

Salford Compact

Code of Good Practice Social Inclusion



Salford City Council

Reviewed
2024

Context

The Social Inclusion Code of Good Practice highlights the key role for community organisations within the Compact and recognises the importance of the VCSE 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.

This Salford Compact Code of Good Practice should be read in conjunction with the other Codes of Good Practice available:

- Community Involvement,
- Partnerships and Networks,
- Social Inclusion
- Volunteering

Definitions

[A] 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.**

[B] 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 that 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, 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
- Disabled people
- 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, bisexual 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

Aims of this document

- To recognise the diversity of the VCSE sector and the 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 that 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 grassroots community groups which represent the most socially excluded people
- To recognise the valuable role that the VCSE sector can play in building cohesion and promoting interaction at a local level

Joint commitments and 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 those 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, VCSE 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

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

VCSE 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
- 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
- Cooperate with appropriate voluntary sector organisations

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