



Compact for Havering

“Local Public Bodies working together in
partnership with the
Voluntary and Community Sector”

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supported by



Introduction: What is a Local Compact?

“It’s an agreement between all independent Voluntary and Community groups and the local or county council and other public bodies. Vital for improving relationships for mutual advantage, it:

- helps us understand and value roles, nature and contribution of different kinds of organisations
- has undertakings on both sides and mechanisms to make sure it works
- sets standards for communication, consultation and support
- provides a practical tool to help us work together in formal partnerships on the ground

Source: National COMPACT Secretariat

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1. A Compact for Havering

The Compact for Havering is a written commitment to positive partnership working between the public bodies and the Voluntary and Community Sector in Havering. We believe that working together brings mutual advantage and community gain and will enable us to successfully deliver the Havering Sustainable Community Strategy 2008–2013. The work of the Compact provides a foundation to the development of the Local Area Agreements and to the delivery of their far reaching goals and objectives. In this way the Compact has real relevance to the lives of local people, particularly those disadvantaged, vulnerable people that the work of the Voluntary Sector is most involved with.

The Compact for Havering was initiated in 2003. Since then much work has been done to bring the partners together to work on the development of the Compact and to disseminate its principles into partner agencies.

The key strides forward were made through the appointment of Compact Champions and through the review of the Codes of Good Practice and Dispute Resolution. The partners have revised the Compact in the light of policy developments at local and national level and created a fresh statement of intent on how we work together in partnership.

The status of the Compact is voluntary and not legally binding. Its success relies on partners agreeing to work jointly in a co-ordinated manner. The shared vision for the Compact is to increase community participation, by maintaining accountability and adhering to principles of equality and social justice. Commitments are made by all the partners to make the Compact work and not leave it prematurely and to make an effort to share concerns and best practice.

The Codes of Good Practice on Funding; Volunteering, Information, Communication and Participation have been reviewed and adopted and Codes of Good Practice regarding Community Groups and Equality and Diversity and are both being developed.

Given the wide variety of partners involved in the Compact there are bound to be disagreements from time to time. Therefore, a three-step process is recommended for solving disputes.

The implementation and review process outlines the responsibilities and mechanisms for monitoring achievements and failures against the agreed success criteria.

Although, it makes sense to have a written Compact Agreement defining the partnership arrangements the success will depend on the willingness of local public bodies working together in partnership with the Voluntary and Community Sector to take the Compact initiative forward in Havering.

2. The Purpose of the Compact

The Compact for Havering is a commitment to open, transparent and fair working practices between public bodies and Voluntary and Community Sector partners. Its aim is to improve relationships, communication, participation and services to create a better Havering.

We will achieve this by;

1. Promoting a culture of empowerment and continually improving working relationships across all sectors.
2. Widening the local community's influence on decision-making processes
3. Developing further the network between the local public bodies and Voluntary and Community Organisations.

Shared principles

To deliver its purpose, the Compact for Havering partners have agreed to follow these shared principles:

- **Partnership** - while the roles of the public bodies and the Voluntary and Community Sector are distinct, they complement each other and we can add value by working together towards common aims and objectives.
- **Mutual value and respect** - although we have different forms of accountability the need for integrity, objectivity, accountability, openness, honesty and leadership is shared by both sectors.
- **Interdependence** - we accept that we need to rely on each other, because the contributions of both sectors are needed to achieve our shared goals. This does not conflict with the principle that the public bodies should respect the formal independence of Voluntary and Community Organisations and the Voluntary and Community Organisations respect the statutory duties and responsibilities required of public bodies.
- **Equality of opportunity** - we recognise the importance of promoting equality of opportunity for all people, of reducing inequality and of celebrating diversity.
- **Building sustainable, cohesive communities** - both sectors are committed to promoting a shared sense of belonging between the citizens of an area, based on strong community relationships where people from different backgrounds get on well together.

3. The Wider Context

The principles and undertakings embodied in the Compact for Havering form the basis of partnership working as expressed in the Havering Sustainable Community Strategy. “We recognise that effective partnership working is critical to delivering improvements for the community and we are committed to enhancing the strength of our partnerships and maximising the outcomes for our communities” **Havering Sustainable Community Strategy 2008-2013**

We also know from our work on the ground that Havering, though more well-off than some areas, has communities and areas that are more deprived, harder to reach and under-represented. The community sector is particularly well placed to develop services and innovative approaches to engage all the people of Havering and to tackle equalities and diversity issues in practical ways. The Compact and the ChangeUp programmes are good foundations for this work.

Havering Local Area Agreement

The Havering Strategic Partnership (HSP) signed up to the Compact principles in July 2003. A Compact is an agreed code of good practice on how statutory agencies (like local authorities, the health service and the police) and their voluntary and community partners will deal with each other. It is supported by national policy.

All HSP partners agreed to ensure the Compact became a significant part of the local policy landscape, and Compact principles have been firmly embedded in the work of each LAA theme group including their terms of reference.

The Compact is viewed as an important recognition of the value and contribution made by the Voluntary and Community Sector (VCS), particularly to the themes and priorities in the community strategy which are about community participation and;

- *Promoting an inclusive community and develop the infrastructure for black and minority ethnic and other minority involvement.*
- *Increasing community involvement and boosting civic pride.*
- *Developing a strong and independent Community and Voluntary Sector.*
- *Developing solutions to barriers to Voluntary Sector involvement, including capacity building and premises limitations*

4. Commitments

4.1 Commitments by all partners

Together we will;

- Work together to meet the needs of the people of Havering and implement the Havering Sustainable Community Strategy 2008-2013.
- Respect the principles and other aspects of the Compact.
- Participate in reviews of the Compact.
- Participate as equals in building the capacity of the Compact, recognising the contribution of all partners.
- Have a commitment to openness and the sharing of information.
- Work in partnership to ensure that all consultation is inclusive and reflects the breadth of experience within the borough.
- Consider and decide, jointly with other partners, how existing partnerships can implement the Compact.
- Use the terms of reference of the Compact to help assess new policies and plans for their impact on the partners.
- Ensure that policies and practices in relation to the partners and their users promote equality and social inclusion

4.2 Commitments by Public Bodies

We will;

- Recognise the right of the Voluntary and Community Sector bodies to manage their own affairs within the law and pursue their aims independently, including a right to campaign on issues.
- Allocate resources to the Voluntary and Community Sector in Havering fairly, in line with clearly stated objectives and priorities and to principles of equality, efficiency, effectiveness, best value, fairness, sustainability and accountability.
- Ensure that the Compact is adopted by all the public bodies at all levels and to designate a named point of contact

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- Promote a strong and effective infrastructure for the Voluntary and Community Sector in Havering
- Involve the Voluntary and Community Sector where appropriate in the process of developing and monitoring public policies, strategies and priorities and to ensure that consultation processes with the sector are timely, transparent and inclusive.
- Create an environment for a thriving third sector/Voluntary and Community Sector
- Allow genuine and early involvement in decision making and treat the Voluntary and Community Sector as an equal partner.

4.3 Commitments by Voluntary and Community Sector

We will;

- Recognise the breadth of obligations of public bodies and their right to manage their own affairs
- Represent the views of users and other stakeholders to public bodies
- Ensure that the Compact is discussed and endorsed by the appropriate management bodies of each organisation or group
- Ensure that the principles of the Compact underpin working relationships with the partners
- Designate a named point of contact on matters that concern the Compact.

5. Implementing the Compact for Havering

5.1 Codes of good Practice

The Havering Codes of Good Practice were reviewed in 2008 and adopted. These continue to form a vital part of this Compact. These include the Volunteering Code of Good Practice, The Funding Code of Good Practice and the Information, Communication and Participation Code of Good Practice. The BME Code (This code will now be form part of the Equality and Diversity Code) and the Community Groups Code are still being developed.

5.2 Ownership and promotion of the Compact for Havering

All statutory and Voluntary and Community Sector partners are committed to promoting the benefits of the Compact and abiding by its principles and commitments - in other words, they are committed to a 'Compact way of working'.

Public Bodies partners agree to:

- Promote the adoption of the Compact for Havering by other public bodies working in Havering.
- Publicise progress made on the Compact within their own organisations, for example, using briefing sessions, newsletters or bulletins.
- Work to embed the Compact into mainstream policy and practice within their own organisations and in their partnerships.

Voluntary and Community Sector partners agree to:

- Promote the adoption of the Compact for Havering by other Voluntary and Community Organisations and by members of networks and strategic groups working in Havering.
- HAVCO will publicise progress made on the Compact by distributing information to the wider Voluntary and Community Sector.

5.3 Compact Champions

Compact champions are the key to successful Compact Implementation and driving it forward towards better partnership working. All of the local public bodies and partnership board and larger Voluntary Organisations signed up to the Compact should have a Compact Champion.

The role of the Compact Champion is to promote awareness and commitment to the Compact within all sections of their organisation. To develop a network of internal contacts to assist in disseminating information about the Compact, to be the named point of contact within the organisation in respect of the Compact.

To attend or be represented at quarterly meetings of the Compact steering group.

To ensure that where issues are raised about the organisation's implementation of the Compact they are addressed effectively including use of the approved procedure for resolving disagreements if appropriate.

To ensure so far as possible that the Compact agreement and Codes of Good Practice are followed within the organisation and to challenge instances of non-compliance.

To advise the Voluntary and Community Sector representatives of any perceived gaps or failings in the working of the Compact in practice.

5.4 Implementation and Review

- 5.4.1 The Havering Strategic Partnership (HSP) will assume responsibility for implementation of the Compact Initiative. It will draw up relevant protocols for the relationship with the appropriate body appointed by the HSP. As an interim measure, one representative (with a reserve deputy) will be appointed by the HSP to undertake two-way responsibility for reporting and communicating.
- 5.4.2 The Compact Steering Group or a similar body involved in the Compact Initiative to be appointed by the HSP will organise an annual conference every twelve months, resources being provided by public sector bodies. The purpose of the conference will be to:
- Consider the Compact Steering Group's or similar body's annual monitoring report on the implementation of the Compact and to make recommendations for any changes.
 - Share concerns about the current provision of services and identify areas of joint action for the coming year
 - Consider areas of best practice and how to disseminate this across public bodies and the Voluntary and Community Sector in Havering
- 5.4.3 The Compact Steering Group or a similar body will share learning with a view to achieving continuous improvement in ways of working together. To achieve this at the end of each joint project or significant process of the Compact, participants will be invited to consider as a minimum (a) What went well, (b) What was difficult, (c) What would be different next time, and (d) What, if any, broader strategic issues were uncovered.

6. Resolving Disagreements

All of the Compact for Havering partners are committed to resolving disagreements, conflicts and complaints by maintaining positive and open relationships. If difficulties occur in the relationships, the Compact for Havering will be used as a framework of good practice for how the relationship should be conducted. As far as possible, difficulties will be resolved between the parties using the dispute resolution process outlined separately.

7. Ownership and promotion of the Havering Compact

Havering has recognised that the effective implementation of its Compact relies on capacity building across the public bodies and the voluntary sector.

All Statutory, and Community Sector partners are committed to adopt its undertakings within their own policies and procedures, and discuss participation in the development of the Codes of Practice, whilst promoting the benefits of the Compact and abiding by its principles and commitments, working towards a 'Compact way of working'.

To help achieve this, it is necessary to continue to develop structures, mechanisms and networks designed to raise awareness and develop capacity throughout the steering group and the Voluntary Sector as a whole. Particular emphasis will be given to raise awareness within smaller voluntary organisations, which tend to be less engaged with the Compact than others.

All parties to the Compact for Havering will make best use of relevant publications and websites to help raise awareness of the Compact. All partners are to discuss potential models that could be used to promote effective awareness raising and the sharing of good practice.

Members of the Compact Steering Group will act as Compact Champions, and will be responsible for planning dissemination of the Compact and its implications to departments within public sector partners, and promoting the Compact within their organisations, networks and partnerships. The Champions of the Compact Steering Group can be contacted for information and support on Compact issues. The dispute procedure will be implemented in the case of issues that cannot be resolved in the course of normal business.

Public body partners agree to:

- Promote the adoption of the Compact for Havering by other public bodies working in Havering;
- Publicise progress made on the Compact within their own organisations, e.g. using briefing sessions, newsletters or bulletins;
- Work to embed the Compact into mainstream policy and practice within their own organisations and in their partnerships.
- Carry equal weight in joint decision-making.

Voluntary and Community Sector partners agree to:

- Promote the adoption of the Compact for Havering by other Voluntary and Community Organisations, and by members of networks and Cluster groups working in Havering;
- Havering Council for Voluntary Services will publicise progress made on the Compact by distributing information to the wider voluntary and Community Sector.
- Carry equal weight in joint decision-making.

At the core of the Compact is partnership. Statutory, Voluntary and Community organisations work together in a number of ways. Partnership working in Havering is not new, but is being increasingly developed through the Havering Strategic Partnership and its related Boards which will be directed by requirements of the Local Area Agreement (LAA).

8. The Way Forward

Ownership and effective implementation of the Compact can only enhance the way Havering is viewed by external bodies. By having a transparent and consistent approach with the Compact it will positively impact in securing funding, improve communications, consultation and engagement and deliver effective volunteering and better relationships with our BME communities and socially excluded groups. What wording should appear here? A reference to equality and diversity – and remove BME

The Havering Strategic Partnership (HSP) will assume responsibility for the implementation of the Compact initiative. It will draw up relevant protocols for the relationship with the appropriate body appointed by the HSP. As an interim measure, one representative (with a reserve deputy) will be appointed by the HSP to undertake two-way reporting and communicating responsibilities.

The Compact Steering Group will support the Chair of the Steering group as a central point of contact and address for Compact matters and correspondence. This sits neatly under the HSP Co-ordinator.

The Local Strategic Partnership (LSP) To ensure that the Local Compact resourcing formula happens		
Local Public Bodies To share the costs of Local Compact development and Partnership Building	Partnership Boards To include contributions in spending plans and government funding programme bids	The Sector who are the sector? To provide a package of support in kind, e.g. time, expertise and use of networks and community links.

Appendix A

COMPACT STEERING COMMITTEE MEMBERSHIP

Role	Name	Organisation	Contact Tel No.
Chair	Lythan Nevard	United Reformed church	01708 220873
Funding Code	Kim Guest	Havco	01708 742881
Volunteering Code	Sue Lucey	Havco	01708 742881
Consultation Code	Vacant		
Equality Code	Olu Smith	LBH	01708 434343

Coalition Steering Group Partners

LBH	Anita McDade	LBH	01708 434343
NHS	Lynn Morris	NHS	01708 464226

Champions

Police	John Harlow	Metropolitan Police	01708 779222
LBH Cabinet	Cllr Andrew Curtin	LBH	01708 434343
NHS	Paul Kennard	NHS	01708 465000
LBH Officer	Rebecca Brown	LBH	01708 434343

Administration

Codes & Policies	Michael Dunlop	Havco	01708 742881
General & Minutes	Monique Pirie	LBH	01708 434343

The membership of the Compact Partnership is open throughout the year to all sections of the community

Appendix B

RESOURCES

Copies of this Compact Agreement are available
Copies are available in other formats on request from:

The Policy Co-ordinator
Havering Strategic Partnership
PO Box 2533
Romford
RM1 3GQ

Telephone: 01708 432776
Fax: 01708 432512
E-mail: Info@haveringstrategicpartnership.org.uk
Web: www.haveringstrategicpartnership.org.uk

The Havering Strategic Partnership can also provide you with copies (full or summarised) of the Sustainable Community Strategy and Local Area Agreements.

You can also download other relevant information on the Compact from the following website:

- The National Compact Secretariat
www.thecompact.org.uk
- Compact Mediation Scheme
www.cedr-solve.com/compact/
- National Council for Voluntary Organisations
www.askncvo.org.uk

Glossary

Voluntary and Community Sector is a term used to describe organisations that are set up for charitable, social, community or environmental benefit, rather than for profit and which are independent of statutory bodies.

Statutory sector is a term for public bodies, such as Local Authorities and Primary Care Trusts that have legal responsibilities to provide services

Stakeholders are parties with an interest in an organisation, or who will be affected by its activities, such as employees, service users, members, or the local community.

Partnership means where two or more agencies come together and work towards a common goal with shared responsibilities.

Havering Strategic Partnership (HSP) is the local strategic partnership for Havering. Its members represent public services, Voluntary and Community Organisations, local businesses and individuals who live or work in Havering. The HSP is an alliance of organisations, working together to improve the quality of life for people in Havering.

Local Area Agreement (LAA) is an agreement between a local area and the government, describing how local priorities will be met, as well as national priorities set by government.

Community cohesion is a shared sense of belonging between the citizens of an area, based on strong community relationships, where people from different backgrounds get on well together.

Procurement is the buying of goods or services, normally through competitive processes, as a way of making sure the organisation gets value for money.

Commissioning means the process of planning, buying and monitoring services in relation to identified needs

Full Cost Recovery is a model for making sure that a relevant proportion of an organisation's overhead costs are included in the funding for projects

Monitoring is the process of checking against agreed targets and standards

Evaluation is an assessment of the performance of an activity or project, which may use various methods and sources of information

Outcome is the effect or impact of an activity or project

Multi-year funding means a grant funding agreement or contract that lasts for more than one year. The standard for grant funding is three years.

Contracts should last for as long as they are needed to achieve the desired outcomes.

Consultation Response Contact Details

We appreciate your comments. Please send any comments on this document to
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All responses must be received by Sunday 7th March 2010