

**SALFORD**

**Social  
Inclusion**

**Code of  
Good  
Practice**

**COMPACT**

**Social Inclusion Code  
of Good Practice April  
2006  
Revised September 2007**

This Code of Good Practice should be read in conjunction with the other codes of good practice available: Funding and Procurement, Community Involvement, Partnerships & Networks and Volunteering.

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# Social Inclusion Code of Practice

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## **Preamble**

The Social Inclusion Code of Good Practice highlights the key role for community organisations within the Compact and recognises the importance of the community sector in reaching and in working with the most socially excluded people in Salford.

The theme of Social Inclusion underlies the Compact and all its Codes. It is seen as an aspiration, along with Community Cohesion, which will take time and resources to achieve.

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## Definitions

Differences between voluntary organisations and community groups can be difficult to define in a sector which includes national and international organisations such as Oxfam and Barnardo's on the one hand and the local Parent and Toddler self-help group on the other.

However, it is important to acknowledge differences honestly and try to define them.

The table at Appendix A is adapted from the government's Compact Code of Good Practice on Community Groups and is an attempt to show the range covered by the Voluntary and Community Sectors.

Social and Community Enterprises are not covered by the table and a definition is included at Appendix B.

## Community Cohesion

Following widespread consultation, the Commission on Integration and Cohesion developed the following definition.

An integrated and cohesive community is one where:

- There is a clearly defined and widely shared sense of the contribution of different individuals and different communities to a future vision for a neighbourhood, city, region or country
- There is a strong sense of an individual's rights and responsibilities when living in a particular place – people know what everyone expects of them, and what they can expect in turn
- Those from different backgrounds have similar life opportunities, access to services and treatment
- There is a strong sense of trust in institutions locally to act fairly in arbitrating between different interests and for their role and justifications to be subject to public scrutiny
- There is a strong recognition of the contribution of both those who have newly arrived and those who already have deep attachments to a particular place, with a focus on what they have in common
- There are strong and positive relationships between people from different backgrounds in the workplace, in schools and other institutions within neighbourhoods.

In simple terms, when we talk about Community Cohesion in Salford we mean;

Feeling comfortable and positive about living and working alongside your neighbours

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## Social Inclusion

Inclusion is a process where the varying needs of a community, and the groups which constitute it, are recognised, prioritised and met. It is the positive management of diversity, to which all organisations should aspire. Inclusion is the process of reducing social exclusion.

Social inclusion is a process which ensures that the diverse needs of people in Salford are considered when agencies are consulting and involving the community, planning and delivering services or creating opportunities for volunteering.

It is a process whereby agencies ask themselves how easy it will be for a range of different people to access their event or activity. It is also important to think about a wider range of issues, such as time and place of events, public safety, access to transport etc.

It can be useful to have a checklist of groups commonly excluded (see overleaf), but this is by no means a finite list.

(From Salford Partnership Social Inclusion Framework)

## **Examples of Groups Who May Experience Disadvantage and Exclusion**

- people with learning difficulties
- people with physical disabilities
- people with sensory impairments
- people from minority ethnic groups
- people with mental health conditions
- people with physical health conditions
- refugees and people seeking asylum
- young people
- older people
- lesbian, gay, bi-sexual and transgender people
- women
- people with low educational attainment and skill level
- lone parents
- people with carer responsibilities
- people living in a poor or low status neighbourhood
- faith groups

(Adapted from Salford Partnership Social Inclusion Framework)

This list is not definitive. It is acknowledged there may be other groups who could be included.

## Aims

- To recognise the diversity of the voluntary and community sectors and their contribution to social inclusion and community cohesion
- To ensure that people who suffer social and/or economic exclusion have equal rights and opportunities to access ways of influencing the policies and services which affect them through effective engagement with groups that represent them
- To recognise the differences between the voluntary and community sectors
- To ensure equality for small grass roots community groups which represent the most socially excluded people
- To recognise the valuable role that the voluntary and community sector can play in building cohesion and promoting interaction at a local level

## Joint Commitments / Shared Values

- recognise and respect diversity
- work in partnership to tackle social exclusion
- recognise that the needs and infrastructure of the community sector – including socially excluded groups – may be different to that of the voluntary sector
- acknowledge that in the interests of wider and/ or future social inclusion it may be necessary for some groups to exclude others e.g. provision for women only etc
- recognise that accessing socially excluded groups will have resource implications for which both funders and service providers must budget
- ensure the widest possible engagement by using different approaches for engagement with different types of group
- understand the need for cultural sensitivity when engaging with any community
- be creative in consulting and engaging with socially excluded communities
- develop joint public/voluntary sector/community sector training to support community engagement using local skills, knowledge and expertise
- work with community sector partners to “Access Checklist” to guide partners in their engagement with socially excluded groups, including case good practice in community engagement
- Recognise and build on the potential for groups to come together to jointly access funding and support for shared activities that enable interaction and build cohesion

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## Public Sector Commitments

- ensure the various socially excluded groups have representation at appropriate strategic and service delivery partnerships and networks
- ensure support is available to enable community groups to participate in policy or service development in whichever ways are appropriate and possible for them
- include socially excluded groups in Best Value Reviews where possible and appropriate
- be proactive in the recruitment of socially excluded groups in the engagement process
- Ensure that socially excluded groups have fair and equal access to public sector funding programmes, and ensure that decision-making on funding applications is transparent
- recognise and minimise the potential for competition between voluntary and community organisations
- ensure criteria for small grants are commensurate with the size of the grant so as not to further exclude socially excluded groups
- accept there may be higher risks in funding small community groups in socially excluded communities
- accept that not all communities will wish to be consulted or 'engaged' with
- encourage and support the development of consortium bids for delivering services which include community groups working in socially excluded communities
- support community groups to achieve Quality Standards

## **Voluntary Sector Commitments**

- accept that the community sector, including socially excluded groups, may have different needs and interests
- consult the community sector – including socially excluded groups – when asked to provide representation on partnership organisations and networks
- support community sector as well as voluntary sector interests on partnerships
- be aware of and acknowledge openly conflicts of interest when they arise

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## Community Sector Commitments

- accept that representatives on partnerships and networks should be selected through an open and transparent process and be accountable to those who elected them
- develop realistic and achievable ways for representatives to report back to and consult with those who are represented
- be aware of and acknowledge openly conflicts of interest when they arise
- accept the need for proper governance and accountability when in receipt of public funds
- accept the need to deliver outcomes in line with accepted city-wide strategic priorities
- work with partners to achieve Quality Standards in the delivery of services where appropriate
- accept that the public sector has finite resources for engagement with socially excluded groups and work in partnership to ensure maximum effectiveness for community engagement
- encourage involvement, engagement and partnership working within and across sectors
- co-operate with appropriate voluntary sector organisations

## Appendix A

### Definitions

The following table is from the Government Compact Code of Good Practice on Community Groups and is an attempt by the Compact Working Party to define the typical features of voluntary organisations and community groups.

|   |              |  |
|---|--------------|--|
| ←   | <b>RANGE</b> | →  |
| <b>Community groups</b>   |              | <b>Voluntary organisations</b>   |
| <ul style="list-style-type: none"> <li>• Member led (where the community controls direction and purpose)</li> <li>• Neighbourhood, village or community of interest</li> <li>• Less formal structure</li> <li>• Lower or no income</li> <li>• Membership based</li> <li>• Self help and mutual support</li> <li>• Providing informal and autonomous (independent) services</li> <li>• Representing community interests, tenants, residents and community members</li> </ul> |              | <ul style="list-style-type: none"> <li>• Staff led</li> <li>• Wider geographical area</li> <li>• More formal structure</li> <li>• Higher income</li> <li>• Client-based</li> <li>• Support and development</li> <li>• Providing specialist or contracted services</li> <li>• Supporting client groups</li> </ul> |

## **Appendix B**

### **Social Enterprise**

'Usually, but not always, non-profit-distributing enterprises but they take many institutional forms, including voluntary, cooperative, mutual or companies limited by guarantee. They seek high levels of accountability to their stakeholders. Social enterprises are increasingly recognised as part of a crucial third sector, distinguishing them from the public and private sectors.'

Source: The Directory for Social Entrepreneurial Organisations

### **Community Enterprise**

Combines community-led action with business activities aimed at economic development and social gain. Community enterprises have explicit social aims and are accountable to their communities. They are independent but work in partnership with others.

Source: The CDX website: [www.cdx.org.uk/resources/glossary](http://www.cdx.org.uk/resources/glossary)

## Key Contacts

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To formally sign up to the Compact or for more information visit: [www.salfordcvs.co.uk/salford-cvs/salford-compact](http://www.salfordcvs.co.uk/salford-cvs/salford-compact)

Copies of all the Codes of Practice are also available here.

Alternatively, email: [office@salfordcvs.co.uk](mailto:office@salfordcvs.co.uk)  
or telephone 0161 787 7795.



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