping brighter futures."*



Safety tips for Christmas

Christmas is a time when your home is likely to be full of people, and love it or loathe it, the run-up to Christmas for parents means having a lot on your plate and it's in the excitement of the season that accidents can easily happen.

More than 80,000 people in the UK arrive in the Emergency Department for Christmas-related accidents – everything from fairy light burns, children choking on decorations or being poisoned by batteries, falls from step-ladders or chairs, alcohol-related accidents and others.

Let's keep it merry with 6 simple safety tips that you can do that won't add to the to-do-list

1. When you're Christmas shopping...

And hunting online for the best offers on toys and gifts, dangers to watch out for are

- Easy-access button batteries – a swallowed battery can kill a child
- Super-strong magnets – they damage the belly if swallowed
- Long cords – they can cause strangulation
- Bits that come off – that could be a choking hazard

2. When your decorations are going up...

Keep in mind fire risks and look out for ...

- Frayed or loose cords on the fairy lights
- Overloaded sockets or extensions

- Candles near the tree – real or fake trees can burn
- Don't forget to test your smoke alarms

3. When you are visiting friends and family...

Remember they may not have things set up as safely as at home for your little ones. When you're bringing in the bags take a couple of minutes to...

- Move medicines or cleaning products out of reach (check the bedside table or by the loo)
- Make sure any blind cords are out of reach.

4. When you are cooking at Christmas...

Watch out for burns...

- Try to keep the kids out of the kitchen if you can and away from the cooker
- Use the back rings of the cooker and turn the pan handles in

5. When you are opening presents...

Spot any toys or light-up novelties that have easy to access button batteries and remove them without the kids noticing! Look out for spare batteries in the box too.

6. When you're eating and drinking at Christmas...

- Put coasters in places out of reach of little hands so everyone knows to put their hot drinks down there.
- Take care with chunks of meat and vegetables which may cause choking. Anything round needs cutting up.

For more information got to www.capt.org.uk

North Lanarkshire visit Fife

We were delighted to host members from the North Lanarkshire Scrutiny Panel, North Lanarkshire Federation of Tenants and Residents and North Lanarkshire Tenant Participation Team.

Our visitors arrived at the Independent Living Advice Hub, at 255 High Street, Kirkcaldy, to see the set up and learn how it all works.

They then came to meet the Staff and Chairman from Fife Federation Of Tenants and Residents Associations for refreshments and discuss how each Federation worked.

Afterwards we met the Fife Tenant Led Scrutiny Panel and shared best practices, over a working lunch and discussed how Fife's Sheltered Housing Forum operates and the benefits of this to both Fife Council and the tenants in Retirement and Very Sheltered Housing.

Quotes

A great day was had by all, with lots of positive discussions, sharing best practice within Tenant Engagement. Thank you to Fife's Tenant Participation team & tenant reps for being such welcoming hosts, we will be only too happy to return the favour. **Jim Leonard - Chair - North Lanarkshire Federation of Tenants & Residents**

It was great to connect with people from another region who share the same enthusiasm and interests as our members and staff. Many valuable points were discussed, and we hope that the participants from North Lanarkshire left with ideas to implement with their own members, and vice versa. **Alice Nicol – Administrator – Fife Federation Of Tenants and Residents Association**

I found the meet-up not long enough to get a lot of info, but basically, they are on the same vein as we are and doing what they can with the same tools as we have. I was quite impressed with the knowledge of the technology house, I must admit this is something I am not up to date with. Saying all that lunch was lovely and Rab and Jules looked after all of us very well. **Maria Syme – Fife Scrutiny Panel**

The visit of North Lanark Scrutiny Panel to our own Scrutiny Group after talking to them proves that we are doing it right and maybe better than most. Also, they were interested in FC Sheltered Housing Forum and how it's run between tenants and Fife Council as they don't have anything like this in their own area, a revisit was offered to maybe discuss it further. **Alan Dalby – Chair – Fife Federation of Tenants and Residents Associations**





Lismore Place Tenants Association

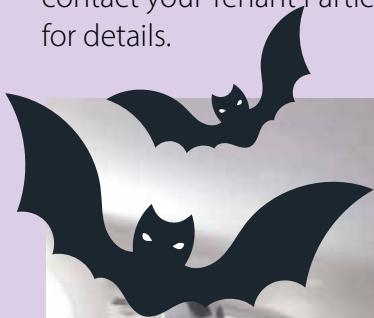
Lismore Place Tenants Association was set up to give the tenants a voice, to highlight and address the issues that mattered to them, to improve their community.

The tenants decided to have their first ever event, which was a Halloween party, to promote the Tenants Association and to invite any family members to come.

The TA with the help from their Tenant Participation Officer, Julie McDougall had a spooktacular night, with fancy dress, facepainting, musical statues and dooking for apples. Everyone thoroughly enjoyed themselves, so much so that the Tenants Association are planning a Christmas Party, to further promote the Tenants Association.

Lismore Place Tenants Association meet on the first Wednesday of the month (excluding January and August) at 3pm in the lounge and hope to see more tenants at the meetings.

If you would like to find more about coming to or setting up a Tenants Association in your area, please contact your Tenant Participation Officer, see page 25 for details.





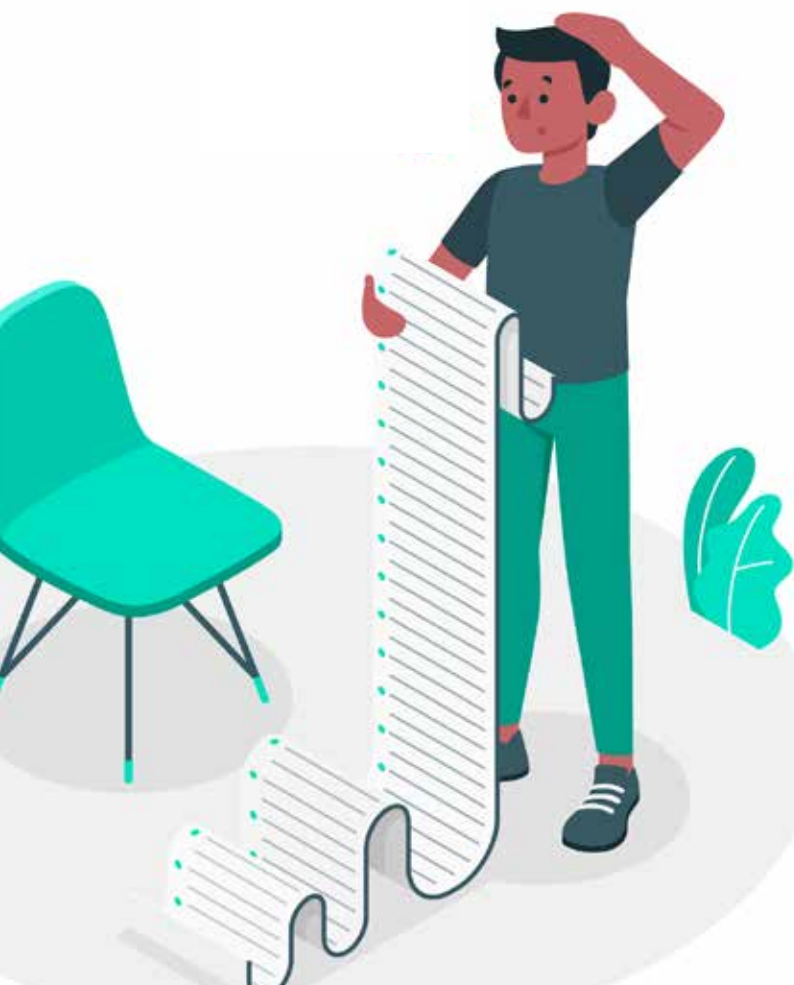
Recharge review

We were recently tasked with reviewing our current approach to recharges. Over the past year the claims for recharges have been well under what should be expected, and new work is now required to promote the current guidance and operations of recharges, you will start to see more scrutiny of reactive repairs from the Housing Management Officers and Housing Technical Officers when they are visiting repairs.

We will shortly be rolling out an updated brief to all areas of Housing and Communities around what information is required when making a recharge, who to contact for support, the responsibility for tenants, and who looks after the appeal process.

Things to Think About

What caused the damage. No-one shall be exempt from meeting the cost of rechargeable repairs on the basis of age, medical condition or income. Payment by instalments can normally be arranged. For more



information on this, you can speak to your Housing Management Officer.

You'll not be recharged for:

- Any work where a crime's been committed and reported to the Police. Once you have a crime reference number from them, please report this to us. This stops any recharges being sent to you
- Where the tenant is deceased or has been moved into long term care.
- A tenant who has experienced domestic violence and repairs are needed because of the actions of the perpetrator, the tenant will not be charged for the cost of the repairs unless there is clear evidence that he or she deliberately contributed to the damage.
- Only repairs associated with the violence are covered by this exemption

If repairs or replacements are needed in your property because of misuse, accidental damage or neglect, you're responsible for the cost. This includes;

- yourself
- people living with you
- visitors to your home

You'll be advised of an estimated cost when you report the repair. You can either choose to have us do the work for you, or you can pay for a qualified private contractor to do it. Your housing management officer will be asked to inspect the work. This is to make sure it's been done to an acceptable standard.

Recharge Actions

A member of our Housing Team may need to come out to inspect the damage. This is done before any work can start. They may take photographs for reference, and these can be used if you refuse responsibility for the repair later. You'll receive a recharge letter, with details of the repair and estimated cost. You'll be asked to sign the acknowledgement slip and send it back to us.

The cost of the repair can change before an invoice is sent to you. This happens if the repair becomes more complicated. A Debtors Account is raised in your name and payment instalments can be made if you can't pay in full.

Are you in financial difficulty?

Citizens Advice Rights and Fife (CARF for short) is an independent charity that provides free advice and assistance to help you resolve your problems.

Our Money Advice Unit consists of a team of skilled Money Advisers who provide assistance with;

- Maximising your income
- Preparing a financial statement and budgeting
- Speaking with and negotiating with your creditors
- Assisting with all debt management options available to you
- Applying for The Debt Arrangement Scheme and Bankruptcy (where relevant)
- Assisting with evictions and repossessions which are as a result of debt

Our Making Justice Work project, part of our Money Advice Unit can assist you if you have rent arrears and are facing a threat to your tenancy as a result.

We work in partnership with Frontline Fife and Fife Law Centre to offer advice and assistance with tenancy repossession and related debt matters and provide a service that tackles multiple and serious debt including pre and post-court follow up work. We know that unresolved debt issues are often the target for court action and can lead to people losing their homes and that debt advice is vital to tackle these associated and underlying issues.

Losing your home may not be inevitable, if you seek help. If you are having issues with your rent or other debt related issues contact us, so we can offer our assistance to deal with your situation.

You can apply for assistance from our team 24/7 by completing our digital form on our Client Self Service Portal at www.moneyadvice.cabfife.org.uk

Once our team receive your submission, we will be in contact to arrange an appointment.

Alternatively, you can contact us on the following numbers;

Money Advice (Debt): 03451 400 094

General Advice: 03451 400 095

Money Advice Drop-In Sessions



For those in Levenmouth, our team are holding short drop-in sessions every Thursday morning until 19th December from 9:30am – 1pm. At these sessions we can provide some immediate information and advice or help you obtain a full appointment with a Money Adviser where required.

These sessions take place at The Greig Institute, Forth Street, Leven, KY8 4PF

No appointment required.



Golfdrum Street TRA has had a busy few months!

We have begun a monthly litter pick and have already managed to collect 14 bin bags, 2 trolleys and numerous bits of wood. Some of our more unusual finds have been a garden fence, a whirligig and a car's parcel shelf! A common find is cigarette ends and discarded vapes. We were shocked to gather 221 vape boxes at October's pick along Chalmers Street! We always enjoy a chat and warm up after in the Church Hall, with the weekly gardeners, where we have some hot drinks, home baking and there are games to keep the kids (and big kids!) amused. Our last couple of litter picks were in conjunction with the Fife Climate Festival. It is good to know we are doing our bit to keep our little part of Fife tidy and safe. If you are interested in joining us the next pick will be Saturday 2nd November, meeting at the North Parish Church car park at 10am.

In September we had a walkabout with many council departments, TRA members, a local councillor and a representative from Dunfermline Greenspace present. This was an excellent opportunity to share progress and to report areas for concern to our new Housing Officer, Fiona. We were also able to show our community garden to Dunfermline Greenspace, our local councillor and council officials. Already we are seeing progress in many of the areas identified and we are committed to keeping on top of new issues as they arise. If you have anything you would like the TRA to pass on please contact us on Facebook "Golfdrum Street TRA" via email golfdrumstreettra@gmail.com, or come along to our monthly meetings held on the first Tuesday of the month at North Parish Church at 6.30pm.

On top of this we have had committee members attending training with FFOTRA including their Office Bearer training and an informative course run by Cosy Kingdom held in Rosyth. This means that as a TRA we are able to further support the community with managing heating bills and energy usage. If this is something you would like to find out more about this, please contact us, or Cosy Kingdom. We are very happy to say that Cosy Kingdom will be guest speakers at our meeting on Tuesday 3rd December, so pop along for some more information to help you stay warm this winter and save a few pennies along the way! Most importantly do not suffer in silence, please reach out if you are struggling with any of these issues.

We hope to keep building our community and providing for the street. Newcomers are always welcome at meetings and we are responsive on social media "Golfdrum Street TRA" (give us a like!) so please reach out with any issues or suggestions you have.



The Islands TRA

Dunns Crescent | Inchgarvie Road | Incholm Road

We're still in the early stages of The Islands TRA. From the very beginning it was clear we all have like-minded objectives for our area.. A friendly, clean, safe space for our families to flourish and grow together as a community.

In a short space of time, we've identified some improvements for our area and together with Rab Clark our Tenants Participation Officer we've already managed to arrange a walkabout with some different areas of the council departments.

It was great to get the support and acknowledgment from the Housing Management Officer, Recycling and Waste Teams and the Safer Communities team. During the walkabout it was recognised the bin system for the blocks of flats in our area should be reviewed, taking advice from the Waste Management and Recycling teams. We've seen considerable issues with bins blocking walkways and rubbish dumping in our streets and communal areas. We're hopeful this will improve.

Blocked drains, missing and broken water toby covers, loose and sunken kerbs, uneven pavements to be repointed were among a few improvement actions.

Our TRA came together for litter pick, collecting 7 large bin bags of rubbish from our area, and with the dog's mess being a big issue we've been supported by the Safer Communities team; we now have a bin in the street for use by dog walkers.

Individually we had no idea others living in our neighbourhood have such passion or had the same intentions for the area, it just took one person to get us together.

Jennifer, our Chairperson (The TRA instigator) said when asked what their vision was for the TRA "To build a modern sense of community, coming together, lending a hand to those in need, embracing positive actions to improve our surroundings. Encouraging others to feel inspired by the commitment and hard work of dedicated people making our area feel like a home again!"

Yvonne a core committee member stated, "we want to take the streets from neglected to clean, tidy and looked after, somewhere we're proud of, improving the problem areas into more useable spaces for everyone."

We now meet the first Thursday every month (excluding January and August) at 6pm in the new Abbeyview Community Center to discuss what matters most to us, advocating for our neighbours to

improve our families lives together and welcoming our neighbours to become part of something awesome.

Find out what we're up to on our Facebook page: The islands TRA or if you need anything email to: theislandstra@gmail.com



How to be more energy efficient

The price increases are a worry for many of us. The best way to pay less right now is to use less. That doesn't mean turning the lights off and sitting in the dark. There are plenty of practical actions you can take to help save energy around your home, reduce your energy bill and your carbon emissions too. Using your heating controls and finding ways to prevent heat loss around your home can help you keep warm for less.

Try do the following:

- **Reducing your thermostat by 1°C • Using your radiator valves. No need for them to be up full.**
- **Keeping curtains and doors closed between rooms**
- **Switching appliances and devices off at the plug rather than leaving them on standby**
- **Using a slow cooker, air fryer or pressure cooker rather than an oven**
- **Using LED lighting and switching lights off when that room**

The most up to date advice regarding Fuel Poverty during wintertime is available online on Fife Councils website, www.fife.gov.uk. Simply put "cost of living" into the sites search on the front page and click on the link that says "cost of living support". There you will find information and links to everything that Fife Council has available to all its residents. There are specific sections with help regarding energy bills including links to available grants from energy suppliers, advice regarding the Warmer Homes Scheme and practical information about reducing your bills.

If that doesn't answer your query you can also get in touch directly with our partner Cosy Kingdom or the Fife Council's Fuel Poverty team for help and advice. Fuel.poverty@fife.gov.uk Cosy Kingdom Phone-01592-807930 Text- text "COSY" and your name to 88440. Email: info@cosykingdom.org.uk

OnFife have dedicated nine libraries across Fife as "warm spaces" in partnership with Fife Council. You're welcome to read, surf the internet, and have a blether as well as enjoy board games, or just relax and enjoy a free cuppa.

Libraries participating are as follows:

Burntisland

Cupar

Dulloch [Dunfermline]

Kennoway

Leslie

Rosyth

St Andrews

Templehall [Kirkcaldy]

Please check online for opening hours.

Fuel Debt

Help and Support from Energy Provider

It is important to let your energy provider(s) know if you are struggling to pay for fuel or are concerned about debt.

There are a range of options suppliers can offer if you are struggling, including full payment plan reviews, affordable debt repayment plans, payment breaks, or reductions, all allowing you more time to pay. Similarly, if you're a prepayment customer, your supplier can offer you emergency credit. For more information on fuel debt support and links to energy grants available visit our website [Cost of living support | Fife Council](#)

Cosy Kingdom – Landing page (previously in DYS Julie/Rab)

Cosy Kingdom Christmas opening hours - Christmas opening hours (Community Support Fife Council)

Community support line - lines will be open in line with FC's public holidays, so we will be open:
Monday 23rd and Tuesday 24th December
Monday 30th and Tuesday 31st December
Closed the Wednesday-Friday of both weeks.



Digger's diary

JOBS TO DO IN THE GARDEN OVER THE WINTER.

Remove any debris which may have collected in your borders.

Tidy out the shed. Are there any repairs needed? Don't forget the greenhouse if you have one.

Tie back climbing plants.

Clean up your pots. Bits of broken terracotta pots are great for drainage.

Plant spring bulbs October through to December.

Give your patios a clean. Make sure paths are clear and not slippery.

Mulch raised beds. Leaf mould, bark chippings and compost are all good. Remove any weeds or debris first. This applies to borders too.

WEEDKILLER FOR PATHS AND PATIOS.

1ltr. white vinegar. 3tbls.salt.3tbls.washing up liquid.

Mix together in a spray bottle or watering can. {not suitable for grass or planted areas.}



Garden Care Scheme

If you have a council tenancy and meet any of the requirements below you can apply to join the Garden Care Scheme. Tenants who are part of the council's garden care scheme have their gardens maintained by the Grounds Maintenance Service on behalf of Housing Services. Please note, you must be a council tenant to apply, we do not offer our garden care scheme to private owners.

To join the scheme, you must be:

- **over the age of 60, or**
- **registered as disabled and in receipt of higher rate Disability Living Allowance. It needs to be both care and mobility components, or**
- **in receipt of Personal Independence Payment. You must receive either the enhanced mobility or enhanced daily living components, or**
- **in receipt of the enhanced or care component of Adult Disability Payment.**
- **You must also have no other person over 16 years old that can cut the grass and hedge for you.**

The cost for 2024 was £62 and will increase minimally in 2025. Please be aware that this is an admin fee only and that Housing Services cover the payment to Grounds Maintenance for all the work carried out, which amounts to over £400 per house.

Application to join the scheme should be made through your Housing Management Officer at your Local Services Centre or by calling Fife Council Contact Centre.

Standards of Service

In a normal season, April till October, you can expect:

- **grass cut every two weeks, weather permitting. We cut up to 500 square meters, for example 25 meters by 20 meters.**
- **hedge cut on two occasions, weather permitting.**
 - **once in June or July**
 - **once in September or October**
- **application of chemical weedkiller, if you request it. Weeds are sprayed but not removed.**

Those who join the scheme after the date on the acceptance letter will receive fewer cuts, however the admin fee will remain the same.

Your opportunity to participate

How do I pay?

You can pay using one of the following options:

- **Call us on 03451 55 11 55 and select option 9, using the reference number from your letter, or**
- **Visit your nearest post office or Pay Point outlet and use the barcoded letter, which you will receive confirming you have been accepted onto the scheme.**

I've received my confirmation letter - now what do I do?

Once your application has been accepted you will receive a letter which will give you all the information you need. If you have any queries or require any changes to your application, please call the Housing Advice telephone number, you'll find this on your confirmation letter. You can also contact your Housing Officer for help with this. Here is a link for more information <https://www.fife.gov.uk/kb/docs/articles/housing/council-housing/garden-care-scheme>

Important Information for tenants currently on the Garden Care Scheme

If you are already on the service due to receiving adult disability or PIP, you will have to reapply for the scheme in March 2025. You must provide a copy of your award letter stating your benefit payments have been extended and that you are still receiving the higher amount of benefit required to qualify.

St Andrews complexes

There are three main retirement living complexes in St. Andrews.

SCOONIEHILL- is the largest one and is very convenient for the local community hospital and pharmacy. Morrisons, Marks and Spencer food hall and Aldis are all within easy reach. There is also a local town bus service.

Scooniehill consists of 32 individual bungalows with their own gardens. There are many activities available to tenants at Scooniehill which are also open to tenants at Fife Council's other retirement schemes in St. Andrews. The activities include chair exercises, bingo, a craft group and knitting group. There are regular coffee mornings and evening get togethers.

There is a communal lounge and kitchen and a guest room available for tenants' support. This costs £10 per night.

KIRKHILL- once known as KIRKHEUGH is situated in the east part of the old town. This complex was formerly a primary school and served the

local fishing community who kept very much to themselves and had their own pub, school and dwelling area. The school was known as the Fisher School. This complex consists of 3 bungalows and 11 flats. There are lovely views of the old cathedral ruins and St. Rules tower and stunning scenery. There is a courtyard area with planted containers.

GLEBE ROAD- is a row of four terraced bungalows and two semi-detached each with their own front and back garden. There is also a block of four flats on the opposite side of the road. Nip through a wee lane and you have buses into the town centre and to Morrisons, the hospital etc.

Glebe Road is near to Woodburn Park and in walking distance of the East Sands and the old harbour and pier.

Cheezo Beans

A quick tasty supper which kids love.

Serves 2-4.

Ingredients

- 1tbls olive oil
- 1 onion peeled and chopped.
- 225gm tin baked beans.
- 225gm tin red kidney beans (drained).
- 225gm tin sweetcorn (drained).
- 4 -6 slices bread.
- 125gm grated cheese.

How to Cook

Heat the oil in medium saucepan and cook the onion till soft.

Add the beans and sweetcorn and cook gently till warmed through.

Transfer to a heatproof dish which will fit under the grill. Roughly tear the bread and put on top of dish and cover with the cheese.





Tenant Participation News Bulletin

Tenant Participation update

As this year draws to a close, we wanted to update you all on the changes to your Tenant Participation Team.

With the recent retirement of Colin Whyte (TPO for North East Fife) we have made changes to our TP team and areas covered by each officer.

We are continuing to work hard with all tenants and residents across Fife and would love to hear from anyone who would like to be involved.

If you are looking for further information or want to hear more about how you can participate, please contact the Tenant Participation Officer for your area on the details below or alternatively email us at TenantParticipation@fife.gov.uk or find us on Facebook - Fife Council Tenant Participation

Dunfermline and South West Fife Tenant Participation Officer Rab Clark
Email Rab.Clark@fife.gov.uk or telephone 07525 392637

Cowdenbeath and Kirkcaldy Tenant Participation Officer Julie McDougall

Email Julie.McDougall@fife.gov.uk or telephone 07718 422471

Glenrothes, Levenmouth and North East Fife Tenant Participation Officer Ross Cameron

Email Ross.Cameron-hsng@fife.gov.uk or telephone 07525 402597

Wishing all our tenants a Merry Christmas with best wishes for the New Year. We look forward to working with everyone in 2025.

Julie, Ross & Rab



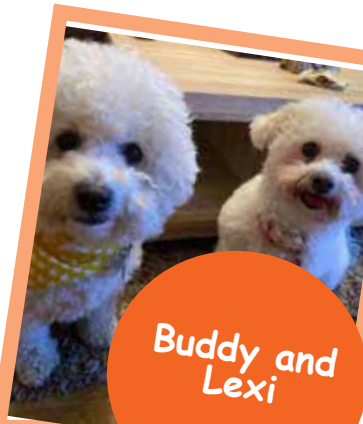
Gary's gang

I'm Gary, look at all my new furriends!

If you would like your pet to feature on 'Gary's Gang', please email tenantparticipation@fife.gov.uk



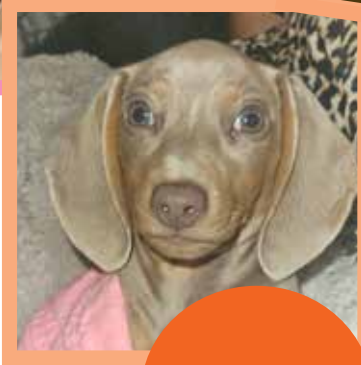
Batman



Buddy and Lexi



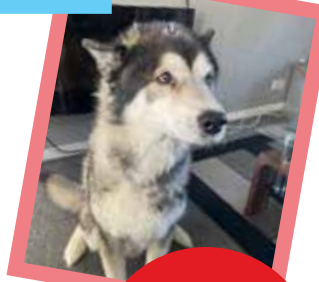
Cozy



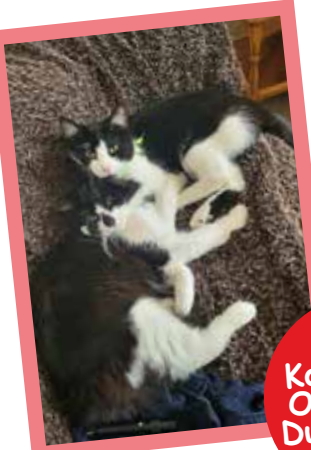
Lola



Lucy



Luka from Crossgates



Kookie and Oreo from Dunfermline



Poppy



Snoop from Rosyth



Murphy from Thornton



Max



Sky

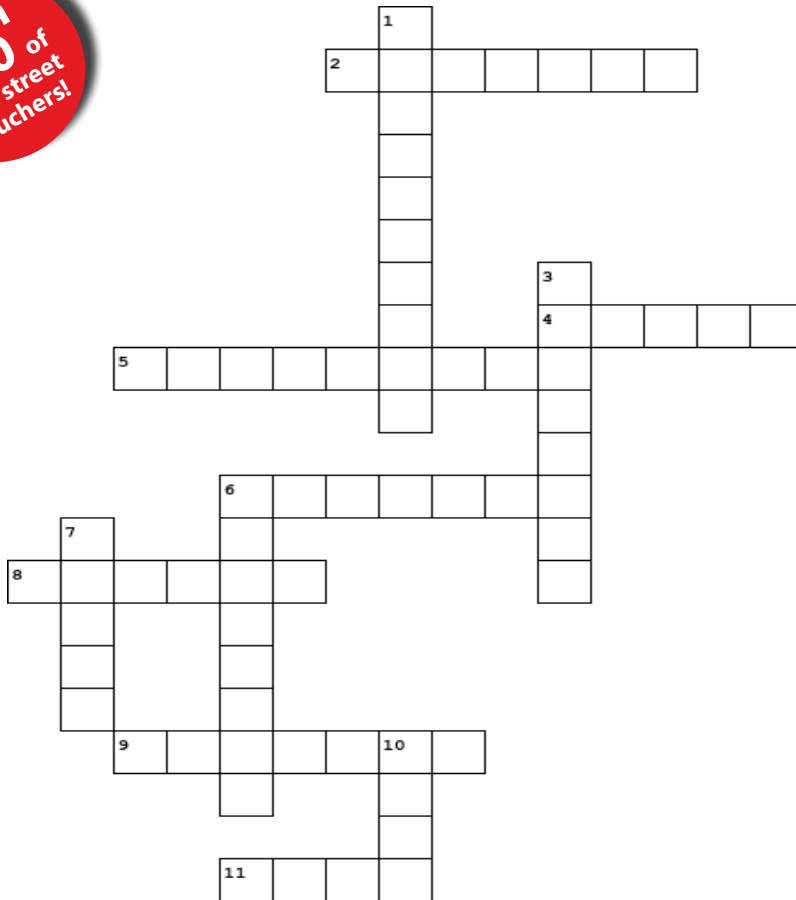


Struan



Momo from Kirkcaldy

Winter DYS Crossword



Can you find Sandy our Mascot? He is hidden somewhere throughout the magazine. Have a look and let us know if you can see him.

Return postal entries to
Tenant Participation Team,
Kirkcaldy Customer Service Centre,
Town House, 2 Wemyssfield,
Kirkcaldy, KY1 1XW or scan or take a photo and email it to **tenantparticipation@fife.gov.uk**

Remember to include your name, address and contact phone number, competitions close at **5pm on 31 January 2025.**

Across

2. Which reindeer famously had a shiny nose?
4. Which small garden bird is associated with Christmas?
5. The plant, when underneath, you would kiss a loved one?
6. Don't forget a carrot for the nose and a scarf to keep him warm?
8. In which country did St Nicholas originate from?
9. In which country would you find Lapland?
11. If you were on the naughty list, you may receive this in your stocking?

Down

1. A Christmas replica of a soldier used to break open nuts?
3. If you were on the nice list, you might get a lot of these?
6. A fun winter past time involving high speeds and hills?
7. What was the name of the character played by Will Ferrell in the famous Christmas movie Elf?
10. French for Christmas?

Where's Sandy?

Name _____

Address _____

Postcode _____

Tel. _____

Previous competition winners

Spring Edition

Where's Millie: Answer Seafield Tower - Winner was Jessie Cotton, Kirkcaldy
 Springtime crossword- Beverly Plomer - Auchtermuchty

August edition

Summertime crossword - Maxine Lewis-Enright - Leslie
 Where's Sandy - Audrey Ridgeway - Oakley

Looking for a new opportunity to develop a caring career in Fife?

If you are a caring person who would like to support the people in our communities who need it most, then we would love to hear from you. We have a range of caring roles available, supporting people who have challenges with their physical, mental health or a learning disability. In these rewarding roles, you can support people with their day-to-day lives, from a trip to the shops to personal care. It is also an opportunity to be part of 'Team Fife', working with others across health and social care, to make a positive difference.

Why a career in care?

There are lots of benefits to a career in care, not least the difference you can make to help someone live a healthier and independent life by supporting their individual care and support needs. Everyone's needs are different and to be able to work with them to help them reach their personal outcomes and provide person-centred care is what we are striving to do. You can help us achieve this.

You don't need a professional qualification to start your career with us. We'll work together with you to help you gain these qualifications in a supportive environment. We will also provide career development and progression opportunities.

Roles are flexible – we know everyone has commitments to work around and there are different shift patterns available to allow you to do this.

For more information, visit - www.fife.gov.uk/jobs/caring

View all Fife Council job vacancies at www.fife.gov.uk/jobs

Sometimes all people need is a chance - a 'Life Chances' approach to recruitment

Fife Council's new alternative approach to recruitment allows unemployed Fife residents who may be experiencing barriers to employment the chance to complete a 13-week paid placement. Once successfully completed, this will normally lead to a 12-month contract with Fife Council.

Placements are often offered in our entry-level roles, meaning previous experience or qualifications are not always required. Participants are paid at least the real



living wage and will be supported to work towards an action plan while gaining valuable work experience and learning opportunities.

If you are interested, please speak to your work coach or employability key worker to find out more. You can view any advertised placement opportunities at Opportunities Fife or Find a job - GOV.UK and can submit a CV to fjc@fife.gov.uk

The festive period can be very difficult for some people and it might feel overwhelming. It can be difficult to deal with extra stress and keep yourself well.

Staying Safe and Keeping Well



The **Staying Safe and Keeping Well** booklet contains useful tips and information which anyone in Fife can use when trying to cope with difficult times.

Remember you are not on your own. There are many reasons some people need just a bit more of a helping hand, and we want you to know that in these uncertain times it's ok to reach out for support.

To view the booklet online visit www.fife.gov.uk/stayingsafekeepingwell

