



# South Wales Police Compact with the Third Sector

“Working together  
to build and support  
healthy and safe  
communities”

## **The South Wales Police Compact with the Third Sector**

**A partnership agreement promoted by the Police and Crime Commissioner for South Wales between South Wales Police and the Third Sector represented by the County Voluntary Councils of South Wales to**

**“Work together to build and maintain healthy and safe communities”**

### **Introduction**

This Compact is a partnership agreement made on the 22<sup>nd</sup> October 2015 between the Police and Crime Commissioner for South Wales, the Chief Constable for South Wales and local Third Sector partners as represented by the seven County Voluntary Councils for the shared objective of building and maintaining healthy and safe communities across South Wales through strengthening joint and partnership working. See Appendix 1 for signatories to the Agreement.

### **Definitions**

Terminology used to describe the range of organisations, groups, associations and enterprises which fall outside the public and private sectors can be confusing and includes Civil Society, the Voluntary and Community Sector and the Third Sector. Whilst ‘civil society’ is generally used to describe the whole of the non-public /private sectors and is seen as a positive term it has been seen as too broad a definition for the purposes of the Compact. ‘Voluntary and community sector’ can, on the other hand, be seen as too narrow – excluding, for example, the growing ‘social enterprise’ sector. For the purposes of this agreement therefore the term ‘Third Sector’ is used – not to denote any lesser position in rank or importance but to denote a difference from other types of organisations in the public and private sectors. ‘Third Sector’ is also commonly used and recognised in Wales.

Whichever term is used the sector includes voluntary and community organisations and volunteering interests including UK wide charities and their local branches, county based organisations, informal community groups, social enterprises, co-operatives, self-help support groups and faith based organisations.

As the Sector’s Minister in 1997 the Commissioner referred to the sector as “a loose and baggy monster – or more accurately a group of loose and baggy monsters” to reflect the fact that this is not an easily defined sector but a value-driven collection of organisations and movements. Other organisations - such as Trades Unions and Housing Associations (or Registered Social Landlords as they are now generally known) have more in common with this sector than with the private or public sectors of the economy, not least because they too are driven by values and principles.

The Third Sector has been represented in the initial development of this agreement by the County Voluntary Councils and the agreement has also been signed on behalf of the Third Sector by the County Voluntary Councils. However, now the agreement is in place on-going representation is provided through the Compact Steering Group.

## **The nature and scope of the Agreement**

The agreement provides a framework for improving engagement, developing shared aims and objectives, nurturing mutual respect and understanding and assisting the Commissioner, the Chief Constable and Third Sector partners across South Wales to work together better to make South Wales a safe place for all who live, work or visit in the area. It recognises that Third Sector partners can be at a disadvantage in relationships with large public bodies with regard to their relative size, level of resources and capacity to engage. The Compact equally recognises that different types of organisation have different roles and responsibilities but each can be equally valued in working relationships.

## **Regional and local**

This agreement demonstrates the commitment of all the parties to work together at the South Wales level and at the local level. It recognises and welcomes that Compact agreements have been developed at a local level with the Council, in some cases involving the local Health Board or being signed by the Local Service Board. This document is intended to complement and strengthen, rather than to override, any such arrangements.

The Commissioner and Chief Constable would welcome the opportunity for South Wales Police to become a partner in local Compact Agreements if invited to do so.

It is further recognised that there are Third Sector partners who are not members of any of the County Voluntary Councils with whom the agreement is made, perhaps because their area of benefit goes well beyond South Wales. In such instances the Commissioner and Chief Constable will apply the principles and values set out in the agreement and invite such organisations to do the same. The agreement is in three parts:

The first sets out the values and principles of the Agreement. The second sets out the roles and responsibilities of each of the parties to the Agreement and the third sets out the actions which will result from the Agreement.

This Compact agreement will be reviewed and revised by March 2016

## **PART 1: Values and principles of the agreement**

### **‘Better together’**

The success of any Compact relies on the commitment of the parties. Collaboration can strengthen existing working relationships and an underlying principle of this agreement is that in tough economic times it is vital for us all to do *more* together as this will enable us to achieve more than organisations can achieve by acting alone. The Commissioner says that “at times of pressure we need to shrink together rather than shrinking apart”. Working more closely will enable organisations to maximise the impact of limited resources and so to become more effective and efficient.

## **Values**

The Compact is underpinned by the following values which are shared by all parties to this agreement:

**Mutual Respect**

**Honesty and Trust**

**Fairness, Equality and Inclusivity**

**Integrity and Transparency**

## **Wales Council for Voluntary Action**

In addition, the Commissioner and Chief Constable share the values set out by Wales Council for Voluntary Action:-

“We believe a strong and active third sector builds resilient, cohesive and inclusive communities, gives people a stake in their future through their own actions and services, creates a strong, healthy and fair society and demonstrates the value of volunteering and community involvement

We are determined to demonstrate...

Diversity - being accessible to all

Fairness - being open and consistent

Integrity - being honest, and upholding the independence of the third sector

Accountability - being ethical, responsible and responsive

Partnership - working with all those who help to achieve our vision

Sustainability -making a positive impact on people, communities and the planet”

(Wales Council for Voluntary Action)

In terms of Community Safety adhering to these values will ensure that all parties undertake to:

- respect the contribution of all partners irrespective of size
- respect the independence of Third Sector organisations
- respect the strategic and developmental nature of the Commissioner’s role
- respect the strategic and operational role of the Chief Constable
- are honest about capability and capacity to deliver services
- operate fair and transparent processes
- respect the primacy of collaboration and cooperation
- provide transparency in commissioning processes where they are used
- make fair decisions based upon clear and transparent process and procedure

## **PART 2: Roles and responsibilities for community safety and partnership working in South**

### **Wales**

Preventing and reducing crime is the key objective of the Police and Crime Commissioner who is determined to be “tough on crime and tough on the causes of crime”. The Commissioner and

Chief Constable recognise the need to work closely with partners to secure solutions to crime and disorder issues and to support strong, empowered and cohesive communities. The Commissioner and Chief Constable will work with other public organisations such as Local Health Boards, Fire and Rescue Services, local authorities, partners in the criminal justice field and other key stakeholders including Third Sector and local communities, to achieve common goals more effectively. This work can be carried out on a bilateral basis or within formal partnership arrangements - for example via Community Safety Partnerships or the South Wales Criminal Justice Board.

Third Sector organisations can play a crucial role alongside public bodies in addressing issues of cohesion and community safety. They are an essential component of strong local communities and local democracy.

### **Respective Responsibilities**

The Commissioner, the Chief Constable and the County Voluntary Councils recognise each other's different roles and responsibilities, strengths and limitations in respect of community safety and community cohesion. All parties recognise the valuable contribution that Third Sector organisations make to community safety including:

- promoting, facilitating and influencing best practice
- maintaining high standards of governance
- campaigning:
  - As independent organisations that determine their own priorities and manage their own affairs, including the right to campaign, charities have a legal obligation to be true to their constitutional objectives and problems frequently arise when that is ignored by public officials.
- keeping faith with the principles and objectives upon which they were founded.
- assisting the Commissioner and Chief Constable in engagement via the development of consultation activities.

The County Voluntary Councils on behalf of the Third Sector recognise:

- the legal and financial frameworks within which the Commissioner and Chief Constable operate.
- the role of the Commissioner in holding the Chief Constable to account
- the role of the independent Police and Crime Panel in scrutinising the work of the Commissioner.

The distinct roles of each party to the agreement are summarised below:

### **The role of the Commissioner**

The Commissioner's role is:

- to set the priorities for policing in South Wales in the Police and Crime Reduction Plan and hold the Chief Constable to account for performance
- to give a voice to the public, especially victims of crime,
- To work with others to

- prevent and tackle crime
- reduce offending and re-offending
- secure an effective criminal justice system

### **The role of the Chief Constable**

The Chief Constable's vision for South Wales Police is to be "the best at understanding and responding to the needs of our communities", working to the following organisational values:

- to be **professional** with staff who are honest, take ownership and show respect
- for staff to be **proud** of the organisation and the diverse communities they serve
- to be **positive**, to respond to people and their concerns, to be reliable and caring

The Chief Constable is responsible for operational policing. He sets out his intentions for delivery against the Police and Crime Reduction Plan in the annual Chief Constable's Delivery Plan.

### **The role of the County Voluntary Councils and the Third Sector**

The County Voluntary Councils are Local Infrastructure or 'umbrella' organisations that support, develop and represent local Third Sector organisations and promote volunteering. They support voluntary action by supporting volunteering, advising and promoting good practice, and providing information on funding sources along with a wide range of other issues. They have a significant local role in supporting the wider engagement of the sector in public policy development through issue based forums and partnerships such as for health and social care and young people. In developing the South Wales Police Third Sector Compact and acting as signatories the County Voluntary Councils will give opportunities for the voice of the Third Sector and its service users to be heard and ensure recognition of the significant contribution that such organisations make to community safety and cohesion. As the Compact is implemented and continues to develop the Compact Steering Group will provide a valuable representational role for the Third Sector.

According to the Wales Council for Voluntary Action 2013 Almanac there are an estimated 33,000 individual third sector organisations in Wales involving an estimated 1.13 million volunteers.

Organisations are involved in:

- Advocacy
- Campaigning
- Community development and engagement
- Fund-raising
- Policy development
- Promoting community self help
- Promoting volunteering
- Service delivery
- Training

Third Sector partners are engaged in direct service delivery across a very wide range of areas including support for victims of crime and anti-social behaviour and activities which support young people to achieve their potential and lead fulfilling lives.

### **PART 3: Actions arising from the Compact agreement**

#### **Aims and objectives**

This Compact aims to contribute to making South Wales a healthier and safer place. The Commissioner and Chief Constable have a clear focus on “what works” to reduce crime and nuisance behaviour, and will work together to seek out the best evidence and act upon it. The parties to the Compact undertake to strengthen partnerships and partnership working between the Commissioner, Chief Constable and Third Sector partners in South Wales to promote community safety, community cohesion and the reduction of crime. We will do this by focusing on the following key objectives:

- To strengthen engagement and communication on a three-way basis so that the County Voluntary Councils, Commissioner and Chief Constable have robust mechanisms for consultation which include the wider Third Sector sector
- To ensure that Third Sector partners are able to bring their expertise ‘to the table’ to influence planning and development in relation to community safety issues and solutions at the strategic and local level
- To promote understanding and respect between the parties by creating a clear and on-going structure for dialogue and engagement
- To ensure that commissioning and procurement practices are fair to Third Sector organisations
- To ensure that the voices of all South Wales’ communities including communities of interest and geographical communities are heard
- To support and further develop effective volunteering in the areas of policing and community safety
- To strive for excellence, equality of access, sustainable development, and value for money in responding to community safety needs and solutions

#### **Action: Communication and engagement**

The Commissioner, Chief Constable, County Voluntary Councils and other Third Sector representatives recognise and will operate within the ten principles of engagement of Participation Cymru (see Appendix 2). Furthermore the Commissioner will maintain a communication and engagement strategy which details the principles of planned engagement and communication activity undertaken by the Commissioner.

In developing this strategy the Commissioner will take into consideration the values and principles set out in this agreement and ensure that they are upheld.

## **Safer South Wales**

Various community safety forums and partnerships exist at the South Wales wide level which may be led by South Wales Police, the Police and Crime Commissioner or other public sector partners. Currently these include Safer South Wales, Safer South Wales Action Group and the South Wales Criminal Justice Board (which has merged with the Integrated Offender Management Board for South Wales). Such bodies tend to evolve and change over time. The parties to the Compact will review membership of such partnerships and forums to ensure appropriate representation by the Third Sector.

- Currently the Third Sector is represented on Safer South Wales through two County Voluntary Council Chief Executives. Victim Support are long-standing members of the South Wales Criminal Justice Board.

## **All Wales engagement**

Third Sector organisations may operate at an All Wales level either as individual or umbrella organisations such as Wales Council for Voluntary Action and Council for Wales of Voluntary Youth Services (CWWYS) or through networks such as Community Justice Cymru. There are also many organisations which operate across Wales and England, such as Victim Support, which have a base within Wales or parts of Wales. Third Sector organisations and South Wales Police recognise the value of engagement and policy development at the national All Wales level and undertake to adhere to the principles and values of this agreement in all engagement, regardless of whether this is at a local, regional or national level.

## **Bi-lateral engagement**

South Wales Police may also engage bi-laterally with Third Sector organisations, including those outside the traditional definition of voluntary and community or Third Sector organisations, such as Trades Unions and Registered Social Landlords. Whilst this agreement is not intended to override pre-existing or contractual relationships the intention of the parties to the agreement is that its shared values and principles should be used to inform future bi-lateral working relationships whether these are formal or informal.

## **Action: Consultation and policy appraisal**

Third Sector organisations have the right to challenge the Commissioner and Chief Constable on matters that affect them. The Commissioner and Chief Constable will from time to time consult County Voluntary Councils, their members and other relevant Third Sector organisations on particular issues, projects or policies. It is agreed that such consultation will be:

- appropriate and relevant for the target group.
- genuine and transparent, making clear aspects that may be changed and those which cannot.
- accessible and equally available to both larger and smaller organisations.
- timely and in advance of decisions being made.

It is acknowledged that it is good practice is to allow 13 weeks for consultation prior to important decisions. In the case of larger decisions such as developing and agreeing the Police and Crime Reduction Plan, this will be the minimum amount of consultation time for initial input of suggestions with later stages being governed by statutory requirements that are in the public domain. With other consultations, or where the Commissioner and/or Chief Constable is subject to the time scale of another organisation (such as national government) the Commissioner and Chief Constable will always strive to allow the maximum amount of time possible to facilitate proper and clear consultation and will do everything reasonably possible to mitigate the impact of shorter consultation periods.

### **The Police and Crime Reduction Plan**

The Police and Crime Reduction Plan, reviewed annually, is the key document which drives activity, resourcing and partnership working for the Commissioner and Chief Constable within a five year horizon. It guides and informs the Chief Constable's Delivery Plan.

- The Commissioner and Chief Constable undertake to engage and consult with Third Sector partners on an annual basis to ensure that the views of the sector are properly considered as an integral part of the planning process for the Plan. This annual event will take place early enough in the planning process to help shape and influence the plan.
- Formal consultation on the draft Plan will also include Third Sector partners prior to presentation of the Plan to the Police and Crime Panel as well as during the subsequent period of general public consultation.

### **Action: Funding and commissioning**

The Police and Crime Commissioner has set out his intention to collaborate with Third Sector organisations to achieve the best outcomes and value for money, particularly with regard to support for victims and vulnerable people and in work with children and young people. Where he and/or the Chief Constable seek to fund, procure or commission services from external service providers to meet priorities within the Police and Crime Reduction Plan and Force Delivery Plan, or to use funding from Government to address specific areas of concern or initiatives that are supported by agencies such as the Home Office, the Ministry of Justice or Welsh Government they will seek to apply the principles and values of this Compact agreement to ensure that Third Sector organisations have fair and reasonable access to such funds or to be part of a joint approach. Significant work has already been undertaken in South Wales to develop detailed commissioning and funding guidance which reflects Compact values and principles. In particular 'Commission Accomplished' was published by Voluntary Action Merthyr Tydfil and Interlink in Rhondda Cynon Taff in 2011. The Welsh Government Third Sector Scheme (published January 2014) includes a code of practice for funding. The Commissioner and Chief Constable will have regard to such documents.

The principles for commissioning Third Sector services as described in 'Commission Accomplished' and those included in the Welsh Government Third Sector code of practice on funding are similar

and the headlines from 'Commission accomplished' set out below provide a useful reference point for the purposes of this agreement:

- Delivery of strategic policy objectives
  - Respect for third sector independence
  - Early and constructive dialogue
  - Timely decisions
  - Security of funding
  - Fair funding levels
  - Full cost recovery
  - Fair procurement
  - Payment in advance
  - Fair and reasonable treatment
  - Joint approach to monitoring and evaluation
  - Who does what best
  - Mediation and dispute resolution process
  - Infrastructure support
- The Commissioner, Chief Constable and County Voluntary Councils and Third Sector representatives will take due account of these principles when determining the funding, procurement and commissioning of services whilst focussing on meeting the greatest needs in ways that are efficient and effective.

### **In Kind resources**

It is recognised that public bodies may provide 'in kind' resources to Third Sector partners such as the provision of rent free meeting rooms, staff time and assistance with marketing and communications. Whilst the value of such resources may not be quantified they can provide a vital resource in particular for small or entirely 'voluntary' organisations.

The Commissioner and Chief Constable undertake to give adequate notice if such resources are to be withdrawn or significantly reduced

### **Action: Volunteering**

Volunteering is valued across Wales as "the essential act of citizenship" (Alun Michael, 1997) and as an essential component of democracy (Welsh Government, Third Sector Scheme, 2014). South Wales Police and the Commissioner engage and support volunteers to carry out both statutory and non-statutory functions and value the skill and expertise that they bring to meet both policing and community needs in South Wales.

It is noted that in an on-going time of austerity there can be a greater emphasis on community empowerment and community ownership or management, involving volunteers in providing or supporting provision of previously publicly funded and led services. The parties to the agreement

are mindful of the interests of employees in all sectors, of Trades Unions and the public when changes to service provision are being considered.

The Chief Constable and the Commissioner recognise that in supporting volunteering the following principles are key:

- That volunteers should be drawn from all sectors of society
- That public bodies should endeavour to remove unnecessary barriers which may deter people from volunteering
- That public bodies have a duty to make it easier for people to participate in volunteering
- That it is a duty of management to encourage the more effective involvement of volunteers
- That public bodies should raise the status and improve the image of volunteers
- That public bodies should support employees (staff and managers) in volunteering

The County Voluntary Councils in South Wales provide extensive support for volunteering in their communities and the parties will work together to develop a shared approach to volunteering based on the principles set out above and having regard to the Welsh Government Third Sector Scheme.

**Action: Equality and diversity**

The Commissioner, Chief Constable and other signatories to the Compact will abide by both the provisions and the spirit of the Equality Act 2010 and will actively promote diversity, opportunity and progression. The Commissioner and Chief Constable undertake to carry out their public sector duties to have due regard to the need to advance equality of opportunity and to promote good relations between people of all backgrounds and heritage, and specifically of different 'protected characteristics'. The Commissioner and Chief Constable will act in accordance with the equality principles and priorities set out in the South Wales Police and Commissioner's Joint Equality Action Plan.

The Welsh Government Third Sector Scheme sets out the shared values which underpin the relationship between government and the sector. These values include that:

- People are not treated less favourably because of their gender, race, faith or belief, sexual orientation, age, pregnancy and maternity, being married or in a civil partnership, being a disabled person or being transgender, and that
- Society is inclusive and enables people to participate in all its economic, social and cultural activities

Individual Third Sector organisations which are a party to this agreement are expected to adhere to these values in addition to meeting their obligations under the Equality Act.

“The Third Sector’s contribution is vital to advancing equality and diversity, supporting people to challenge unfair treatment, and helping public bodies to improve the ways in which they meet their equalities duties. It provides advice and advocacy services, cultural activities, specialist support, and opportunities for minority and disadvantaged groups to organise, helping to build a more inclusive society.” (Third Sector Scheme, Welsh Government, 2014)

### **Action: Development and review**

The Commissioner, the Chief Constable and the County Voluntary Councils and Third Sector representatives together will review the performance and effectiveness of the Compact annually. A Compact Steering Group will be formed to include the following representatives:

- The Police and Crime Commissioner for South Wales - two representatives
- The Chief Constable for South Wales Police - two representatives
- The County Voluntary Councils - two representatives
- The wider Third Sector - seven voluntary sector places – initially to be agreed on a geographical basis and appointed via an open process supported by each County Voluntary and up to three additional Third Sector places for community safety and criminal justice representatives (such as Neighbourhood Watch and Community Justice Network)

The Steering Group will report annually in writing to the Commissioner, the Chief Constable and Chief Executives of the County Voluntary Councils and facilitate face to face discussions as to the development and effectiveness of the Compact when required. The Steering Group will also arrange an annual conference to:

- a) Discuss the draft Police and Crime Reduction Plan
- b) Discuss the next stage of development of the Compact

### **Action: Disputes and concerns**

If an individual Third Sector organisation is in dispute with any of the parties to the agreement and the dispute relates to Compact values, principles or undertakings, the matter may be brought to the Compact Steering Group to consider and to seek a mutually acceptable solution to the dispute. The Commissioner, the Chief Constable and the County Voluntary Councils agree that in the event of any dispute arising between the parties as to the meaning, effect or the working of the Compact, and this cannot be resolved by the Compact Steering Group, they will submit the dispute to mediation and use all reasonable endeavours to resolve the dispute through mediation.

An early task of the Compact Steering Group will be to identify the mechanism for appointing a mediator or arbitrator.

## Relevant Policies

Below is a list of the policies that underpin and support this Compact:

Third Sector Scheme, Welsh Government, January 2014

South Wales Police Joint Equality Action Plan 2015-18

Participation Cymru - 10 principles of engagement

Commission Accomplished, Commissioning Policy Development Project, 2011

## Glossary

**‘Civil society’** is defined as ‘the sphere of institutions, organisations and individuals located between the family, the state and the market, in which people associate voluntarily to advance common interests’. It encompasses the huge range of organised activity outside the public or private sectors –trade unions, professional associations, religious organisations, as well as charities, voluntary and community organisations (third sector).*(source: Civil Society, Civil Space, WCVA, 2003)*

**Protected characteristics** as defined in the Equality Act 2010 are:

- Age
- Disability (including physical, mental, sensory and learning disabilities)
- Gender reassignment
- Marriage or civil partnership
- Pregnancy and maternity
- Race (including race, colour, nationality, ethnic origin)
- Religion and belief
- Sex
- Sexual orientation

In Wales we also recognise the Welsh Language as a strand of equality.

## **Appendix 1**

The Parties to this agreement are:

<b>Partner Organisation</b>	<b>Responsible Officers – Chair and Chief Executive Officer</b>	<b>Signature</b>
Bridgend Association of Voluntary Organisations		
Cardiff Third Sector Council		
Voluntary Action Merthyr Tydfil		
Neath Port Talbot Council for Voluntary Service		
Interlink Rhondda Cynon Taff		
Swansea Council for Voluntary Service		
Glamorgan Voluntary Services		
Police & Crime Commissioner for South Wales		
Chief Constable for South Wales		

## **Appendix 2**

### **Participation Cymru – 10 Principles of Engagement**

**1. Engagement is effectively designed to make a difference**

Engagement gives a real chance to influence policy, service design and delivery from an early stage.

**2. Encourage and enable everyone affected to be involved, if they so choose.**

The people affected by an issue or change are included in opportunities to engage as an individual or as part of a group or community, with their views both respected and valued.

**3. Engagement is planned and delivered in a timely and appropriate way**

The engagement process is clear, communicated to everyone in a way that's easy to understand within a reasonable timescale, and the most suitable method/s for those involved is used.

**4. Work with relevant partner organisations**

Organisations should communicate with each other and work together wherever possible to ensure that people's time is used effectively and efficiently.

**5. The information provided will be jargon free, appropriate and understandable**

People are well placed to take part in the engagement process because they have easy access to relevant information that is tailored to meet their needs.

**6. Make it easier for people to take part**

People can engage easily because any barriers for different groups of people are identified and addressed.

**7. Enable people to take part effectively**

Engagement processes should try to develop the skills, knowledge and confidence of all participants.

**8. Engagement is given the right resources and support to be effective**

Appropriate training, guidance and support are provided to enable all participants to effectively engage, including both community participants and staff.

**9. People are told the impact of their contribution**

Timely feedback is given to all participants about the views they expressed and the decisions or actions taken as a result; methods and form of feedback should take account of participants' preferences.

**10. Learn and share lessons to improve the process of engagement**

People's experience of the process of engagement should be monitored and evaluated to measure its success in engaging people and the effectiveness of their participation; lessons should be shared and applied in future engagements.

**These Principles were developed by Participation Cymru working with TPAS Cymru, under the guidance of the Participation Cymru partnership. Endorsed by The First Minister of Wales, The Right Hon. Carwyn Jones AM on behalf of the Welsh Government. Further guidance on the National Principles can be found at [www.participationcymru.org.uk](http://www.participationcymru.org.uk)**