

Plymouth Compact

Black and Minority Ethnic Communities
Code of Practice

**Improving
partnership
working between
the public and
third sectors**



Introduction

The Plymouth Compact is an agreement between the local public sector bodies and the third sector to support and improve partnership working between the sectors. It is underpinned by the Codes of Good Practice, based on the national Codes which cover the following areas:

- Black and Minority Ethnic Communities
- Consultation
- Funding and Procurement

The Plymouth Compact and its Codes contain specific undertakings for each sector, as well as a series of joint undertakings, which aim to make a positive impact on partnership working in the city. In this context, the term “undertaking” commits partners to work towards the principle or action in question.

What is the aim of this code of practice?

This Code of Practice outlines undertakings agreed by the Local Strategic Partnership (LSP) and between the Black & Minority Ethnic (BME) led Third Sector, other Third Sector organisations, and Public Sector organisations in Plymouth. It aims to make a positive impact on these relationships with the ultimate aim of promoting community cohesion in line with LSP and national agendas.

Plymouth’s Local Strategic Partnership (LSP) is called Plymouth 2020. Many issues facing the city and its community can only be tackled and resolved if all parts of the community work together. The Partnership brings together many organisations and groups that are involved in making decisions that affect the future well-being of the people of Plymouth. The voluntary, community and public sectors are all represented within Plymouth 2020 Partnership.

Please contact 01752 304026 if you would like this document in another language or format.



When you see this logo you know an organisation is a member of the LSP.

Plymouth LSP welcomes the growing

diversity of the BME led Third sector, including

faith and belief, asylum seeker and refugee organisations, and recognises it has an important role in achieving Plymouth's objectives.

The LSP is committed to:

- promoting the benefits of diversity
- developing a partnership approach to race equality and community cohesion
- compliance with the Race Relations (Amendment) Act 2000 and other equalities legislation
- promoting best practice and awareness-raising towards improved outcomes for BME communities

What is a BME Group?

By BME, we mean all Black and Minority Ethnic individuals and populations belonging to categories other than 'White British' as used in the national Census. See Annex 1.

A Black and Minority Ethnic (BME) led third sector organisation is one in which at least 75 per cent of its Management Committee, Board of Directors or, if a charity, Board of Trustees, are of BME origin. There are however, other organisations that may deliver services to BME communities which are not BME led.

The above definition was agreed by the Black South West Network (BSWN) in order to highlight the needs of BME led organisations, and to aid the public sector in recognising specialist BME led infrastructure support within the region, rather than third sector frontline organisations who may deliver services to BME communities. There is a clear and distinct difference.

Plymouth BME Code of Practice

Joint Undertakings

Increasing Understanding

- 1.1** Support each other to meet the specific undertakings within this Code of Practice
- 1.2** Provide an annual programme of, and attend, race relations and cultural awareness training in partnership with the BME led Third Sector.

Mainstreaming

- 1.3** Ensure appropriate aspects of this Code of Practice are built into other relevant strategies.
- 1.4** Monitor the impact of BME related aspects of Plymouth's Third Sector Strategy.
- 1.5** Undertake Equality Impact Assessments during the development of key strategies, plans and functions and consider the results before adoption. Communicate any changes as a result of this. Ensure those who undertake EIAs have undergone relevant training.

Representation

- 1.6** Maintain effective and transparent arrangements to elect BME representation to the LSP Board, linked to BME mentees and widely publicise and promote this.
(As at May 2009 LSP Board election arrangements are under review).
- 1.7** Give careful consideration to selection of individuals to act as representatives from BME communities, with the aim of drawing from a large pool of individuals, avoiding individual overload, and widening opportunities, involvement and input.

Public Sector Undertakings

Increasing Understanding

- 2.1** Raise awareness and understanding about the BME led Third Sector, amongst their organisations.
- 2.2** Create opportunities to raise awareness and provide experience of their organisation's work for the BME led Third Sector e.g. mentoring, work shadowing, members days.

Mainstreaming

- 2.3** Ensure appropriate aspects of this Code of Practice are built into Race / Integrated Equality Schemes and other relevant strategies.

Infrastructure

- 2.4** Maintain strategic links, communications, infrastructure to the BME led Third Sector via the city-wide Third Sector Infrastructure contract including:
 - Channeling appropriate commissioning jointly via this contract (i.e. no individual commissioning / funding of infrastructure) against evidence-based need
 - Ensuring this contract adequately reflects the needs of and is accessible to, all BME led Third sector front line groups across the city e.g. with capacity building, access to information, training, organisational development advice, support to get funding, general Human Resources advice, and mapping of BME organisations and their activity
 - Monitoring and sharing the BME related content of this contract together with the element of funding apportioned to this

Commissioning

- 2.5** Ensure commissioning from / funding of the Third Sector, including BME led Third sector front line groups follows Government guidance on ensuring it promotes community cohesion.
(This commitment will be reviewed in line with revised Government guidance).
- 2.6** Share information in an open, honest, transparent and timely way, about content and outcomes from race relations and community cohesion work, commissioned from Third Sector organisations.

Service Standards

- 2.7** Provide translation/interpretation and encourage learning of English language, in line with government guidance.
- 2.8** Ensure that processes are transparent and accountable and have effective feedback and complaints systems.

Third Sector Undertakings

Increasing Understanding

- 3.1** Raise awareness and understanding about the BME led Third Sector and organisations with specific remit to support this sector, within their organisations and partners.
- 3.2** Recognise the responsibilities and constraints the Public Sector and LSP work within – including resource constrains – and reflect this when making requests and representations.

Mainstreaming

- 3.3** Ensure BME led Third Sector groups play a full and active part within the wider Third Sector in fulfilling the undertakings of the Compact to avoid marginalisation and to benefit from economies of scale.

Representation

3.4 Ensure elected and appointed community representatives on partnerships properly represent BME issues.

3.5 Ensure the BME led Third Sector actively engages with partners by:

- Presenting BME community concerns to the LSP and other partners based on accountable partnerships with local communities
- Ensuring implications for BME communities are fed into consultation exercises and meeting reasonable requests for feedback

Infrastructure

3.6 Recognise the organisation / partnership delivering the Third Sector Infrastructure contract in Plymouth as the city-wide infrastructure provider and:

- Maintain links and communications between the delivery organisation / partnership and the BME led Third Sector
- Ensure delivery of this contract adequately reflects the needs of and is accessible to, BME led Third Sector front line groups across the city e.g. with capacity building, access to information, training, organisational development advice, support to get funding, general Human Resources advice, and mapping of BME organisations and their activity

3.7 Ensure needs of BME led Third Sector front line organisations are communicated to infrastructure organisations to allow these to be met.

Commissioning

3.8 Encourage co-operation and joint working amongst the diverse groups that make up the BME led Third Sector and avoid proliferation of similar BME groups (including asylum seekers and refugee organisations) by promoting e.g. partnership arrangements, consortiums and federations to bid for, and deliver services.

Service Standards

- 3.9** Respond to the needs of service users by providing culturally appropriate services and to meet standards required under race and equality legislation. Maintain open and dynamic organisations providing opportunities and services for a diverse range of individuals with equality on the basis of age, disability, gender, race, religion / belief and sexual orientation.
- 3.10** Adopt appropriate quality standards and apply best practice in management and delivery within organisations.
- 3.11** Ensure volunteering opportunities encourage and support volunteering by and within BME communities, and raise awareness about these.

Annex 1:

Ethnicity 2001 - Census Categories England and Wales:

1. White

- a. British
- b. Irish
- c. Any other White category

2. Mixed

- a. White and Black Caribbean
- b. White and Black African
- c. White and Asian
- d. Any other Mixed background

3. Asian or Asian British

- a. Indian
- b. Pakistani
- c. Bangladeshi
- d. Any other Asian Background

4. Black or Black British

- a. Caribbean
- b. African
- c. Any other Black background

5. Chinese or other ethnic group

- a. Chinese
- b. Any other

In addition, the Commission for Racial Equality has advised using a “Gypsy and Traveller” category (source: “Gypsies and Travellers a strategy for the Commission for Racial Equality 2004-07”)

Making this code of practice work

The Plymouth Compact provides a framework to help us work together more effectively. As such, it needs to evolve to take account of improvements in the relationship between the sectors and the changing partnership environment. There will be an annual review involving representatives of all Plymouth Compact partners to:

- Review the operation of the Plymouth Compact and its Codes of Practice
- Ensure all partners are complying with Compact undertakings
- Agree an annual action plan, which sets milestones for the further development of the Compact and its implementation
- Evaluate the difference that the Compact is making in Plymouth

What if things go wrong?

In exploring and learning new ways of working together we should expect that disagreements or disputes would arise as part of this learning experience.

If an organisation is concerned that another organisation has breached the Compact they should seek to resolve the difference directly with the organisation clearly stating the Compact commitment that has not been adhered to.

However, if you are unable to resolve the issues between yourselves there is a dispute resolution procedure in place.

For further information about the dispute resolution procedure and the Plymouth Compact please contact:

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