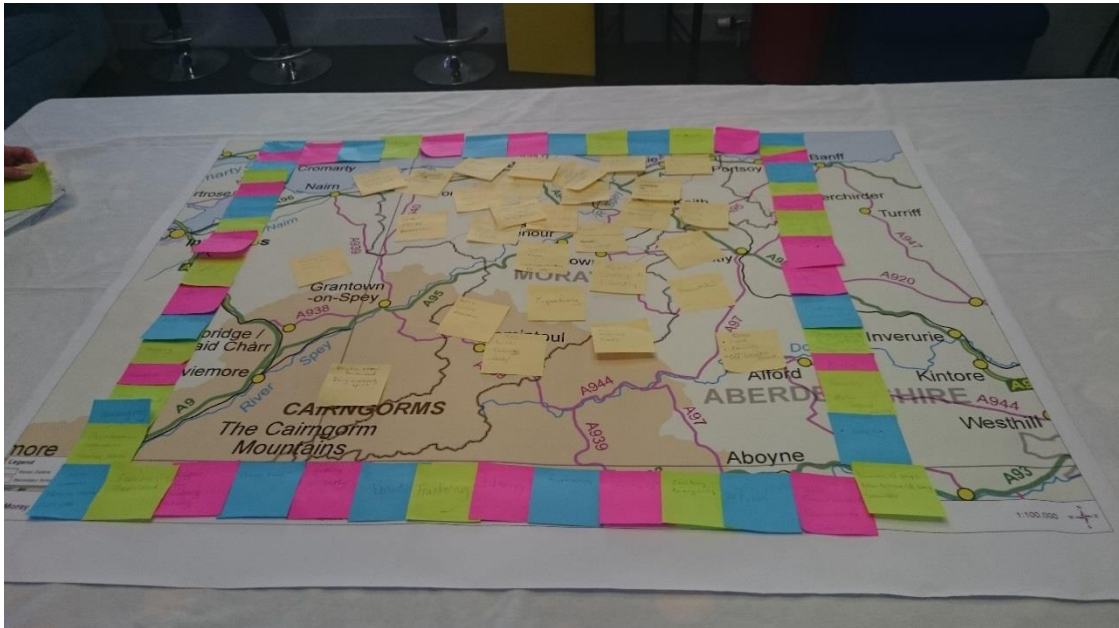




**Moray  
Community Planning  
Partnership**

# Compact 2016-2018



# Introduction

## What is the Compact?

The Compact is an agreement between the public sector and the third sector, which covers the wide range of organisations which are neither in the public sector nor in the private sector and includes voluntary organisations, community groups, volunteering bodies, charities and social enterprises.

The purpose of the Compact is to strengthen working relationships between the two sectors in order to deliver the best possible outcomes for the people of Moray.

The first Moray Compact was agreed in 2002 and updated in 2008; since then, both the national and local context have changed. The 2016-2018 Compact has been developed to reflect this as well as include changes introduced by the Community Empowerment (Scotland) Act.

The Moray Compact is more than a document, it is a way of working. The Compact has a wide audience and all partners from the grassroots to the strategic, need to find it valuable in their every day work. For this reason this Compact document deliberately aims to reflect the interests of all parties and outlines strategic direction. A secondary set of documents is being developed outlining the protocols and more practical details of working together. This will be available on The Community Planning Partnership website [www.yourmoray.org.uk](http://www.yourmoray.org.uk)

The Compact provides a framework to guide working relationships and sets out some standards for practice that partners should work towards through a process of self-assessment and continuous development. There is no expectation that partners will be able to implement all of the Compact commitments at the outset, however, partners are expected to identify specific actions that they can take within an agreed time frame to move towards full implementation.

The Compact is a voluntary agreement rather than a legal document; its strength and value rely on shared commitment to its contents by all its signatories.

This Compact seeks to strengthen the relationship between the Moray Community Planning Partnership and the third sector in Moray.

The Moray Community Planning Partnership is the key over-arching local partnership helping to coordinate public services which are responsive to the needs and aspirations of Moray's communities. The partnership's members are Highlands and Islands Enterprise, HITRANS, Moray College UHI, Moray Health & Social Care Partnership, NHS Grampian, Police Scotland, Scottish Fire and Rescue Service, Skills Development Scotland, The Moray Council and **tsiMORAY**.

**tsiMORAY** is the Third Sector Interface for Moray, the local third sector organisation supporting and promoting the third sector and its engagement with the public sector.

## Principles

The Compact for Moray sets out key principles to guide and strengthen public and third sector working relationships.

We, the public sector and the third sector, fully appreciate that we may have different approaches and different cultures, that we may be motivated by different drivers and that we may face different challenges. However, we recognise that we have a shared interest in the wellbeing and sustainable development of Moray.

We therefore agree that each of us should be recognised and appreciated for our contribution to our communities, and that our relationships should be effective, supportive, based on parity of esteem and aimed at delivering real benefits to the people of Moray.

We appreciate that there will be times when we will have different views, and we respect the right of public sector organisations to make decisions as well as the right of third sector organisations to disagree with, and even campaign against, those decisions.

We agree that the effective participation of representatives of the third sector in key groups and partnerships, and at all levels within the Moray Community Planning Partnership, is essential. We appreciate the challenges associated with ensuring that the participation of the third sector does not become an end in itself, but a way of providing crucial links between the public sector, the third sector and the communities of Moray. To this end we will collaborate to ensure the third sector has the opportunity and the means to participate in and engage with key groups and partnerships.

We recognise the potential for the third sector to play a growing role in the design, development and delivery of services to meet the needs and aspirations of our communities, and we will collaborate to ensure this happens.

We recognise the value of active early engagement with each other when either of us intends to develop initiatives in areas of mutual responsibility or interest. To this end we will work to facilitate effective communication, engagement and collaboration.

## **Commitments**

The partners of this agreement commit to working together in line with the principles set out in this Compact.

In addition to this, we have identified a number of specific commitments and expectations, which are set out below.

### **Shared commitments**

Both partners will:

Facilitate effective working relationships by developing clear and accessible systems of communication between partners, including the use of plain English and the avoidance of jargon

Encourage and support partnership working in the interest of the communities of Moray

Recognise and promote the value and benefits of volunteering

Celebrate the significant contribution made by volunteers to the quality of life in Moray

Develop best practice in the recruitment, management and support of volunteers

Target resources effectively to address local needs and aspirations

Maximise the impact of training, support and development programmes by promoting them widely and making them accessible to others whenever practicable

Champion and promote good financial management and practice

### **Moray Community Planning Partnership commitments**

The Moray Community Planning Partnership will foster effective working relationships with the third sector by:

Recognising and respecting the value and independence of the third sector

Promoting a fuller understanding and appreciation of the third sector in all its rich diversity, and of the differences between the third sector and the public sector

Acknowledging and listening to the views of third sector representatives and liaisons

Recognising the role of umbrella bodies in representing the interests of third sector organisations as well as the right of individual organisations to represent their own views

Ensuring that potential impacts on the third sector are taken into account when considering changes to policies and procedures

Being aware of the time, resource and cost implications associated with the effective participation and engagement of the third sector

Implementing measures to support effective third sector participation in community planning

Providing a first entry point and named contacts for third sector advice and support within each partner organisation

Adopting, as far as practicable within operational requirements, a consistent approach to the administration of grants and contracts, including committing to full cost recovery, settlements spanning a minimum of three years, and prompt payment of agreed funds

### **Third sector commitments**

The third sector will foster effective working relationships with the Moray Community Planning Partnership and its partners by:

Recognising and respecting the role of public sector partners and that some of their priorities are set by others

Acknowledging and listening to the views of public sector representatives

Promoting acknowledgement and respect for the contribution made by each of the partners to the work of Moray Community Planning Partnership

Recognising that partnership working brings responsibilities to participate in joint meetings and support representatives to convey views of individual organisations

Recognising the role of umbrella bodies in representing the interests of third sector organisations as well as the right of individual organisations to represent their own views

Ensuring that third sector representatives and liaisons are properly informed and supported to participate fully in partnership meetings

Recognising that public resources are limited and that public funding is provided on the basis of value for money, identified need and its contribution to policy priorities

### **Protocols**

We envisage that many of the protocols and practical arrangements for supporting the implementation of this Compact will emerge and develop naturally as our relationship continues to develop. These are being developed and will include:

- the recognition that many third sector organisations do not have the resources to support their effective participation; where necessary, and subject to prior agreement, community planning partners will refund reasonable travel and subsistence costs to third sector participants in community planning partnership group and subgroup meetings
- the opportunity for third sector organisations who require it to ask **tsiMORAY** to provide support, such as advocacy, representation and facilitation, in their dealings with public sector partners

- the opportunity for unresolved disputes between third sector and public sector organisations to be referred to the Moray Community Planning Partnership Community Engagement Group<sup>1</sup>.

## **Shared values**

We share a commitment to basic values including:

### **Collaboration and Partnership**

We believe that we are strongest when we work together and that our collective future will be shaped through collaborative working and partnership. This is key to the way we work.

### **Leadership and Stewardship**

We are confident in, enthusiastic about and proud of Moray and of the contribution that we make to Moray's communities. In our different ways, we are committed to our leading and stewardship roles, which we intend to fulfil to the best of our ability and capacity.

### **Integrity and Honesty**

We aim to be ethical, honest and open in the way we work; and use time, money and resources effectively.

### **Openness and Transparency**

We will be as open as possible about all the decisions and actions that we take, giving clear reasons for our decisions.

### **Accountability**

We are accountable to different stakeholders, and our accountability takes different forms, but we are all accountable for our actions and decisions.

### **Equality and Diversity**

We value the diversity of our communities and work in an impartial manner using the assets of the communities, groups and individuals that we support as best we can.

We are committed to ensuring that no one is denied opportunities because of their real or perceived age, disability, race, religion and belief, sex, sexual orientation or gender reassignment, marriage and civil partnership or pregnancy and maternity.

### **Respect for Independence**

We will respect the independence and diversity of all partners.

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<sup>1</sup> The Community Engagement Group focuses on improving community engagement and participation. It includes representatives from both the public sector and the third sector. The Moray Community Engagement Group was set up in May 2013. It has agreed an action plan, designed to help avoid any duplication of consultation exercises by different organisations, promote quality standards, and encourage information sharing. (*Moray Community Planning Partnership, Audit Scotland (2014)*)

## **Accessibility**

We will seek to make relevant information accessible to everyone in Moray. This will include knowing where to go for information and having information available in a variety of formats and through a range of avenues.

## **Quality Services**

We recognise that quality services require adequate resourcing and will strive to deliver quality services, based on good practice, which meet the highest achievable standards and provide best value and continuous improvement.

## **Excellence**

We will pursue excellence in all that we do, in order to provide the best possible support and leadership to our communities.

## **Sustainability**

We recognise that sustainability is about balancing social, economic and environmental factors. We accept our responsibilities to operate more sustainably by taking simple, practical steps, such as:

- arranging meetings at times and in places, which are accessible by public transport and supporting car sharing, wherever possible
- using local suppliers and services, where possible
- taking account of social and environmental impacts when making decisions, particularly in relation to commissioning, public procurement and the development and application of appropriate community benefit clauses
- recognising that third sector participation and service delivery can incur both direct and indirect costs, and committing to enabling full cost recovery whenever possible.

## **The national and local context**

The Scottish Government's purpose is summarised as:

"To focus government and public services on creating a more successful country, with opportunities for all of Scotland to flourish, through increasing sustainable economic growth"

The Moray Community Planning Partnership overarching aim and purpose for this plan is 'to improve life for those living and working in Moray' and to enable its citizens to reach their full potential. Moray 2026, the Partnership's ten year plan, also identifies the Partnership's five key priority areas:

1. a growing, diverse and sustainable economy
2. healthier citizens
3. ambitious and confident young people
4. adults living healthier, sustainable independent lives safeguarded from harm
5. safer communities.

This Compact is intended to enable partnership working between the public sector and the third sector in the continuing development of a resilient and sustainable Moray and in the health and wellbeing of its communities.

## The third sector in Moray

The third sector is increasingly embedded in decision-making and in the development and delivery of products and services not just in Moray but across Scotland. It makes a significant contribution to the economy of Moray.<sup>2</sup>

The role of the third sector in supporting the development of strong and confident communities and in mobilising “the skills and knowledge of people and their communities, rather than viewing them as passive recipients of services”<sup>3</sup> is widely recognised.

The support provided locally by **tsiMORAY** presents new opportunities to tap into the third sector’s collective ability to unleash our communities’ potential to tackle inequalities and build a fairer Scotland.

## Contact Details

The 2016-2018 Compact was approved by the Community Engagement Group on 3 May 2016 and will be reviewed every two years.

If you have any comments, feedback or questions regarding The Compact 2016-2018, please get in touch by

Email [compact@tsimoray.org.uk](mailto:compact@tsimoray.org.uk)

Post FAO Chief Officer, tsiMORAY, 30/32 High Street, Elgin, IV30 1BU

Telephone 01343 541713

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<sup>2</sup> The most recent assessment sets the sector’s annual personnel impact (including both paid staff and volunteers) at over 4,000 Full Time Equivalents with an associated impact of over £69M, additional direct spend in the local economy of over £14M and a total of 650 indirect and induced FTE’s with associated earnings of over £13.5M, all excluding housing associations. (*Economic Impact Assessment Value of the Third Sector in Moray*. Report for HIE by Steve Westbrook, Economist, and Malcolm Aldridge of Solution Management Ltd. (2010))

<sup>3</sup> *Community Planning and Single Outcome Agreements: update and new guidance* Letter by Cabinet Secretary for Finance, Employment and Sustainable Growth John Swinney MSP (Dec 2012)