

North East Lincolnshire

# Compact

working together | better together

Black and Minority Ethnic Voluntary and Community Organisations' Compact Code of Good Practice

Black and Minority Ethnic  
Black and Minority Ethnic  
Black and Minority Ethnic



# **Black and Minority Ethnic Voluntary and Community Organisations' Compact Code of Good Practice**

## **1 Introduction**

1.1 North East Lincolnshire has, traditionally, had a low proportion of its population from black and minority ethnic (BME) communities. This is no longer the case.

1.2 An increasingly transient world population has led to increases in both groups across the unitary authority area.

1.3 The newer and more established BME communities are welcome as they help to boost the local economy as well as bring a cultural diversity that has been missing across North East Lincolnshire (NEL).

1.4 Given this background, the Compact Code of Good Practice for the BME voluntary and community sector has an important role to play in ensuring inclusion, fairness and effective relations between North East Lincolnshire Council, other public bodies and such communities.

1.5 The public sector recognises these groupings, including faith groups and refugee and asylum seeker organisations, have a continuing role in helping it to achieve its objectives.

1.6 In particular it enables BME individuals to contribute to public life and supports the development of active thriving communities by providing opportunities for voluntary and community action in NEL.

1.7 However, because many BME organisations do not fall neatly into the normal voluntary sector, they continue to be excluded from its traditional structures. This often results in exclusion from engagement with the public sector.

1.8 Indeed, there has been a history of marginalisation and discrimination. The needs of BME communities has often not been taken into account and services to these communities have not always been appropriately provided.

1.9 This code - one of six underpinning the local Compact, the framework for partnership working between the public and the voluntary and community sectors - aims to tackle issues including:

- a joint commitment to taking forward the race equality agenda
- recognition of the significant role to be played by the sector, in partnership with the public sector, in achieving this objective
- improved quality and quantity of consultation and participation by the sector in policy development, implementation and evaluation
- better support and resources to the sector which reflect its role in addressing public service inequalities and encouraging it to operate, develop and contribute on an equal footing with other partners and
- recognition of the specific contribution and needs of the BME sector and how this impacts on funding, capacity and sustainability.

## **2 Framework of partnership between the public sector and the Black and Minority Ethnic voluntary and community sector**

### 2.1 Joint undertakings

The public sector and the BME voluntary and community sector are committed to establishing and maintaining best practice in their relationship. Both parties need to undertake to:

- develop a partnership approach to help achieve race equality, including promoting and sharing best practice and celebrating success;
- work together in partnership with other agencies to promote initiatives which improve the policy and implementation outcomes for the BME community (particularly those programmes aimed at community regeneration and a more inclusive and cohesive society); and
- make suitable mention of this Code of Good Practice in all appropriate public sector documentation and voluntary and community sector publications.

### 2.2 Public sector undertakings

- The public sector undertakes to implement an effective framework of engagement to:

- value the work, knowledge and expertise of the BME voluntary and community sector, including its important role in helping the public sector to achieve its objectives;
- recognise and support the independence of the BME sector and its right within law to challenge institutions, policy and practice, irrespective of any funding relationship that might exist, and to determine and manage its own affairs;
- operate effective and transparent equal opportunity monitoring and evaluation systems that ensure BME voluntary and community organisations are treated fairly and with respect in all their interactions with the public sector;
- build, as appropriate, consultation with the BME voluntary and community sector into plans for policy development from the pre-consultation stage through to implementation, with the aim that implications for BME communities and race equality are considered and acted upon appropriately;
- establish race equality strategies within the corporate planning processes across the public sector, with clearly expressed objectives and targets;
- ensure that BME voluntary and community organisations have fair and equal access to public sector funding programmes, particularly those that impact significantly on BME communities such as, in North East Lincolnshire, initiatives like Neighbourhood Renewal (which ends in 2008);
- consider the case for setting aside additional funds for BME organisations to build capacity, prepare and deliver projects;
- ensure that public sector grants are appropriately administered and allocated to BME groups with the capacity to deliver agreed outputs and outcomes to agreed and predetermined standards;
- recognise that different groups have different priorities. Many BME voluntary / community groups have not, as yet, the capacity and many lack clear structures and policies.
- not pressure those without the capacity into delivering the public sector agenda which may not necessarily square with the priorities of these groups at this stage of their development.
- encourage BME groups to attend, where appropriate, training programmes to develop skills , either free or at a much reduced rate. This practical step would assist in the development of the sector.

## 2.3 Black & Minority Ethnic voluntary and community sector's undertakings

The BME voluntary and community sector recognises that receipt of public funds, and active involvement in the processes of the public sector, carries with it responsibilities. In order to meet these responsibilities the BME voluntary and community sector undertakes to:

- play a full and active part within the wider voluntary and community sector in fulfilling the significant undertakings in the Compact, this Code of Good Practice and the other Compact Codes of Good Practice;
- work in partnership with the public sector and other voluntary and community organisations in promoting race equality, tackling social exclusion and promoting a civil society that is decent and fair;
- ensure proper governance, placing clear responsibility on trustees and chief officers to use public funds appropriately and inform funders when organisations face significant management and resource challenges, including financial difficulties;
- encourage groups to adopt appropriate quality standards and apply best practice in management and delivery within organisations;
- make use of appropriate training opportunities, particularly support and training for trustees and senior staff; and
- develop open and dynamic organisations providing opportunities for voluntary and community action by a diverse range of individuals demonstrating a commitment to wider equality issues in addition to race equality.

## 3 Other key areas

### 3.1 Consultation

The activities and knowledge of the BME voluntary and community sector can provide the public sector with experience and skills of vital importance in the effective development and delivery of policy to BME communities.

Consultation with the sector should be all inclusive, recognising the broad spectrum of interests, such as women's groups, gay and lesbian groups, youth groups, disabled groups, age groups, religious and faith groups, which make up the BME voluntary and community sector.

### **3.2 Participation**

The cost of social policy interventions that fail BME communities is enormous, not only for public expenditure but also in terms of community confidence, cohesion and leadership. It is imperative therefore that policy development and implementation adequately meets the needs of BME communities.

### **3.3 Representation**

Careful consideration needs to be given by the public sector and the voluntary and community sector to the selection of individuals to act as representatives from BME communities.

To avoid individual overload, diversify input into public sector policy and practice and to extend opportunities for involvement, representatives from the BME sector should be drawn from a large pool of individuals and organisations. In addition, it is important that relevant skills, experience and knowledge held by BME individuals are recognised and valued.

### **3.4 Funding**

- To date, funding for the BME voluntary and community sector, whether from existing or new sources has been significantly below that of similar organisations in the mainstream voluntary and community sector.
- The BME Sector requires fair and long term funding stability to:
- establish a level playing field with the mainstream voluntary and community sector;
- build sustainable infrastructure at national, regional and local level;
- represent and support BME communities;
- fill the gaps in services to BME communities;
- deliver mainstream services to society; and
- play a meaningful role in building a fair and just society.

North East Lincolnshire Council can assist BME groups in applying for funding from alternative sources in order that such organisations can be more independent. For more information of funding, contact the Policy Team (Tel: 313131).

### **3.5 Developing capacity**

The capacity of the BME voluntary/community sector to be a full and equal partner with the public sector needs to be examined and developed over a period of time. To this end, the parties need to establish constructive ongoing dialogue and develop proactive measures to further develop the sector's capacity.

North East Lincolnshire Council can help in lending expertise to assist capacity building, as strong partners will help the public and BME sectors deliver priorities and targets.

It is important that activities to develop the capacity of the sector are targeted at all levels. Sustainability needs to drive public sector funding. Applications for funding need to demonstrate value for money and that such bids contribute to policy aims.



Yorkshire & Humber  
Regional Development Agency

# North East Lincolnshire Compact

working together better together



**Voluntary Action  
North East Lincolnshire**

**14 Town Hall Street  
Grimsby  
North East Lincolnshire  
DN31 1HN**



Voluntary Action  
North East Lincolnshire

Telephone: (01472) 231123  
E-mail: [enquiries@vanel.org.uk](mailto:enquiries@vanel.org.uk)



**Volunteer Centre**  
North East Lincolnshire



**connexions**  
HUMBER

North East Lincolnshire **NHS**  
Primary Care Trust



Churches Together  
in North East Lincolnshire

