

EAST SUSSEX COMPACT IMPLEMENTATION STRATEGY 2007 – 2012

The Compact is an agreement, made in 1998, between the Government and the whole Voluntary and Community Sector. The aim is to improve the relationship between the sectors for mutual advantage. The Compact has undertakings on both sides, which are based on shared aims and principles about how we should work together.

The East Sussex Compact was launched in October 2003 and was revised in July 2005. The aims of the East Sussex Compact are to:

- ❖ Agree principles and an effective framework for partnership working;
- ❖ Improve working relationships in order to provide more effective and co-ordinated services to communities;
- ❖ Improve consultation, communication, collaboration, trust and respect; and
- ❖ Assist partner agencies in meeting common strategic aims.

The principles are:

- ❖ Recognising Diversity and Promoting Equality;
- ❖ Effective Community Engagement;
- ❖ Mutual Respect and Respecting Independence; and
- ❖ Investment and Public Accountability.

Our Local Compact aims to do exactly the same as the National Compact but, rather than being an agreement between national organisations, it is between the local voluntary and community sector and local public bodies and emphasises local priorities. It is a living document setting out values, principles and commitments for how best to work together to achieve more for our communities.

The East Sussex Compact is also a way of working in partnership that aims to bring a position of shared understanding in the way we work together more effectively to achieve common goals, to develop and deliver services and to build strong, cohesive and self determining communities.

The six codes of practice that have been developed are:

- ❖ Funding and Procurement;
- ❖ Consultation and Community Engagement;
- ❖ Partnerships;
- ❖ Volunteering;
- ❖ Community Groups; and
- ❖ Black and Minority Ethnic Voluntary and Community Groups.

The Compact can lead to a better understanding of the way groups work, fairer more effective funding, and resourcing of local groups.

The Compact can also aid consultation and involvement processes by encouraging better practice to ensure that enough time is given for people to have a say on what matters to them, and in ensuring that local issues are taken seriously.

Compacts don't work all by themselves and it must not get left on the shelf. To make it work, it is vital that the Compact is known, used, understood and followed throughout all local public bodies and the voluntary and community sector.

Public bodies need to recognise that as most of their contact with the sector is between frontline staff and small community groups, to get a Compact to work, staff at every level need to know about it. Local groups need to accept their share of responsibility in doing what they promised collectively in the Compact and in supporting implementation.

This document sets out a strategy for more effectively implementing the Compact across both statutory and voluntary and community sectors. It identifies a number of specific actions designed to ensure that the Compact is underpinned by clear and consistent practice across both sectors.

Some of the actions within this strategy are owned by all signatories across both sectors. The Compact Steering Group will produce an Annual Monitoring Report and hold an Annual Monitoring Meeting. The Steering Group will agree its own action plan annually to enhance the delivery of specific actions contained within this strategy.

This strategy has been drawn up using good practice examples from elsewhere together with local priorities and needs. Particular emphasis has been drawn from the Scottish Compact Implementation Strategy 2003 -2006

VISION

Our Compact Vision:

Compact principles will be adopted as part of the accepted everyday culture within statutory and voluntary and community sector signatories to the East Sussex Compact. Getting it right together, rather than wrong alone.

This strategy outlines commitments and practical actions that need to be taken to secure this vision.

AWARENESS

Effective implementation of the Compact needs leadership and commitment. Raised awareness of the Compact will be crucial to its successful implementation. Particular emphasis needs to be placed on raising awareness within smaller voluntary organisations and amongst front line staff who often tend to be less engaged with the Compact than others.

ACTION	TIMESCALE	OUTCOME	LEAD
Agree the accountable body for the East Sussex Compact	Within 6 months	Clear lines of accountability for the East Sussex Compact	
Set up a Compact Steering Group and agree membership and Terms of Reference	Within 6 months	Clear ownership of the East Sussex Compact	ESCC/Compact Working Group
All signatories to the Compact to include Compact awareness within induction sessions and recruitment packs	Within 6 months and ongoing	Raised awareness of the East Sussex Compact	All signatories to the East Sussex Compact
Development of Compact web pages within East Sussex website, to include minutes of Compact Steering Group meetings	Within 6 months	Raised awareness of the East Sussex Compact	East Sussex County Council/Steering Group
All signatories to the Compact to hold events during Compact Week	Annual	Raised awareness of the East Sussex Compact	All signatories to the East Sussex Compact
Develop a series of learning events across the county utilising the good practice in 'Local Compact Implementation Workbook'	Ongoing	Raised awareness of the East Sussex Compact. Increased signatories.	East Sussex County Council/Steering Group
All partners to build relationships by participating in an ongoing programme of open days and events	Ongoing	Raised awareness of the East Sussex Compact. Increased signatories.	All signatories to the East Sussex Compact

PROMOTING BEST PRACTICE

Effective implementation of the Compact relies on capacity building across both statutory and voluntary and community sectors. Promoting and sharing best practice will be crucial to this joint learning.

ACTION	TIMESCALE	OUTCOME	LEAD
Develop the web pages to include a library of good practice examples and resources	Within 1 year and ongoing	Increased awareness of Compact principles	East Sussex County Council/Steering Group
All signatories of the Compact to make best use of relevant publications and websites	Ongoing	Increased awareness of Compact principles	All signatories to the East Sussex Compact
All signatories to ensure their web sites provide relevant information regarding the Compact	Within 6 months and ongoing	Increased awareness of Compact principles	All signatories to the East Sussex Compact
Compact Steering Group to source and share potential models that could be used to promote effective awareness raising and the sharing of good practice	Ongoing Ongoing	Increased awareness of Compact principles All statutory sector policies/ procedures to adhere to compact principals by being compact compliant	East Sussex Compact Steering Group
All signatories to ensure that policies and documents refer to the Compact where relevant	Ongoing	All statutory sector policies/ procedures to adhere to compact principals by being compact compliant	All signatories to the East Sussex Compact

COMMUNICATION

Effective communication between sectors is crucial to the implementation of the East Sussex Compact and the development of a strong working relationship. Of particular importance are communications with hard to reach, small voluntary and community groups through a wider range of media outlets using a wide range of creative marketing techniques. The voluntary sector is a key partner in East Sussex. Through partnership the voluntary sector is more able to communicate the needs of its users and communities to decision makers. It is essential that this relationship is developed.

ACTION	TIMESCALE	OUTCOME	
Compact Steering Group to produce a public annual monitoring report with action plan and hold an Annual Review meeting	Annual (Autumn)	Better communication and understanding between sectors	East Sussex Compact Steering Group
To develop appropriate on line, on paper or other means of promoting relevant events to all partners	Ongoing	Better communication and understanding between sectors	East Sussex Compact Steering Group
To review current methods of publicising local and external funding	Immediate and ongoing	Better communication and understanding between sectors. Better outcomes for service delivery	East Sussex Compact Steering Group/ All signatories to the East Sussex Compact
Funders to review their information on funding criteria, monitoring and evaluation procedures to ensure it is accessible, timely and clear	Within 1 year and ongoing	Better communication and understanding between sectors	Signatories to the East Sussex compact

MONITORING AND EVALUATION

Monitoring and evaluation is critical for identifying how effectively the Compact is being implemented and for demonstrating its credibility. It is also important for identifying good practice and gaps regarding Compact implementation. Any monitoring procedure must be balanced and proportionate. The most important aspect of the Compact is relationship building. Therefore any monitoring or evaluation must not concentrate on process and bureaucracy and the system must not be excessively burdensome.

This strategy suggests some key areas that should be focussed on in monitoring and evaluation:

- **Awareness** of the Compact
- **Dissemination** – the extent to which knowledge and awareness of the Compact flows through an organisation, especially to front line staff
- **Usage** – there may be limited impact of the Compact regardless of the extent to which there is awareness
- **Usefulness** – the extent to which each party finds the Compact of use in their dealings
- **Mutual understanding** – the extent to which each party has developed a better understanding and awareness of each other
- **Confidence** – the day to day functioning of the relationship
- **Trust** – the development of trust

These areas have been chosen to capture the essence of the Compact and its implementation.

ACTION	TIMESCALE	OUTCOME	LEAD
Develop key performance indicators	Within 1 year	Effective measurement of the impact and progress of the East Sussex Compact	East Sussex Compact Steering Group/East Sussex County Council
Develop a regular survey of both sectors, asking the same questions	Two yearly	Effective measurement of the impact and progress of the East Sussex Compact	East Sussex Compact Steering Group/East Sussex County Council
Produce a report as a result of the regular survey, with an action plan to address any issues raised	Two yearly	Effective measurement of the impact and progress of the East Sussex Compact. Effective response to issues raised	East Sussex Compact Steering Group/East Sussex County Council
Regularly review the Terms of Reference and membership of the Compact Steering Group, together with the Implementation Strategy	Ongoing	Effective measurement of the impact and progress of the East Sussex Compact. Effective response to issues raised	East Sussex Compact Steering Group/East Sussex County Council

CODES OF PRACTICE

The East Sussex Compact contains six detailed Codes of Practice. The following actions set out specific tasks under the relevant headings

CODE	ACTION	TIMESCALE	OUTCOME	LEAD
GENERAL	Set up sub groups for implementation of each code of practice based on feedback from signatories for whom it is directly applicable	Within two years	Detailed implementation plans for each code. Increased awareness of individual codes of practice	East Sussex Compact Steering Group/East Sussex County Council
FUNDING & PROCUREMENT	To deliver training/development on monitoring requirements to newly funded and existing funded groups	Immediate and ongoing	Better communication and understanding between sectors. Better outcomes for service delivery	Signatories to the East Sussex compact
	Funders to continually develop mechanisms for dealing with poor performance, prior to freezing or removing funding	Ongoing	Better communication and understanding between sectors. Better outcomes for service delivery	Signatories to the East Sussex compact
CONSULTATION & COMMUNITY ENGAGEMENT	Develop statutory sector mechanisms enabling all parties to work together on consultation to avoid duplication	Ongoing	Better co-ordination, less consultation fatigue, improved response rate and quality	Signatories to the East Sussex compact
	Encourage the development of statutory websites as a useful method of undertaking consultation as well as utilising all available networks	Ongoing	Better co-ordination, less consultation fatigue, improved response rate and quality	East Sussex Compact Steering Group/East Sussex County Council
	VCS to develop methods of involving smaller groups in consultations and feeding back results	Ongoing	Improved response rate and quality	East Sussex Compact Steering Group/East Sussex County Council
	Develop consultation training/development opportunities for all sectors	Ongoing	Improved response rate and quality	East Sussex Compact Steering Group/East Sussex County Council

CODE	ACTION	TIMESCALE	OUTCOME	LEAD
PARTNERSHIPS	Develop methods of engaging small & usually excluded VCS in partnerships	Ongoing	Improved VCS awareness and involvement in partnership activity	East Sussex Compact Steering Group/East Sussex County Council
	Develop locally sensitive methods for monitoring community involvement in partnerships	Ongoing	Improved VCS awareness and involvement in partnership activity	East Sussex Compact Steering Group/East Sussex County Council
	Develop training/development opportunities for all partners on effective partnership working	Ongoing	Better partnership working	East Sussex Compact Steering Group/East Sussex County Council
VOLUNTEERING	All signatories to the Compact will endeavour to adopt and promote the NCVO volunteering code of good practice	Within 1 year		East Sussex Compact Steering Group/East Sussex County Council
	To develop a strategy to encourage the involvement of BME, refugee groups and disabled people to volunteer	Within 1 year	Increased participation in volunteering across the whole community	East Sussex Compact Steering Group/East Sussex County Council
COMMUNITY GROUPS	Establish new ways of advertising funding opportunities to the VCS	Ongoing	To increase the awareness of funding opportunities amongst socially excluded and community groups	East Sussex Compact Steering Group/East Sussex County Council
BME VCOs	To disseminate information on the progress of Race Equality Schemes to BME and other communities	Ongoing	Raise awareness of Race Equality Schemes	East Sussex Compact Steering Group/East Sussex County Council
	To develop Valuing Diversity training	Ongoing	Raise awareness of diversity	East Sussex Compact Steering Group/East Sussex County Council