



TERMS OF REFERENCE OF THE DERBYSHIRE PUBLIC SECTOR COMPACT

Purpose

The purpose of the Derbyshire Public Sector Compact is to improve the quality of the public services in the county through effective collaborative workforce development and planning

Aims

The Compact aims to:

- bring together public service sector employers in Derby City and Derbyshire, and through collaborative working bring together a wide range of skills, knowledge and experiences in the field of human resources, staff training, learning and development
- strengthen the skills of Derbyshire's Public Sector workforce through:-
 - the identification of current and emerging major training needs of member organisations.
 - the identification of common skills areas to allow training and development programmes to be developed that meet the needs of the Public Sector as a whole.
 - responding to unsatisfied skills demands by working together to seek the bridging of gaps in provision.
 - promoting access to recognised and relevant courses and qualifications that are designed to equip public service sector with the necessary skills they need to improve.
- create opportunities for partnership working amongst organisations to improve relationships and collaboration.
- raise the profile and perceived value of the Public Service Sector making it both a preferred career option and a route to career progression, particularly for under represented groups in the county.
- develop, publicise, promote and celebrate the common aims, priorities and achievements of the Compact.



Mode of Operation

The main methods of operation will be:

- as a self sustaining Compact managed through a representative Steering Group and to be active through the participation of members in a network of sub groups. The first groups are likely to include:
 - Learning and Development (including Leadership and Management Mentoring and Shadowing).
 - Recruitment, Retention and Diversity (including marketing, Apprenticeships, and community engagement).
- working either formally or informally in partnership with other members.
- supplemented by publicity materials and events to support the delivery of activity and widen the Compact's membership
- to identify and support areas of Compact activity that lend themselves to regional networking across the East Midlands

The Role of the Steering Group

The Role of the Steering Group is to:

- address the workforce development interests of Compact member organisations in Derby City and Derbyshire
- to review on an annual basis the terms of reference for the Compact
- agree an action plan to reflect the priorities of the Compact and how these will be taken forward
- agree, steer and monitor network groups to produce their own action plans and report back to the Steering Group in a timely and effective way
- inform the planning of events and publicity to support the Compact and develop its membership
- support the effective working of the sub groups
- inform plans for longer term sustainability of the Compact
- promote diversity and new and flexible career opportunities in the public sector



The Membership

All employees of public sector organisations in Derbyshire are eligible to become members. For this purpose, the LSC National Office definition of public sector is used and covers the following: (i) *Social Care*, (ii) *Prison Service* (iii) *Police*, (iv) *Probation Service*, (v) *Youth Justice Board*, (vi) *Fire Service*, (vii) *Ambulance Service*, (viii) *Health and Blood Service*, (ix) *Central Government Agencies and Departments*, (x) *Local Government*, (xi) *Armed Forces*, (xii) *Universities*, (xiii) *Schools*, (xiv) *Further Education Colleges*, (xv) *Court Services* and (xvi) *Children's Services*.

Additionally the Compact will collaborate with other representative groups (e.g. Local Government East Midlands) who may be invited to participate in Compact activity. The LSC are invited to be active members of both the Steering Group and the wider Compact.

The Participation of the Voluntary and Community Sector

Some parts of the Public Sector are heavily dependent on the Voluntary and Community Sector (VCS) to deliver its organisational objectives. Because of the broad scale of both of these sectors, the Compact will initially only encompass the Public Sector and other groups as defined above and limit the representation of the Voluntary and Community sector at Steering Group level to the participation of DLDC. In its initial stages, the priority of the Compact is to establish a robust and effective means of delivering its purpose. If as the Compact develops it becomes appropriate to include other parts of the VCS, it can be considered.

Publicity and Marketing

A brand for the Derbyshire Public Sector Compact will be developed by the Steering Group and used to promote the concept. Common branding of projects that are running under the Compact umbrella will reinforce the message to stakeholders. Publicity and information material, and websites produced by partners relating to joint Compact projects will follow agreed Compact branding guidelines in order to establish a clear link between projects and the Compact.

Equality and Diversity

In delivering its purpose, members of the Compact agree to promote fair treatment of people, irrespective of their race, colour, religion, political opinions, ethnicity, nationality, disability, transgender, age, sexual orientation, or marital status.