



TERMS OF REFERENCE OF THE NORTHAMPTONSHIRE PUBLIC SERVICES SECTOR COMPACT

Purpose

The purpose of the Compact is to facilitate a collaborative approach to sharing information, promote the exchange of good practice, encourage more people to join the public services sector making it a preferred employment choice, and take action around key issues related to workforce improvement and development in the public services sector in Northamptonshire.

Status

Acceptance of these Terms of Reference will signal a voluntary commitment by members of the Compact to work together to a common purpose.

Aims

The Compact aims to:

- Bring together public service sector employers in Northamptonshire including those employers providing training opportunities for adults through collaborative working
- Strengthen the skills of Northamptonshire's public sector workforce deploying a variety of approaches to bridge gaps in provision and where appropriate develop tailored courses for the sector
- 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 young people and under represented groups in Northamptonshire
- Support the provision of information, advice and guidance (IAG) by Connexions, providers of nextstep IAG services for adults and other providers of IAG services to promote and encourage the interest in the sector
- To create opportunities for public sector organisations to stimulate opportunities for employment, training and development within their organisations for individuals across the age spectrum
- Support the work of the local Education Business Partnership (EBP) in stimulating demand for young people to consider public service sector careers
- 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 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 & Shadowing and Skills for Life)
 - 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.

The Role of the Steering Group

The Role of the Steering Group is to:

- address the workforce development interests of Compact member organisations in Northamptonshire
- review on an annual basis the Terms of Reference of 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

Publicity and Marketing

All publicity and marketing materials developed in the name of the Compact will be produced by the facilitating organisation in accordance with branding guidelines agreed by the Steering Group.

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.