

BRIDGEND COMPACT

TRAINING

DRAFT CODE OF PRACTICE

Introduction

The Bridgend Compact is a partnership agreement which supports strategic working relations between the third sector and the public sector in Bridgend County.

It is written in a spirit of mutual respect and understanding and provides a framework for developing shared aims and objectives to improve the quality of life of people in the local community and to provide them with effective support.

The Compact Implementation Plan (to be developed following adoption of codes of practice) will set out the objectives that support continuous improvement and development relating to the Compact themes. This is one of the Codes of Practice that has been produced by the Bridgend Compact Liaison Group.

What Is Training

Training is a learning process that involves the acquisition of knowledge, sharpening of skills, concepts, rules, or changing of attitudes and behaviours to enhance performance.

Aims of the Training Code of Practice:

- To develop training opportunities that will benefit people living and working in Bridgend County and share best practice examples across all agencies;
- To develop a consistent and transparent approach to the provision of training, including needs analysis, design, delivery and monitoring/evaluation;
- To develop greater understanding and respect for each other's roles, strengths, capacity and resources in relation to the provision and management of training opportunities;

The Role of the Third Sector in Training

The third sector is often ideally placed to identify the training needs of citizens and communities, including social enterprises to enhance existing service delivery arrangements.

Expertise and **Experience** including:

- supporting a range of complex individual and community needs;
- addressing gaps in provision or meeting needs that are better informed by third sector input;
- working with people excluded from traditional provision;
- drawing on individual and community resources;
- tailored interventions;
- innovative models of service.

Comprehensive experience and knowledge of **Training** – the third sector has a strong understanding of the needs and requirements of paid staff, volunteers and community organisations, focussing on developing the confidence and abilities of people and communities.

It's position as an **independent** and **respected** provider of training and learning opportunities.

Code of Practice

All parties will:

- Contribute to developing training opportunities for the people of Bridgend County;
- Facilitate the provision of training by sharing resources such as venues, staff time etc to remove any barriers or obstacles to training;
- Make explicit mention of this code in appropriate documents (including individual partnership terms of reference, policy, press releases and publications) and agree to adhere to it;
- Seek to engage a diverse range of communities in training.
- Support joint training of staff and secondment opportunities;

- Commit to the training and up skilling of members, employees and volunteers of their own organisations.

Public sector organisations will:

- Recognise the expertise and experience that the third sector can offer in providing training;
- Recognise the importance of the third sector in providing access to information, support, networking opportunities, training and capacity building for community groups particularly at the local level;
- Investigate the feasibility of making training for statutory sector employees available to volunteers of community groups, when spaces are available and the training is appropriate. Shared training opportunities can improve mutual understanding;
- Support a training programme that will improve the skills, knowledge and confidence of paid staff and volunteers and more effectively focus their energy and experience;
- Identify, where possible, venues and equipment that might facilitate training opportunities which could be made available to voluntary organisations;
- Commit to sharing best practice with the third sector and investigate the potential of developing in-house training opportunities around areas of staff expertise.

The Third Sector & BAVO will:

- Encourage paid staff and volunteers to take advantage of the training offered in the area;
- Support the work of umbrella and infrastructure organisations in the county to enable them to provide information, support, training and resources for voluntary and community organisations;
- Recognise that there are opportunities for all sectors to share capacity with the public sector, including venues, equipment, training and expertise;
- Identify training and development opportunities and providers across all sectors.

Supporting Documents

- The Bridgend Compact 2011
- Code of Practice on Commissioning
- Code of Practice on Partnership Working
- Code of Practice on Volunteering
- Mediation and Disputes Resolution Process

Implementation and Monitoring

This Code of Practice will be circulated to all partnerships in Bridgend.

The Local Service Board will promote the Code and make reference to it as appropriate.

This is one of the Codes of Practice that has been produced by Bridgend's Compact Liaison Group.

Its implementation will be monitored and reviewed as part of the Compact Implementation Plan. Any issues arising from the Code that are considered through the Compact Mediation and Disputes Process will also be monitored by the Compact Liaison Group.