

For General Release

REPORT TO:	CABINET 15 JULY 2013
AGENDA ITEM:	7
SUBJECT:	Compact with the Voluntary and Community Sector
LEAD OFFICER:	Nathan Elvery, Interim Chief Executive
CABINET MEMBER:	Councillor Sara Bashford, Cabinet Member for Corporate and Voluntary Services
WARDS:	All
CORPORATE PRIORITY/POLICY CONTEXT: The Compact underpins the relationship between the Council and the voluntary and community sector. It therefore supports a range of corporate objectives and complements the Community Strategy.	

FINANCIAL IMPACT

There is no financial impact arising from this report

FORWARD PLAN KEY DECISION REFERENCE NO.:

This is not a key executive decision

The Leader of the Council has delegated to the Cabinet the power to make the decisions set out in the recommendations below

1. RECOMMENDATIONS

- 1.1 It is recommended that Cabinet endorse the new Croydon Compact at Appendix A to this report.

2. EXECUTIVE SUMMARY

- 2.1 This report asks Cabinet to endorse the new Croydon Compact – a compact between the voluntary and community sector (VCS) and the public sector.
- 2.2 The attached Compact document sets out the core principles which underpin the relationship between the public sector and the VCS. It also sets out the commitments from each of the partners to achieving five key outcomes. The Compact includes a commentary from officers on each of the commitments the Council is being asked to endorse. This commentary will not be included in the final version.

2.3 The Compact has been agreed in principle by the Local Strategic Partnership Chief Executives and, where appropriate, it will be taken through the decision making processes of the partnership agencies during the next few months.

3. DETAIL

3.1 Background

3.1.1 A Compact is a way of working. Complementing other strategic documents which set the direction of travel, a Compact is a 'highway code' of principles and commitments to assist the signatories to the partnership to achieve shared goals. It does not have a statutory basis.

3.1.2 The first national compact between government and the voluntary sector was agreed in 1998 as part of the then government's commitment to renewing the relationship and placing it on a more professional and equal footing. Local authorities were encouraged to develop local compacts and, in Croydon, the first compact was launched in 2002. Croydon was the first area where the local authority and health service had a joint compact with the local voluntary sector.

3.1.3 The principles of the compact were embedded into the partnership arrangements which were being developed at that time. A decision was made that, rather than setting up a separate bureaucracy around the compact, it would be absorbed into the Local Strategic Partnership (LSP) arrangements.

3.1.4 In 2010 the current government refreshed the national compact paying particular regard to the changes in the relationship around commissioning and contractual arrangements for voluntary organisations to deliver public services. In the light of this and the changing LSP arrangements, in 2012 the Chief Executives Group of the LSP asked Croydon Voluntary Action to lead on renewing the Croydon Compact.

3.2 Compact principles

3.2.1 The attached Croydon Compact document sets out the ten key principles which underpin the relationship between the voluntary sector and its public sector partners (page 3). The health of the relationship can be tested against these principles.

3.2.2 The principles set out in the compact are broadly similar to those of the earlier Compact agreed in 2002. The main differences are that the language has been updated to reflect the increasing role of the voluntary sector in delivering public services and a greater emphasis on quality and accountability.

3.3 Compact outcomes

3.3.1 The compact sets out five outcomes:

1. A strong, diverse and independent VCS
2. An equal and fair society
3. Effective and transparent design and development of policies

4. Responsive and high-quality programmes and services
 5. Clear arrangements for managing changes to programmes and services
- 3.3.2 Each of the outcomes has a set of commitments from the public sector partners and from the voluntary sector. .

3.4 Further action

- 3.4.1 If agreed, the new compact will become a reference point and set of standards by which the relationship between the council and the VCS may be judged. The principles set out in the previous compact have been embedded in much of the work of the Council. The new compact will reinforce this and help ensure that future policy and strategy continues to reflect the shared goals of the public sector and the voluntary sector.
- 3.4.2 Where any of the members of the partnership believes another member is not keeping to its compact commitments, if a local resolution cannot be achieved, the LSP Chief Executives Group will have responsibility for ensuring there is a mechanism in place to resolve the issue.

3.5 Local Strategic Partnership agencies

- 3.5.1 The new Croydon Compact was commissioned by the LSP Chief Executives Group with Croydon Voluntary Action taking responsibility for its development. The CEs group has now endorsed the Croydon Compact in principle and it will be taken through the decision making processes of each member agency.

4. CONSULTATION

- 4.1 Croydon Voluntary Action has conducted an extensive consultation exercise within the voluntary sector through the Croydon Voluntary Sector Alliance and with individual voluntary and community organisations.
- 4.2 CVA has also consulted with members of the Local Strategic Partnership and other stakeholders. Feedback from this consultation has been incorporated into the final document.

5 FINANCIAL AND RISK ASSESSMENT CONSIDERATIONS

- 5.1 There are no financial considerations arising from this report.

(Approved by: Helen Sach, Head of Corporate Finance)

6. COMMENTS OF THE COUNCIL SOLICITOR AND MONITORING OFFICER

- 6.1 The Council Solicitor comments that while the Compact is not legally binding, where the Council might be looking to change or reduce services or funding arrangements which engage the principles and commitments set out in the Compact, in the event of legal challenge it will need to be able to demonstrate

that the Compact was considered as part of its decision making process.

(Approved by: Gabriel MacGregor, Head of Corporate Law on behalf of the Council Solicitor & Monitoring Officer)

7. HUMAN RESOURCES IMPACT

7.1 There are no human resource implications arising from this report.

(Approved by: Heather Daly, Acting Director of Workforce)

8. EQUALITIES IMPACT

8.1 The equalities impact assessment indicates that the Compact will have a significant positive impact on most groups of people with protected equalities characteristics. No negative impact has been identified. Overall the Compact will complement the Council's work in meeting its statutory obligations under the Equalities Act 2010.

9. ENVIRONMENTAL IMPACT

9.1 There are no specific environmental impacts arising from this report.

10. CRIME AND DISORDER REDUCTION IMPACT

10.1 While there are no specific crime and disorder reduction considerations arising from this report, many voluntary and community organisations are involved in activities which promote the reduction of crime and disorder either through direct service provision or through participation in local and borough wide partnership arrangements.

11. REASONS FOR RECOMMENDATIONS/PROPOSED DECISION

The Compact agreed in 2002 is out of date and no longer fit for purpose. The recommendation, if agreed, will give Croydon a more effective Compact which reflects the changed relationship with the voluntary and community sector and its role in delivering public services. It will also bring Croydon into line with other local authorities, most of which have renewed or are in the process of renewing the compact in their areas.

12. OPTIONS CONSIDERED AND REJECTED

Croydon could do nothing and retain the existing 2002 Compact. This would leave the Council and the LSP with an outdated document which has little relevance to the current partnership relationships. This option is not therefore considered appropriate.

The second option considered is that the 2002 Croydon Compact could be formally wound up and not replaced. This would not, in itself, necessarily have a negative effect of the relationship with the voluntary and community sector – though it could be taken as such if the sector felt the Council and other statutory agencies no longer valued the relationship with the voluntary sector. However, it would leave Croydon without a formal reference point should issues arise in the future. Also, Croydon would then be the only local authority without a compact.

CONTACT OFFICER:

David Freeman
Voluntary Sector Manager

020 8604 7042 (47042)

BACKGROUND PAPERS

None

Croydon Compact

“The Compact is not just another document to be followed, but a way of working which enables those using it to better carry out their existing roles.”

Simon Blake, Chair of Compact Voice

Foreword

Cllr Mike Fisher
Chair of the Croydon Strategic Partnership

What is a Compact?

Compacts are partnership agreements between public bodies and the voluntary and community sector (VCS)¹ to improve their relationships and provide a framework within which the sectors can understand what to expect from each other, thereby enhancing their contribution to the local community.

The Croydon Compact

When its first Compact was launched in 2003, Croydon's became one of the first tripartite deals struck in the country, with the Primary Care Trust joining the Council and VCS as co-signatories. Having coterminous local and health authorities was a contributing factor, but the strength and tradition of partnership working in the borough provided the real foundations for this three-way sign-up to a Compact way of working. Between 2003 and 2010 Croydon made a strategic decision to integrate the Compact within its well established partnership structures and to align implementation with existing performance management systems such as the Local Area Agreement. This strategy paid off with Croydon becoming a consistent winner of Beacon awards between 2005 (*Getting Closer to Communities*) and 2010 (*Local Strategic Partnerships*).

Revitalising partnership working

The impact of the prolonged economic downturn and the reductions in statutory funding have tested relationships and the durability of Croydon's approach to partnership working. Reductions in some voluntary and community sector grant programmes have had an impact on some parts of the sector. In 2011, the August riots exposed underlying social problems demanding a joined-up cross sectoral response. Together, these events challenged partnership working in Croydon and invited the borough to discover new ways of bringing local agencies and communities together around shared goals.

The relaunch of Croydon's Compact forms part of a concerted effort to revitalise partnership working and to redefine its scope in the period of austerity. The remodelled Croydon Congress is pointing the way with its focus on the big issues, its emphasis on action and its flexible approach to bringing the appropriate people together. Without disturbing the bedrock of partnership working found in the thematic partnerships and their shadow community forums, the Congress is taking a dynamic approach to problem solving, as shown in its support for the post-riots investment programmes.

Compact Wins

Practical examples like this of how a Compact way of working is reasserting itself need capturing and presenting as 'Compact Wins'. Enough progress has been maintained on cross-sector involvement in policy development and on

¹ Note that for brevity, the term 'voluntary and community sector (VCS)' has been used throughout this document to refer to the voluntary, community, faith and social enterprise sectors.

accessing external funding to make the strong prospect of further Compact Wins realistic. To take some examples:

- The VCS has been involved in a wide range of service and strategy development, as reflected in the Partnership's *Stronger Communities Strategy*
- The Council's new *Commissioning Strategy* and its companion piece the *Social Value Toolkit for Commissioners* have acknowledged that "the third sector can play a powerful role in transforming the service landscape bringing innovation, value for money and inherent social benefits" and can "deliver better services and achieve better outcomes for the community, sometimes referred to as 'added value', than the statutory sector can achieve on its own".
- Solid partnership working was also at the heart of Croydon's successful Big Lottery bid that resulted in the new Family Power project – a good example of how the Compact way of working can lever in additional external funds. Funded through the Improving Futures programme at £899,991 for 3 years, Croydon Family Power combines evidence-based approaches to building child-empathy, enhancing parental capabilities and strengthening family resilience, with innovative community development work utilising the natural assets in our communities.

We could go on to give further examples – in relation to community involvement and volunteering - of how much there is to build on in Croydon when it comes to a Compact way of working. This relaunch will provide the Croydon Strategic Partnership with a fresh opportunity to re-establish Croydon's partnership credentials and to innovate new models of good practice.

Our shared Compact principles

The Croydon Strategic Partnership's aim is to ensure that quality services are provided to the people of Croydon. We recognise that there is added value in working in partnership towards common aims and objectives. The following principles underpin these aims:

- Community involvement and voluntary action are essential to the quality of life in Croydon. It is recognised that the VCS makes a valuable contribution to the economic, environmental and social development of Croydon
- The differences and diversity between the public sector and the VCS should be respected and valued
- In the development and delivery of services, the public sector and the VCS have distinct but complementary roles
- Each sector has its own set of responsibilities and constraints
- The independence of the VCS should be respected
- To maximise the effectiveness of the VCS, investment in its infrastructure is essential

- The relationship between the sectors should be open and respectful and demonstrate trust
- Each sector should strive for excellence and equality of access
- When working together contributions from each sector should be given equal consideration and respect
- Organisations in each sector have the right to contribute to and, if necessary, challenge matters that affect them

Compact outcomes

We believe that an effective partnership between the public sector and VCS organisations – the ‘Compact way of working’ – will help achieve the following outcomes:

1. A strong, diverse and independent VCS
2. An equal and fair society
3. Effective and transparent design and development of policies
4. Responsive and high-quality programmes and services
5. Clear arrangements for managing changes to programmes and services

In order to achieve these outcomes there are a number of undertakings required from both the VCS and the public sector.

Outcome 1: A strong, diverse and independent VCS

Undertakings for the public sector

- 1.1 Respect the independence of the VCS.
- 1.2 Recognise that volunteering adds value to public services and brings about positive benefits to local people and service users. Encourage volunteering to be undertaken by a high proportion of people across diverse backgrounds.
- 1.3 Ensure greater transparency by making data and information more accessible, helping the voluntary sector to challenge existing provision of services, access new markets and hold the public agencies to account.
- 1.4 Consider a range of ways to support voluntary sector organisations, such as enabling greater access to public sector premises and resources.
- 1.5 Ensure that where organisations are engaging volunteers requiring Disclosure and Barring Service (DBS) checks, the organisation covers the charge, not the volunteers, and work together to streamline processes for CRB checks to encourage volunteering.

Undertakings for the VCS

- 1.6 When campaigning or advocating, ensure that robust evidence is provided, including information about the source and range of people and communities represented.
- 1.7 Ensure independence is upheld, focusing on the cause represented, regardless of any relationship they have with the public sector, financial or otherwise.
- 1.8 Recognise that volunteering adds value to public services and brings about positive benefits to local people and service users. Encourage volunteering to be undertaken by a high proportion of people across diverse backgrounds.
- 1.9 Ensure that where organisations are engaging volunteers requiring Criminal Record Bureau (CRB) checks, the organisation covers the charge, not the volunteers, and work together to streamline processes for CRB checks to encourage volunteering.
- 1.10 Identify and nurture leadership within communities by emphasising its assets and positive strengths, as a base for building a network of caring people with the interests of their communities at heart

Outcome 2: An equal and fair society

Undertakings for the public sector

- 2.1 Work with voluntary sector organisations that represent, support or provide services to people specifically protected by legislation and other under-represented and disadvantaged groups. Understand the specific needs of these groups by actively seeking the views of service users and clients. Take these views into account, including assessing impact, when designing and implementing policies, programmes and services.
- 2.2 Acknowledge that organisations representing specific disadvantaged or under-represented groups can help promote social and community cohesion and should have equal access to funding.
- 2.3 Take practical action to eliminate unlawful discrimination, advance equality and to ensure a voice for under-represented and disadvantaged groups.

Undertakings for the VCS

- 2.4 Show how the value of the work can help the public sector deliver its duties on promoting equality and tackling discrimination.
- 2.5 Take practical action to eliminate unlawful discrimination, advance equality of opportunity and build stronger communities.

Outcome 3: Effective and transparent design and development of policies, programmes and public services

Undertakings for the public sector

- 3.1 Recognise that the VCS makes a valuable contribution to the economic, environmental and social development of Croydon.
- 3.2 Consider the social impact that may result from policy and programme development and, in particular, consider how these would impact local efforts to inspire and encourage social action and to empower communities.
- 3.3 Work with the voluntary sector from the earliest possible stage to design policies, programmes and services. Ensure those likely to have a view are involved from the start and remove barriers that may prevent organisations contributing.
- 3.4 Give early notice of forthcoming consultations, where possible, allowing enough time for VCS organisations to involve their service users, beneficiaries, members, volunteers and trustees in preparing responses. Where it is appropriate, and enables meaningful engagement, conduct 12-week formal written consultations, with clear explanations and rationale for shorter time-frames or a more informal approach.
- 3.5 Consider providing feedback to explain how respondents have influenced the design and development of policies, programmes and public services, including where respondents' views have not been acted upon.
- 3.6 Assess the implications for the sector of new policies and guidance, aiming to reduce the bureaucratic burden, particularly on small organisations.

Undertakings for the VCS

- 3.7 Promote and respond to public sector consultations where appropriate.
- 3.8 Seek the views of service users, clients, beneficiaries, members, volunteers and trustees when making representation to the public sector. Be clear on who is being represented, in what capacity, and on what basis that representation is being made.
- 3.9 When putting forward ideas, focus on evidence-based solutions, with clear proposals for positive outcomes.

Outcome 4: Responsive and high-quality programmes and services

Undertakings for the public sector

- 4.1 Ensure that VCS organisations have a greater role and more opportunities in delivering public services by opening up new markets in accordance with wider public service reform measures and reforming the commissioning environment in existing markets.
- 4.2 Consider a wide range of ways to fund or resource VCS organisations, including grants, contracts, loan finance, the use of premises and so on. Work to remove barriers that may prevent VCS organisations accessing government funding, thereby enabling smaller organisations to become involved in delivering services where they are best placed to achieve the desired outcomes.
- 4.3 Ensure transparency by providing a clear rationale for all funding decisions.
- 4.4 Commit to multi-year funding where appropriate and where it adds value for money. The funding term should reflect the time it will take to deliver the outcome. If multi-year funding is not considered to be the best way of delivering the objective, explain the reasons for the decision.
- 4.5 Ensure well managed and transparent application and tendering processes, which are proportionate to the desired objectives and outcomes of the programmes. Ensure that notification of funding decisions and that transfer of funds to successful organisations are within agreed timescales.
- 4.6 Agree with VCS organisations how outcomes will be monitored before a contract or funding agreement is made. Ensure that monitoring and reporting is relevant and proportionate to the nature and size of the opportunity.
- 4.7 Ensure equal treatment across sectors, including reporting and monitoring arrangements, when tendering for contracts.
- 4.8 Recognise that when VCS organisations apply for a grant, they can include appropriate and relevant overheads, including the costs associated with training and volunteer involvement.
- 4.9 Ensure delivery terms and risks are proportionate to the nature and value of the service.
- 4.10 Ensure that the widest possible range of organisations can be involved in the provision of services through appropriate funding and financing models.
- 4.11 Ensure all bodies distributing funds on behalf of the public sector adhere to the commitments in this Compact.
- 4.12 Encourage feedback from a wide range of sources on the effectiveness of the partnership between the public sector and VCS organisations and how successful it has been in delivering their objectives.

- 4.13 Seek out opportunities to explore joint funding bids with the VCS to maximise investment into the borough.

Undertakings for the VCS

- 4.14 Ensure eligibility for funding before applying and be explicit about how outcomes will be achieved.
- 4.15 Ensure robust governance arrangements so that organisations can best manage any risk associated with service delivery and financing models, including giving funders early notice of significant changes in circumstances.
- 4.16 Be open and transparent about reporting, recognising that monitoring, whether internal or external, is an aspect of good management practice.
- 4.17 Demonstrate the social, environmental or economic value of the programmes and services provided, where appropriate.
- 4.18 Help facilitate feedback from users and communities to the public sector to help improve delivery of programmes and services.
- 4.19 Recognise that the public sector can legitimately expect VCS organisations to give public recognition of its funding.
- 4.20 Seek out opportunities to explore joint funding bids with the VCS to maximise investment into the borough.
- 4.21 Taking responsibility for remodelling services to achieve preventative solutions to underlying social problems

Outcome 5: Clear arrangements for managing changes to programmes and services

Undertakings for the public sector

- 5.1 If a programme or service being delivered by a VCS organisation is encountering problems, agree with the organisation a timetable of actions to improve performance before making a decision to end a financial relationship.
- 5.2 Assess the impact on beneficiaries, service users and volunteers before deciding to reduce or end funding. Assess the need to re-allocate funds to another organisation serving the same group.
- 5.3 Where there are restrictions or changes to future resources, discuss with VCS organisations the potential implications as early as possible, give organisations the opportunity to respond, and consider the response fully, respecting sector expertise, before making a final decision.
- 5.4 Give a minimum of three months notice in writing when changing or ending a funding relationships or other support, apart from in exceptional circumstances, and provide a clear rationale for why the decisions has been taken.

Undertakings for the VCS

- 5.5 Plan for the end of funding to reduce any potential negative impact on beneficiaries and the organisation.
- 5.6 Contribute positively to reviews of programmes and funding practice.
- 5.7 Advise funders on the social, environmental or economic impact(s) of funding changes, particularly to minimise their effects on people in vulnerable situations
- 5.8 Advise funders if voluntary sector organisations are facing funding difficulties.
- 5.9 Contribute to the achievement of efficiency savings by maximising resources, cutting costs and collaborating more effectively

How do we implement the Compact?

The Compact is relaunched by the Croydon Strategic Partnership to provide a standard against which the actions of signatory organisations can be judged. Implementation of the Croydon Compact is monitored by the Chief Executives Group which brings together key agencies from the Croydon Strategic Partnership to ensure the people of Croydon have a sense of belonging and opportunity by fostering good relations, improving community empowerment and community cohesion, providing an environment for a thriving third sector, tackling disadvantage and promoting equality.

This monitoring will include highlighting good practice demonstrating the 'Compact way of working' – Compact Wins – and also problem-solving, providing opportunities for partners to flag up examples of where Compact principles have not been applied.

EQUALITY ANALYSIS

The Croydon Compact

Equality analysis enable us to target our services, and our budgets, more effectively and understand how they affect all our communities. It also helps us comply with the Equalities Act 2010.

This analysis has four sections

- 1: decide whether a full equality analysis is needed.
- 2: gathering evidence
- 3: determining actions
- 4: decision and next steps

Name of document			Croydon Compact EglA	
Version	Date reviewed	Date of next review	Reviewed by	Changes made
3	24-Jun-13	01-Jul-14	David Freeman	Add more rows as required

1. Decide whether a full equality analysis is needed

1.1 What are you analysing?

Question	Answer
What is the name of your change or review?	Croydon Compact
Why are you doing this?	Commissioned by Local Strategic Partnership following publication of the national Compact between the Government and the voluntary and community sector.
What is likely to be different when you have finished?	Agreed Compact between the Voluntary Sector and public bodies in Croydon
What will be the main outcomes or benefits from making this change?	The agreed principles and outcomes for engagement with the VCS and a set of undertakings from the voluntary sector and public bodies to achieve these outcomes will help ensure Croydon remains a place where there is an environment in which voluntary and community sector can thrive.
What stage is your change at now?	Endorsement by the Council

1.2 Who could be affected and how?

Question	Answer
Who are your internal stakeholders?	Members Commissioners officers involved in work with the VCs
Who are your external stakeholders?	LSP partner agencies Voluntary and Community Sector (VCS)
Does your proposed change relate to a service area where there are known or potential equalities issues?	Indirectly as many voluntary and community organisations (VCOs) are engaged in supporting people with protected equalities characteristics
Does your proposed change relate to a service area where there are already local or national equality indicators?	No
Would your proposed change affect any protected groups more significantly than non-protected groups?	The majority of VCOs support people with protected equalities characteristics either solely or principally.

Would your proposed change help or hinder the council in eliminating unlawful discrimination, harassment and victimisation in relation to any of the protected groups?	The Compact will help the Council is so far as it sets out principles and outcomes to improve the relationship between the Council and the VCS
Would your proposed change help or hinder the council in advancing equality of opportunity between people who belong to any protected groups and those who do not?	The Compact will help the Council is so far as it sets out principles and outcomes to improve the relationship between the Council and the VCS
Would your proposed change help or hinder the council in fostering good relations between people who belong to any protected groups and those who do not?	The Compact will help the Council is so far as it sets out principles and outcomes to improve the relationship between the Council and the VCS

1.3 Decision

If you answer "yes" or "don't know" to ANY of the questions in section 1.2, you should undertake a full equality analysis. This is because either you already know that your change or review could have a different/significant impact on protected groups (compared to non-protected groups) or because you don't know whether it will (and it might).

Decision	Response
No, further equality analysis is not required	
Yes, further equality analysis is required	Full EqIA required
Officers that must approve this decision	Date
Report author	David Freeman
Director	Sharon Godman

Please email this completed form to data.equalities@croydon.gov.uk, together with an email trail showing that the your director has approved it.

1.4 Feedback from the corporate equalities team

Name of equalities officer	
Date received by equalities officer	
Should a full equality analysis be carried out?	

Please send this document to
- the person responsible for making the decision
- democratic services, the corporate programme office or procurement as appropriate in time for the relevant decision making meeting

2. Gathering evidence

2.1 Could your proposed change or review affect some protected groups more significantly than non-protected groups?

Protected group	Description of potential positive impact	Description of potential negative impact	Evidence	Source of evidence
Age	The VCS has a key role in delivering community based services to people with this protected characteristic. The Compact should improve the capacity of these organisations to influence the commissioning of services which are relevant to people with this protected characteristic. It should also ensure VCOs have access to opportunities to deliver services to this group.	None	<p>Croydon Voluntary Action has carried out a consultation exercise with stakeholders through its website, mailings, meetings of the Voluntary Sector Alliance, one to one discussions with VCOs and public bodies. This consultation has included VCOs which represent the interests of people in this protected group and service providers. The draft Compact was published on the CVA website on 21 January 2013. invitations to comment have been published in all subsequent CVA bulletins (circulation c.2000). The Compact has been discussed at two Voluntary Sector Alliance meetings and about 20 one to one interviews have been conducted. the Compact has also been discussed by the LSP CEs Group.</p> <p>CVA reports that all of the responses to the consultation has been positive and that groups representing people with protected equalities characteristics believe it should have positive benefits.</p> <p>The number of registered VCOs in Croydon which say they represent or provide services for people with this protected characteristic are 340 (young people under 25) and 43 (Older people over 50).</p>	Croydon Voluntary Action register of voluntary and community organisations in Croydon. The total number of registered organisations is 1,200.
Race/ethnicity	The VCS has a key role in delivering community based services to people with this protected characteristic. The Compact should improve the capacity of these organisations to influence the commissioning of services which are relevant to people with this protected characteristic. It should also ensure VCOs have access to opportunities to deliver services to this group.	None	<p>As above</p> <p>The number of registered VCOs in Croydon which say they represent or provide services for people with this protected characteristic is 230.</p>	Croydon Voluntary Action register of voluntary and community organisations in Croydon. The total number of registered organisations is 1,200.
Gender and gender reassignment	The VCS has a key role in delivering community based services to people with this protected characteristic. The Compact should improve the capacity of these organisations to influence the commissioning of services which are relevant to people with this protected characteristic. It should also ensure VCOs have access to opportunities to deliver services to this group.	None	<p>As above</p> <p>The number of registered VCOs in Croydon which say they represent or provide services for people with this protected characteristic is not known.</p>	Croydon Voluntary Action register of voluntary and community organisations in Croydon. The total number of registered organisations is 1,200.

Disability and long term illness	The VCS has a key role in delivering community based services to people with this protected characteristic. The Compact should improve the capacity of these organisations to influence the commissioning of services which are relevant to people with this protected characteristic. It should also ensure VCOs have access to opportunities to deliver services to this group.	None	As above The number of registered VCOs in Croydon which say they represent or provide services for people with this protected characteristic is 184.	Croydon Voluntary Action register of voluntary and community organisations in Croydon. The total number of registered organisations is 1,200.
Religion or belief	The VCS has a key role in delivering community based services to people with this protected characteristic. The Compact should improve the capacity of these organisations to influence the commissioning of services which are relevant to people with this protected characteristic. It should also ensure VCOs have access to opportunities to deliver services to this group.	None	As above The number of registered VCOs in Croydon which say they represent or provide services for people with this protected characteristic is 151.	Croydon Voluntary Action register of voluntary and community organisations in Croydon. The total number of registered organisations is 1,200.
Sexual orientation	The VCS has a key role in delivering community based services to people with this protected characteristic. The Compact should improve the capacity of these organisations to influence the commissioning of services which are relevant to people with this protected characteristic. It should also ensure VCOs have access to opportunities to deliver services to this group.	None	As above The number of registered VCOs in Croydon which say they represent or provide services for people with this protected characteristic is 3.	Croydon Voluntary Action register of voluntary and community organisations in Croydon. The total number of registered organisations is 1,200.

2.2 Is there any evidence missing? If so, how will you gather this missing evidence?

None				

3. Determining actions

3.1 How can you minimise the potential negative impacts of your change?

Protected group	Potential negative impact	Likelihood score	Strength score	Overall impact score	Action
Age	None				
Race/ethnicity	None				
Gender and gender reassignment	None				
Disability and long term illness	None				
Religion or belief	None				
Sexual orientation	None				

3.2 How can you maximise the potential positive impacts of your change?

Protected group	Potential positive impact	Likelihood score	Strength score	Overall impact score	Action
	Copy all the potential positive impacts from section 2.2.	Choose from the table below	Choose the highest relevant score from the table below	This will be inserted automatically	What can you do to maximise the positive impact? Add these actions to your project plan. Only include the actions that you can resource.
Age	The VCS has a key role in delivering community based services to people with this protected characteristic. The Compact should improve the capacity of these organisations to influence the commissioning of services which are relevant to people with this protected characteristic. It should also ensure VCOs have access to opportunities to deliver services to this group.	4	5	20	Reduce barriers to gaining access to commissioning opportunities, particularly those representing people with protected characteristics, through the Council's Commissioning Task Group and successor bodies. Using 'Compact compliance' as a performance measure relating to the Council's relationships with the voluntary and community sector. Promoting opportunities for organisations representing people with protected characteristics to be involved in the Local Strategic partnership arrangements through Congress and the LSP Boards
Race/ethnicity	As above	4	5	20	As above
Gender and gender reassignment	As above	4	5	20	As above

Disability and long term illness	As above	4	5	20	As above
Religion or belief	As above	4	5	20	As above
Sexual orientation	As above	4	5	20	As above

Likelihood score		
5	Most certain	In more than 80% of the circumstances
4	Most likely	In 51-80% of circumstances
3	Possible	In 21-50% of circumstances
2	Unlikely	In 6-20% of circumstances
1	Rare	In 5% of circumstances or less

Strength score	Eliminate discrimination, harassment or victimisation	Advance equality of opportunity between different groups	Degree of impact
5	Several protected groups in more than one category (eg religion and gender) would be differently affected (compared to non-protected groups).	Several protected groups in more than one category (eg religion and gender) would be differently affected (compared to non-protected groups).	Very great impact
4	Several protected groups in one category (eg religion) would be differently affected (compared to non-protected groups)	Several protected groups in one category (eg religion) would be differently affected (compared to non-protected groups)	Great impact
3	All of one protected group would be differently affected (compared to non-protected groups)	All of one protected group would be differently affected (compared to non-protected groups)	Some impact
2	The majority of one protected group would be differently affected (compared to non-protected groups)	The majority of one protected group would be differently affected (compared to non-protected groups)	Little impact
1	A minority of one protected group would be differently affected (compared to non-protected groups)	A minority of one protected group would be differently affected (compared to non-protected groups)	Minimal impact

4. Decision

4.1 Based on the information in sections 1-3, what are you going to do?

Decision	Definition	Yes/no
We will not make any major change to our project because it already includes all appropriate actions	Our assessment shows that there is no potential for discrimination, harassment or victimisation and that our project already includes all appropriate actions to advance equality and foster good relations between groups.	Yes
We will adjust our project	We have identified opportunities to lessen the impact of discrimination, harassment or victimisation and better advance equality and foster good relations between groups through our project. We are going to take action to change our project to make sure these opportunities are realised.	
We will continue our project as planned because it will be within the law	We have identified opportunities to lessen the impact of discrimination, harassment or victimisation and better advance equality and foster good relations between groups through your project. However, we are not planning to implement them as we are satisfied that our project will not lead to unlawful discrimination and there are justifiable reasons to continue as planned.	
We will stop our project	Our project would have adverse effects on one or more protected groups that are not justified and cannot be lessened. It would lead to unlawful discrimination and must not go ahead.	

4.2 Next steps

Does this analysis have to be considered at a scheduled meeting?	Cabinet 15 July 2013	
When and where will this equality analysis be published?	Council website as part of Cabinet Agenda	
When will you update this analysis?	Annually as part of review of Compact	

4.3 I confirm that the information in sections 1 - 4 is accurate, comprehensive and up-to-date

Officers that must approve this decision	Name and position	Date
Report author	David Freeman	12-Jul-13
Director of division		

Email this completed form to data.equalities@croydon.gov.uk, together with an email trail showing that the director is satisfied with it.

4.4 Feedback from the corporate equalities team

Name of equalities officer		
Date received by equalities team	Please send an acknowledgement	
Feedback on decision		

Please send this to the report author and democratic services, corporate programme office and procurement team as appropriate