

## TALKING TRUST

Compiled by the VCI GRID (Voluntary, Community and Independent Sector GRoup Influencing Developments)

### Active Engagement

Recommendations	Where are we up to?	Action	Who	By when	Measures/ Milestones	Update
Identify and deploy resources to engage the VCI as early as possible, ideally ahead of the establishment of the Children's Trust	A representative from the VCI Sector is a member of the Children's Trust Board/LAA Board for the Children's block.	The VCI representative on the Children's Trust Board will ensure regular two-way communication with the VCI GRID.	VCI representative on Children's Trust	Bi-monthly	communication between GRID members and VCI rep	<p>A VCI representative from the GRID attends the Children's Trust Board</p> <p>A VCI representative from the GRID also attends the Derbyshire Safeguarding Children's Board</p> <p>The GRID is currently in negotiation to see whether it would be possible to have a member of the GRID attend the Children's Trust Steering Group</p>

	<p>Forum Events have taken place in each district across the County to identify the contribution the VCI Sector is already making to the Children and Young People's Plan, to provide information regarding the development of the Children's Trust and to engage the VCI Sector in future development. These forum events take place every 2 months in each district. (NC377A) Any reports from the events are posted on the Children's Trust and CVS websites</p>	<p>Local VCI providers will have opportunity to engage as early as possible in the development of the Children's Trust through attendance at the district forum events.</p>	<p>GRID members  CVSs</p>	<p>Bi-monthly</p>	<p>Regular Attendance and input at district events  All district events reports are available on the web page</p>	<p>There has been an increase in attendance at the roadshows  The targets have been clarified by district with GRID and development workers  All GRID member details are now on the web site</p>
	<p>A VCI Co-ordinator has been seconded from Connexions to work with the Head of Service Partnership and Commissioning for 3 days a week. From April 2007 it is intended that this post be full-time working to ensure the engagement of the VCI Sector in the future development of the Children's Trust</p>	<p>The VCI Coordinator to have the post confirmed and work full time from April 2007.</p>	<p>Head of Service Partnership Development &amp; Commissioning  VCI Coordinator</p>	<p>April 2007</p>	<p>VCI Coordinator in post</p>	<p>The VCI Coordinator is now full time. In addition there are also 3 development workers with 27 hrs per week. The impact of this work will be evaluated.</p>
<p>Develop an overall strategy in partnership with the VCI. This could be part of, or run concurrently with the</p>	<p>VCI Group Identifying Developments (GRID) has been established that meets every 2 months and is the link between the district events and local providers and the</p>	<p>The VCI GRID to develop an overall strategy for development and contribution to the Children and Young People's Plan.</p>	<p>GRID VCI Coordinator</p>	<p>January 08</p>	<p>Strategy in place</p>	<p>Strategy to be completed January 2009. This has been delayed whilst awaiting clarification of</p>

Children and Young People's Plan	Children's Trust Board. (NC3377)					roles and responsibilities of GRID members
	The Reference Group has been engaged in completing the Talking Trust documentation	The GRID to give consideration to how the contributions of the VCI sector may be collected and collated on an on-going basis, in accordance with the Children and Young People's Plan.	GRID VCI support team	September 07	July 08	An induction process is now in place for all GRID members and includes consideration of how to best collate the views of VCI sector providers.
	Collation of the contributions of the VCI Sector to the Children and Young People's Plan will be a substantial part of the review of the plan and contribute to future development		GRID VCI support team	January 08	Annually	Achieved for 2008 and planned for 2009. The GRID will clarify feedback mechanisms.
Develop the means for effective participation in strategic and operational decision making	Two members from the GRID are responsible for giving feedback to the local providers in each district and to hearing from them things that they would like to be discussed strategically and fed back to the Children's Trust Board.  Please see attached documentation (NC3382)	Members of the GRID to become the sectors advocates for local VCI providers.	GRID	July 08	Local VCI reps in position	Discussion following the GRID away day has clarified the role of the GRID members and the support that they may expect from the Development Workers.
		The VCI representative on	VCI Coordinator	Ongoing	Regular	The VCI

		the Children's Trust Board to be supported by the VCI Coordinator in effective, strategic and operational decision making.	+ VCI representative		communication between VCI rep and VCI coordinator	Coordinator meets with the Children's Trust representative of the GRID every month  An induction process is now in place for GRID members.
Work with the breadth of VCI organisations, including social enterprises and small community organisations, such as: black and minority ethnic, faith, disability, lesbian, gay, bisexual, and transgender, women's and rural groups. A mapping exercise may be required to identify the breadth of local services	The VCI District Forum is open to all organisations providing services for children and young people in families between the ages of birth and 25 years  A list of those attending the events is attached (NC3393)  A list of reference group members is also attached (NC3459)	The VCI GRID to consider ways of better engaging those organisations who work primarily with people who are under-represented as service users.  The VCI Coordinator to work with others in mapping the breadth of local services and identifying gaps in provision.	GRID members/VCI team  VCI Coordinator + team	September 08  December 08	Action Plan produced  VCI comprehensive database linked with DCC directory	During 2009/10 GRID representatives will work together to develop a plan for their area, identifying how best to ensure that the breadth of the VCI organisations are aware of and included in further developments.
Create multiple routes for engaging the VCI. This could mean creating	A Web Page is planned on the Children's Trust Website specifically for the VCI Sector. This will include links to other	Consultation to take place with the GRID and local providers regarding the content of the web page.	VCI Coordinator	Ongoing September 08	Evaluation exercise carried out and review report produced	There is increased use of the VCI web page and

<p>opportunities for organisations with volunteers who are not available during the day to participate in consultations or contribute to local decision making processes</p>	<p>parts of Derbyshire Children's Trust Website and to national sources of useful information</p> <p>An email contact list is being created so that information is widely available</p> <p>Documentation, reports etc are also sited on the CVS website following the district events</p> <p>Handouts are included at each event so that participants can take information away with them for sharing within their organisation</p> <p>The email and telephone contact for the VCI Co-ordinator is made widely available</p>	<p>The e-mail contact list to be available as a link from the website.</p> <p>The VCI Coordinator to be guided by the GRID and local providers in documentation, reports etc that would be useful to have on the web site.</p>	<p>VCI Coordinator</p> <p>GRID Local providers VCI coordinator</p>	<p>December 07</p> <p>Ongoing</p>	<p>to members annually</p> <p>Contact list available on website</p> <p>Reports and documents available for VCI providers on webpage</p>	<p>targets will be set for 2009/10</p> <p>The web page is updated regularly and during 2009/10 we will hope to include a case study from each of the districts.</p> <p>Local newsletters including those of infrastructure organisations will be used to publicize district events.</p>
<p>Support organisations to build their capacity. Some smaller VCI</p>	<p>Derbyshire's Children's Trust has created 5 posts (including admin support) to provide support to the VCI sector.</p>	<p>To confirm appointment to the 5 new posts providing support to the VCI sector.</p>	<p>Head of Service Partnership Development and</p>	<p>September 07</p>	<p>VCI support team in place</p>	<p>The VCI support team is now in place.</p>

<p>organisations might be best placed to work with a particular group of children or young people but may not be ready to manage the demands of a substantial contract eg hiring staff for the first time. However, one full time post could result in more work being delivered through an already committed group of volunteers</p>	<p>The VCI GRID has contributed to the development of the commissioning strategy.</p>	<p>Seek the VCI sector view of the commissioning strategy and amend the strategy accordingly.</p>	<p>Commissioning  Head of Service Partnership Development and Commissioning</p>	<p>September 07</p>	<p>Commissioning Strategy in place</p>	<p>Commissioning processes were agreed by the Children's Trust in July 2008, these are based on the consultation with VCI providers in each of the 7 districts.</p> <p>There has been positive evaluation regarding the process from applicants and from those involved in the assessment. Some amendments have been made in response to particular comments.</p>
	<p>The minimum eligibility criteria for tendering is attached (NC3383) and there are plans</p>	<p>Secure training and workforce development opportunities, particularly</p>	<p>VCI Coordinator</p>	<p>April 08</p>	<p>Training opportunities in place</p>	<p>Training opportunities are in place to</p>

	<p>to offer training and workforce development opportunities to the VCI sector so that they can attain these.</p>	<p>to voluntary VCI youth sector provision regarding minimum eligibility criteria.</p>				<p>support the minimum eligibility criteria. The take up is lower than expected and targets have been set and shared with GRID members for 2009/10.</p> <p>The Service Operational Check list (SOC) will be introduced in 2009/10, which will require organisations to meet minimum eligibility standards.</p> <p>Joint training will take place between infrastructure organisations, the HoS Partnership Dev &amp; Commissioning and</p>
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						organisations who have submitted exemplary documentation. This training will be available across the county.
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**An Effective Funding Environment**

Recommendations	Where are we up to?	Action	Who	By When	Measures/ Milestones	Update
<p>Establish commissioning processes that are fair, transparent and regularly reviewed with VCI involvement</p>	<p>To date there have been a variety of commissioning processes which the VCI Sector has had to contend with</p>	<p>Ensure that commissioning processes are transparent and available for scrutiny.</p>	<p>GRID H of S Partnership Dev &amp; Commissioning</p>	<p>January 08</p>	<p>Clear commissioning processes in place</p>	<p>Clear commissioning processes are in place</p>
	<p>Education and Social Services were recently reconstructed into the Children and Young Adults Directorate and commissioning processes should be streamlined as a result of this</p>	<p>Consider opportunities for the VCI sector to review the commissioning processes and their involvement.</p>	<p>GRID H of S Partnership Dev &amp; Commissioning</p>	<p>October 08</p>	<p>GRID</p>	<p>Initial meetings have been held with Supporting People to try and identify common practice, but there is an awareness that this would also be useful with Adult Social Care and the PCT.</p>
	<p>To date the VCI Sector have not always been involved in developing and reviewing the commissioning processes</p>					<p>Applicants using the commissioning process, including VCI sector organisations have been</p>

						involved in a review of the commissioning process and amendments have been made accordingly.
	The Children's Trust recognises that commissioning processes should be regarded as fair, transparent and regularly reviewed with the VCI Sector	Ensure that the commissioning strategy is communicated in language that is easily understood.	GRID H of S Partnership Dev & Commissioning	January 08	GRID	The commissioning process is Compact compliant and documentation is written in clear simple English.
Build fair and equitable funding codes that cover not only primary contractors but all subcontractors delivering work for Children's Trust	The Children's Trust recognises that larger VCI organisations have the capacity to engage with the commissioning process	Consider way of better engaging smaller organisations in the commissioning process	GRID H of S Partnership Dev & Commissioning	January 08	Provide training opportunities for VCI providers	Organisations who have submitted exemplary bids are contributing to training opportunities for VCI providers regarding commissioning.
	The Children's Trust is concerned that smaller organisations are also able to engage with the process but are aware that at present this is	Encourage consortium bids and ensure that information is clear	GRID H of S Partnership Dev & Commissioning	January 08	Small providers feel confident in tendering process	A range of providers submitted exemplary bids including very

	difficult.					small voluntary providers.
Implement multi-year funding models, make payments promptly and offer payments in advance of expenditure	<p>Currently there is a range of funding models including multi-year funding for in some instances</p> <p>Payments are made promptly in accordance with County Council financial regulations</p> <p>Some payments are offered in advance of expenditure.</p>	<p>Introduce three-year contracts based on first year funding secure, second year proposed and third year indicative with assurance to honour the contract unless there is a significant reduction in funding available.</p> <p>All payments to be made in advance of expenditure where this offers best value for money or is necessary for service provision, and this to be clarified in the commissioning strategy.</p>	<p>Children's Trust H of S Partnership Dev &amp; Commissioning</p> <p>H of S Partnership Dev &amp; Commissioning</p>	<p>January 08</p> <p>April 08</p>	<p>3 year contracts in place</p> <p>Process agreed and implemented April 08 and ongoing</p>	<p>Processes are in place to ensure, wherever possible, a minimum of 3 years funding with payments being made in advance of expenditure.</p>
Share risks fairly between funder and provider, ensuring they fall on those best able to bear them	Risks are specified in the Contract so that organisations are aware of their responsibilities in advance of signing the Contract	Continue to identify risks clearly in the contract	H of S Partnership Dev & Commissioning	April 08	Providers are clear about balance of risks	Quarterly monitoring and support visits for organisations under contract are in place to alleviate any likely risks.
Create a level playing	The Children's Trust recognises	Seek to create a fairer	Children's	January 09	Clarity re: full	There has

<p>field for public, private and VCI organisations</p>	<p>the need for a fairer playing field for public, private and VCI organisations</p> <p>VCI organisations submit a range of documentation in order to receive funding and currently have to submit detailed invoices and financial information on a quarterly basis</p>	<p>playing field for public and VCI organisations, including identifying full cost recovery from statutory as well as non-statutory organisations and reducing bureaucracy for VCI sector providers.</p>	<p>Trust H of S Partnership Dev &amp; Commissioning</p>		<p>cost recovery across all sectors</p>	<p>been a reduction in the monitoring requirements for those accessing VCI funding and clarity about the purpose and use of the monitoring information.</p> <p>There is still a need to identify the full cost recovery of statutory provision.</p>
<p>Social, environmental and community development outcomes should be taken into consideration when comparing contractors for the tendering process</p>	<p>Social, environmental and community development outcomes are taken into consideration when assessing some contracts within the Children's Trust</p>	<p>The VCI GRID to be involved in developing social, environmental and community outcomes that might be taken into consideration in the commissioning strategy.</p>	<p>GRID VCI support team</p>	<p>September 08</p>	<p>Paper produced for VCI sector groups</p>	<p>The commissioning process takes the social, environmental and community development outcomes into account and seeks to raise quality in settings through ensuring that organisations sign up to</p>

						commitments which raise the profile of these further.
Minimise bureaucracy associated with application, qualification, monitoring, reporting and audit processes, introducing joined-up monitoring and audit arrangements	<p>At present there are a variety of application, qualification, monitoring, reporting and auditing processes for commissions of services with the Children's Trust</p> <p>Work is underway to join up monitoring and audit arrangements where possible for providers with more than one contract within the Children's Trust</p>	<p>Ensure that the commissioning process is streamlined and transparent with clear application, qualification, monitoring, reporting and audit processes that are consistent across the Children's Trust.</p> <p>Seek to ensure that joined-up monitoring and audit arrangements are in place for any new contracts with existing contract providers.</p>	<p>GRID H of S Partnership Dev &amp; Commissioning</p> <p>GRID H of S Partnership Dev &amp; Commissioning</p>	<p>January 08</p> <p>January 09</p>	<p>Clear process agreed</p> <p>Monitoring arrangements are streamlined</p>	<p>Simplified processes are now in place.</p> <p>These include organisations receiving the same style of contract for preventative services, CAMHS, BHLF etc and the same monitoring requirements.</p>
Develop regional and sub-regional arrangements that streamline the commissioning process	<p>Work on regional and sub-regional arrangements have begun particularly regarding services to address learning difficulties and services for children who are looked after.</p> <p>Derbyshire has been involved in developing the regional commissioning framework which is to be launched in May 2007</p>	<p>Ensure that regional and sub-regional arrangements are used when appropriate and that this is communicated to the VCI sector in a transparent way.</p>	<p>H of S Partnership Dev &amp; Commissioning</p>	<p>January 09</p>	<p>GRID understand criteria for regional and sub-regional processes</p>	<p>Regional framework has now been agreed for commissioning but it is most relevant to securing individual placements for children and young people with special</p>

						educational needs. There is more work to be done regarding the role of VCI organisations in this.
Agree outputs and outcomes which are measurable and able to be captured without disproportionate burdens on capacity	<p>At present there are a number of different formats of contract issued across the Children's Trust</p> <p>Not all contracts currently have explicit outputs and outcomes which can be measured</p> <p>The Trust is aware of the burden of data collection etc on partner organisations and wishes to minimise this</p>	<p>Ensure that all contracts ask for quarterly monitoring on outputs and annual evaluation, including outcomes and service user satisfaction and evaluation.</p> <p>Ensure that this monitoring is transparent, straightforward and of use to further service development.</p>	<p>GRID H of S Partnership Dev &amp; Commissioning</p> <p>GRID H of S Partnership Dev &amp; Commissioning VCI support team</p>	<p>April 08</p> <p>September 08</p>	<p>Contracts specify requirements clearly</p> <p>Processes in place for monitoring to influence service improvement</p>	<p>Outputs and outcomes are included in all contract schedules. They are simple and measurable.</p> <p>Processes are in place to ensure that service users influence future service development including the use of Full Circle.</p>
Develop a funding and commissioning culture that encourages the VCI to achieve full cost recovery	<p>A review is currently underway of the Derbyshire Compact which addresses full cost recovery</p> <p>The Children's Trust is concerned that this is considered</p>	<p>Discuss with the VCI GRID appropriate full cost recovery consideration within the principles of value for money, and include this in the</p>	<p>GRID H of S Partnership Dev &amp; Commissioning</p>	<p>January 08</p>	<p>Principles in place</p>	<p>Structures are in place to ensure that VCI organisations are able to</p>

	within the value for money framework and the importance of funding being prioritised to direct service delivery.	commissioning strategy.				apply for an appropriate contribution to full recovery costs according to the contract being offered.
Public sector organisations should demonstrate the full cost of the services they provide, even if the full charge for the service is not being made to the Children's Trust	At present few public sector organisations demonstrate the full cost of the services they provide	Identify full cost of public sector provision, to ensure a fair comparison in the tendering process.	H of S Partnership Dev & Commissioning	January 09	Clarity of full cost recovery in all sectors	Work still needs to be done on identifying the full recovery costs of statutory provision.
Agree outcomes that capture the added value of services when they are delivered by the VCI	Children's Trust recognises that many VCI Sector organisations add value to services that are commissioned through funding and the Children's Trust.  At present there is no way of capturing this added value	Discuss with the VCI GRID documentation that capture the added value of services delivered by the VCI sector and how these may be included in the tendering process and recognised within the Children's Trust.	GRID	January 08	Added value of VCI sector recognised	Added value of services delivered by the VCI sector are included in the commissioning process and will be reported to the Children's Trust Board on a regular basis.
Treat VCI providers	At present VCI Sector Providers	Streamline the	GRID	January 08	Simplified	Simplified

<p>with the same level of respect as a provider from the public sector, for example by not requesting information on management fees and overheads</p>	<p>are asked for information regarding management fees and overheads</p>	<p>bureaucracy associated with contracts.</p>	<p>H of S Partnership Dev &amp; Commissioning</p>		<p>monitoring format produced</p>	<p>monitoring formats have now been produced, including streamlined financial monitoring documentation.</p>
<p>Develop resources that help build the capacity of VCI organisations and assist organisations to be contract-ready</p>	<p>The Children's Trust is concerned that some VCI organisations are not contract ready  The Trust is working to plan a strategy for workforce development for VCI organisations that will assist and support them in becoming contract ready</p>	<p>Discuss with the GRID ways of assisting organisations to be contract ready.</p>	<p>GRID H of S Partnership Dev &amp; Commissioning</p>	<p>January 08</p>	<p>Simple contracted booklet produced for VCI organisations</p>	<p>Resources are now in place that should help to build the capacity of VCI organisations and assist organisations to be 'contract ready'. These include support through training relating to minimum eligibility criteria and the development of the SOC.</p>
<p>Ensure that full funding for the universal aspect of Children's Trust delivery is available.,</p>	<p>The Children's Trust allocates sufficient funding for the universal aspect of the service delivery</p>	<p>Continue to fund universal aspect of service delivery.</p>	<p>Children's Trust</p>	<p>Ongoing</p>	<p>Reviewed annually in Children and Young People's Plan</p>	<p>This continues to be reviewed annually in the Children and Young</p>

thereby enabling the VCI to play a stronger preventive role						People's Plan and is in place for 2009/10.
Design funding programmes for smaller VCI organisations that have simple and non-burdensome application and reporting processes	<p>There are some examples of funding programmes for smaller VCI organisations already operating within the Children's Trust</p> <p>There are a variety of application and reporting processes in operation some of these are not simple for smaller organisations</p>	<p>Consider working with the Community Foundation in allocation of limited funding to small organisations.</p> <p>Simplify all application and reporting processes as far as possible, and identify the support for smaller organisations in engaging with the commissioning process.</p>	<p>GRID H of S Partnership Dev &amp; Commissioning</p> <p>GRID H of S Partnership Dev &amp; Commissioning VCI support team</p>	<p>January 08</p> <p>January 08</p>	<p>DCF holding small funding to VCI sector</p> <p>Simple processes in place</p>	<p>Consideration still needs to be given to working with the Community Foundation in order to allocate small amounts of funding to organisations through a simple application and reporting process.</p>
Ensure that variations in the cost of delivery are taken into account when setting budgets, for example the increased costs of service delivery to rural communities	The Children's Trust is aware of the need for increased budget for particular aspects of delivery for example rural communities	Ensure that appropriate costs of service delivery are identified, particularly for those services providing for people who are under-represented as service users and those who have difficulty accessing services.	GRID H of S Partnership Dev & Commissioning VCI support team	April 08	Costs agreed	This is in place and is ongoing.

## Operational Co-ordination

Recommendations	Where are we up to?	Action	Who	By When	Measures/ Milestones	Update
Work with the VCI to develop an integrated map of VCI work with children and young people. This should include how the work is funded and supported	128 participants have attended the VCI district events and have contributed to the review of the Children and Young People's Plan	The VCI Coordinator to work with the GRID and local providers in mapping services provided by the VCI sector.	GRID VCI support team	September 08	VCI comprehensive database	The VCI database is now available to all GRID members.
	The Trust is aware that there are many of the VCI organisations who have not been part of the process yet					There is increased participation at the district events, resulting in increased numbers in the VCI database.
	There is currently work underway to map how the VCI work is funded and supported	Identify current funding streams for the VCI sector and the support to continue and develop the work.	VCI coordinator	November 08 and ongoing	Funding identified	Further work is required.
Clarify the operational commitments for VCI organisations. Uniform protocols for this may not be	The terms of reference for the VCI GRID has been agreed	The VCI Coordinator to engage particular organisations and ensure that they are linked in to the operational structures.	GRID VCI support team	January 09	Protocols in place to ensure true engagement	GRID members have developed the election process which has recently

<p>appropriate; rather, Children's Trusts should aim to develop protocols with each organisation on the basis of agreed principles. This should be facilitated by an appropriate infrastructure organisation. Government agencies will have established written operational protocols, while many VCI organisations may not have articulated the ways in which they work. It is important to recognise the VCI approaches and protocols, as they could be crucial when working with particular children, young people or families. It is important that those approaches and the integrity of services are respected in order to ensure that the added value of the VCI is not</p>	<p>Specific infrastructure organisations have been asked to suggest proposals for the way in which they will engage with the Children's Trust and ensure that their members are fully involved</p>					<p>been used successfully to appoint new GRID members.</p> <p>The GRID away day resulted in clarification of the roles of GRID members.</p>
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<p>undermined and depreciated.</p>	<p>The VCI Co-ordinator and other member of the Reference Group and the wider VCI community are already linked into both Derbyshire wide and regional networks and keep up to date with national NCBYS, EMVY, AMYA, NCMA, NDMA, PLSA, Derbyshire Network Chamber</p>					<p>The VCI Coordinator and other GRID members continue to be involved in both regional and national networks and work from Derbyshire GRID is held up as an exemplar, both at regional and national level.</p>
<p>Provide training for officers to develop the skills to build and facilitate better partnerships. Work collaboratively with VCI organisations, this is particularly important for those in the lead professional role</p>	<p>The VCI Co-ordinator has had 10 years experience working in the VCI Sector and has skills to build and facilitate better partnership arrangements</p> <p>Common Assessment Frameworks and lead professional role information is on the agenda at the District Forum event (March 07)</p>	<p>The VCI Coordinator to continue to develop skills in facilitating partnership arrangements.</p> <p>The VCI Coordinator and the VCI representative on the Children’s Trust to provide information to other officers regarding the contribution that can be made by VCI providers and the support that VCI providers will need in</p>	<p>VCI Coordinator</p> <p>VCI representative on Children’s Trust GRID VCI Support team</p>	<p>Ongoing start September 07</p> <p>Ongoing</p>	<p>VCI team in place</p> <p>VCI contribution recognised in the Children and Young People’s Plan</p>	<p>The contribution of the VCI sector is now acknowledged in all areas of the Children’s Trust and reflected in the Children and Young People’s Plan.</p>

		fulfilling their potential.				
	A number of statutory organisations already work collaboratively with the VCI organisations particularly in the areas of Early Years, Childcare, Social Care and Health					<p>The VCI Coordinator meets regularly with the newly appointed District Managers.</p> <p>VCI representatives are included in the development of new initiatives including 'Aiming High for Disabled Children', 'Positive Activities' and the development of volunteering.</p>
Establish clear processes with lead professionals with regards to the voluntary and community sector. Lead professionals must have access to information about services provided by	<p>Information of the VCI sector varies enormously among the statutory sector</p> <p>There is recognition within the Children's Trust of the importance of the VCI sector and therefore there has been a senior post with responsibility for partnership and commissioning established</p>	The VCI Coordinator and the VCI member of the Children's Trust Board to consider ways of ensuring understanding of lead professionals with regards to the VCI sector.	GRID VCI support team	Start December 07	Clear protocols for engagement of the VCI sector and active VCI webpage	VCI providers now act as lead professionals for some children, however there is a need for more VCI providers to

<p>VCI organisations the provision of VCI organisations. Establish clear and appropriate referral processes, and also review the effectiveness of these arrangements.</p>	<p>A directory is being developed of approved providers, the majority of whom are in the VCI sector, so</p>	<p>An accredited list of providers to be established and available</p>	<p>VCI coordinator</p>	<p>January 08</p>	<p>Accredited list of providers available</p>	<p>access the CAF training.</p> <p>An application has been submitted to the Youth Opportunities Fund by a VCI organisation who wishes to produce a DVD regarding the Common Assessment Framework process, including the identification of the lead professional and Team Around the Child meetings. This will then be distributed to other VCI providers to alleviate some of the fears that they currently have.</p> <p>The Service Operational Check list</p>
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	<p>that lead professionals can commission safely, particularly regarding social care and health.</p> <p>The Common Assessment Framework will provide a clearer referral process. At present the referral process varies across different organisations</p>	<p>electronically, including all those VCI providers who are contracted with the Children's Trust for service provision and this be made available to lead professionals and schools for commissioning and purchasing of additional services.</p> <p>Referral processes to be made clear and transparent and available as a link on the VCI website.</p>	<p>VCI Coordinator and support team</p>	<p>January 09</p>	<p>Referral processes understood by VCI organisations</p>	<p>(SOC) will be launched during 2008/9 and will be accompanied by the School's Commissioning Toolkit encouraging schools and other professionals to consider using VCI providers to facilitate preventative work.</p> <p>CAF training has been available on Saturdays for VCI providers. Unfortunately the take-up has been extremely low and there is now a need to review this.</p>
<p>Ensure that workforce training is accessible to VCI organisations and</p>	<p>The Workforce Development work stream of the Children's Trust is aware of the need of the VCI sector</p>	<p>Contribute to the national consultation regarding workforce development, particularly focusing on</p>	<p>GRID</p>	<p>June 07</p>	<p>Proposal to CWDC submitted</p>	<p>The GRID has been successful in securing</p>

<p>people working part time or on a voluntary basis. The training should particularly focus on the Common Core of Skills and Knowledge, the Common Assessment Framework, local safeguarding arrangements and associated information processes and protocols.</p>	<p>A large training programme is available for the VCI sector working in Early Years and Childcare. This has been available since 2000 and has had a dramatic effect on the quality of the provision</p> <p>Consideration is now being focussed on the VCI Youth Sector training needs particularly regarding common core skills and knowledge and readiness for commissioning</p> <p>The Common Assessment Framework and local safeguarding training has been on offer to VCI sector across the county, however, there is a recognition in the Children's Trust that many organisations have not yet accessed it</p> <p>A variety of views exist about the need and relevance of the training</p>	<p>the VCI youth sector.</p> <p>Identify VCI organisations which have not attended Common Assessment Framework or Safeguarding training and encourage them to do so.</p> <p>Identify the training that could be offered by VCI organisations and develop mechanisms for implementing this.</p>	<p>VCI support team Workforce Development team</p> <p>GRID VCI support team</p>	<p>Ongoing</p> <p>September 09</p>	<p>Training programmes developed inclusive of VCI sector</p> <p>VCI training is identified</p>	<p>£90,000 from CWDC to ensure that the VCI workforce has accessible training opportunities.</p> <p>This training is open to all, including volunteers and funding has been set aside for back-fill, transport and childcare costs.</p> <p>GRID has agreed that Safeguarding training needs to be a priority during 2009/10. A list will be compiled of those who have not attended Safeguarding training and need to do so.</p> <p>Links are being</p>
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	that has been on offer and more work needs to be done to explain the contribution the VCI sector can make to this agenda					developed between the core training on offer and the common core skills and knowledge that will be required nationally.
Clarify pathways by which volunteers can become incrementally qualified to professional status.	Volunteers are generally encouraged to become qualified to professional status	VCI GRID to discuss ways in which the volunteers can work towards professional status.	GRID VCI support team	September 08	Volunteer Accreditation scheme	Volunteer Accreditation scheme will be launched during 2009, known as the 'Passport'.
	There is recognition that volunteers may need to access training at different times and in their own locality	The VCI Coordinator to ensure that this information is forwarded to the officer with lead responsibility for developing the workforce development strategy.	VCI Coordinator	September 08	Volunteers included in workforce development strategy	Volunteers are able to access free training and the Children's Trust has continued to honour a contract with the Volunteer Centres Derbyshire to support volunteers working with children, young people and families.
	There is a mixture of provision regarding funding for volunteers to access training opportunities	That the need for workforce development for volunteers is considered in the allocation of funding within the workforce development strategy.	VCI Coordinator	January 09	Funding identified in workforce development strategy for volunteers	

	The Children's Trust does not at present capture information regarding the workforce development needs of volunteers	That a mechanism is established for capturing information regarding the workforce development needs of volunteers on an ongoing basis so that this can continue to inform the workforce strategy and implementation.	GRID VCI support team	September 08	Regular update of volunteer needs recognised in workforce implementation	Volunteers also receive support through Volunteer centres.  Work is being done by Derbyshire Volunteer Centres to develop a database of volunteers working in services for children, young people and families so that they may receive better information about workforce development opportunities.
Develop a VCI overview of operational processes and review them in partnership to assess	The Children's Trust does not have a VCI overview of operational processes at present	The VCI Coordinator and the VCI representative on the Children's Trust Board to discuss with the GRID operational processes and their	VCI Coordinator GRID	November 08	Process chart map in place	A process chart is now in place to identify the communication between local

<p>their impact on the sector, whether they achieve their stated objectives and if there are unintended outcomes.</p>		<p>impact on the VCI sector and ensure that this contributes to review and development towards more streamlined processes.</p>				<p>VCI organisations and Derbyshire's Children's Trust Board</p>
<p>Make sure that operational processes are fully costed and resourced to ensure that VCI organisations receive appropriate support in the implementation of new arrangements</p>	<p>Operational processes are not fully costed or resourced at present</p>	<p>The VCI Coordinator and the GRID to consider the cost of operational processes.</p> <p>The VCI representative on the Children's Trust Board to ensure that the Board is aware of the costs associated with implementation of the new arrangements.</p>	<p>GRID VCI Coordinator</p> <p>VCI representative on Children's Trust Board</p>	<p>April 08 November 08</p> <p>January 09</p>	<p>Funding protocol costs estimated</p> <p>Board understands operational costs to VCI sector</p>	<p>Funding has been agreed by the Children's Trust Board to support the engagement of GRID members in operational processes.</p>
<p>Link operational planning to other processes such as regeneration or community development initiatives.</p>	<p>Some operational planning is linked to other processes such as regeneration and community development initiatives. This is particularly true for Children's Fund and Childcare development but is less secure in other areas</p>	<p>Identify ways in which operational planning can identify links with other processes and how this information might be shared.</p>	<p>GRID VCI Support team</p>	<p>January 09</p>	<p>Links to other processes identified</p>	<p>A number of GRID members already contribute to a range of other processes including preventative services, childcare, Aiming High for Disabled Children, but</p>

						the links need to be clarified and documented.
Plan for joint strategies for the development, dissemination and implementation of local agreements such as information sharing.	The process for development dissemination and implementation of local agreements such as information sharing has begun but this needs to continue and be developed	<p>Include processes for development, dissemination and implementation of local agreements within the VCI strategy.</p> <p>Ensure that the Derbyshire protocol for information sharing is available as a link on the VCI web page.</p>	VCI support team	April 09	Processes included in VCI strategy	<p>Information sharing is included in all contracts.</p> <p>Training regarding Derbyshire's protocol on information sharing will be included in 2009/10</p>

**Infrastructure Development**

Recommendations	Where are we up to?	Action	Who	By When	Measures/ Milestones	Update
<p>Develop a plan for supporting the development of infrastructure for the voluntary and community children and youth sector that is fit for purpose and reflects the diversity of the sector</p>	<p>A VCI GRID has now been established</p> <p>District Forum events are taking place every two months</p> <p>At present there is not a complete picture of all the Voluntary, Community and Independent Sector provision working in Services for Children and Young People</p>	<p>Map the contribution of the VCI sector to services for children and young people.</p>	<p>GRID VCI support team</p>	<p>September 08</p>	<p>Report and data</p>	<p>The GRID is now established and events held each quarter in each district.</p>
<p>Support the development of a robust infrastructure providers' partnership that encourages the bringing together of specialist and generic providers of support.</p>	<p>The VCI GRID includes providers of specialist and generic services</p> <p>All VCI service providers are encouraged to attend the District Event which have been beneficial in creating referrals between one organisation and another</p>	<p>Identify funding available to support the infrastructure supporting the VCI sector.</p>	<p>H of S Partnership &amp; Commissioning VCI Coordinator</p>	<p>September 08</p>	<p>Funding evidence</p>	<p>Funding is now in place including for the GRID. Specialist and universal providers.</p>
<p>Ensure that those responsible for</p>	<p>The Head of Service for Partnership and Commissioning</p>	<p>Ensure VCI representation at the local partnership</p>	<p>VCI Coordinator +</p>	<p>Ongoing review</p>	<p>Reports and attendance</p>	<p>The VCI representative</p>

<p>developing, funding and approving generic local infrastructure plans are aware of the needs of VCI organisations working with children and young people, especially in regards to Children's Trusts</p>	<p>currently attends the VCI GRID and each of the District Forum events</p> <p>The Head of Service for Partnership and Commissioning reports to the Acting Deputy Director</p> <p>One of the VCI representatives on the VCI GRID is a member of the Children's Trust Board.</p>	<p>groups.</p> <p>Ensure VCI representation at the local safeguarding partnerships.</p> <p>The Head of Service for Partnership and Commissioning to continue to be fully informed about the needs of VCI sector organisations working with children and young people.</p>	<p>support team</p> <p>GRID</p> <p>H of S Partnership &amp; Commissioning</p>	<p>September 08</p> <p>September 07</p> <p>Ongoing</p>	<p>Minutes of meetings</p> <p>VCI sector issues and contributions acknowledged</p>	<p>on the Children's Trust Board is also a member of 3D, the infrastructure organisation within Derbyshire.</p> <p>Adherence to the Compact is part of the new Children and Young People's contracts with all providers.</p> <p>The VCI sector are now included on a regular basis on any consultation for future service development.</p>
<p>Encourage infrastructure networks to be proactive in engaging with the full range of organisations</p>	<p>The Trust recognises that many VCI organisations engage with children and young people and families who are under represented as service users of statutory provision</p>	<p>Consideration to be given to how best to engage VCI sector providers who primarily work with people who are under-represented as service users.</p>	<p>GRID VCI support team</p>	<p>September 08</p>	<p>Regular update reports to GRID on progress</p>	<p>The GRID now has support from development workers in engaging with</p>

<p>working with children and young people. By creating an environment for open dialogue about the difficulties in accessing some communities a genuinely shared commitment to finding appropriate solutions can be developed/</p>	<p>The VCI Co-ordinator is working closely with the Youth Forum to ensure that the representatives on the Youth Forum understand the needs of young people who choose not to access statutory Youth Services</p> <p>The elected member with responsibility for Partnership has spent time visiting many of the VCI Sector Providers and recognises the valuable work that is being done to reach some of the children, young people and families who are otherwise socially excluded</p>	<p>The VCI Coordinator to work with the Youth Service in ensuring a good induction for the Youth Forum members, including understanding the needs of young people who do not choose to access statutory Youth Service provision.</p> <p>Continue to develop links with chief execs regarding consultation with people who do not currently access statutory provision and ensure that their views contribute to service development within the VCI sector.</p>	<p>VCI Coordinator + support team</p> <p>VCI Coordinator</p>	<p>December 07</p> <p>January 08</p>	<p>Report on numbers and projects visited by youth forum members</p> <p>Attendance information</p>	<p>the full range of organisations working with children and young people.</p> <p>Visits have taken place with members of the youth council and the lead Cabinet Member for Children's Services to VCI organisations.</p> <p>Members of the GRID attend the local Children and Young People's district partnership groups, and the local safeguarding</p>
<p>Facilitate the ability of the VCI to network beyond its traditional silos and form new partnerships and ways of working with children and young people.</p>	<p>There are a wide range of partners represented on the VCI GRID</p>	<p>Continue to ensure full representation at district events by encouraging attendance from providers working across the full age range from birth to 25 years and including independent, voluntary and community sector providers.</p>	<p>GRID VCI support team</p>	<p>Ongoing</p>	<p>Attendance information</p>	<p>Members of the GRID attend the local Children and Young People's district partnership groups, and the local safeguarding</p>

	<ul style="list-style-type: none"> <li>The inclusion of the independent and well as the voluntary and community sector at District events has already encouraged networking beyond traditional pathways. This has included referral between independent, voluntary and community providers to ensure the best service for children, young people and families</li> </ul>	<ul style="list-style-type: none"> <li>Provide regular opportunities for networking at the District events to encourage the formation of new partnerships and ways of working.</li> </ul>	<p>GRID</p>	<p>Ongoing</p>	<p>Agenda and reports of district events</p>	<p>forums. This ensures that they have opportunity to network beyond traditional silos and form new partnerships and ways of working with children and young people. The GRID will have further discussions about how best to engage smaller providers in the district event and to ensure that they receive the information that they need.</p> <p>Some work has begun to form better links between the infrastructure</p>
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						organisations and the GRID, but this needs to be improved.
Assess the implications of plans for infrastructure provision and budget for resources in partnership with the infrastructure providers' partnership and the VCI	<p>Derbyshire County Council provides funding to each of the CVSs to support the work of the VCI community sector in contributing to the targets outlined in the Council Plan including those relating to children, young people and families.</p> <p>Proposals have been submitted to ensure funding so that GRID members may attend without cost to their particular organisation</p>	<p>Contribute to the service level agreement and monitoring and evaluation of the funding available to Infrastructure providers through chief execs.</p> <p>Secure funding for members of the GRID to fulfil their role without costs to their host organisation.</p>	<p>H of S Partnership &amp; Commissioning</p> <p>GRID VCI Coordinator</p>	<p>September 07</p> <p>January 08</p>	<p>SLAs agreed</p> <p>Contribution of GRID recognised in SLA with CVSs</p>	<p>The role of infrastructure organisations needs to be clarified, as relating to services for children and young people.</p> <p>Information about the GRID needs to be disseminated.</p>

**Representation**

Recommendations	Where we are up to?	Action	Who	By When	Measures/ Milestones	Update
<p>Where a decision is likely to affect the VCI, consult widely and early enough to make a difference, allowing where possible a minimum of 12 weeks</p>	<p>The VCI Coordinator has contributed to the review of Derbyshire's Compact.</p> <p>Consultation timescales vary across the children's services and are not always transparent.</p> <p>There has traditionally been no infrastructure that was sufficient in ensuring good consultation across the VCI sector.</p>	<p>The Children and Younger Adults Directorate will seek to work within the Derbyshire Compact</p> <p>Where possible a minimum of 12 weeks will be allocated for consultation, however, where this is not possible, the VCI Reference Group will be contacted for comment and timescales will be made clear</p> <p>The role of the District Forum is essential in ensuring that a wide variety of organisations are able to contribute to any development affecting the VCI sector</p>	<p>All</p> <p>VCI Coordinator + support team</p> <p>GRID VCI support team</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>	<p>Number of VCI organisations with understanding of the Compact</p> <p>Evidence reports/papers on progress</p> <p>Reports Attendance data</p>	<p>The Development Workers have a target of increasing the number of VCI organisations with an understanding of Compact. Where possible a minimum of 12 weeks is allocated for consultation and this seems to have improved during the last 12 months but is still not possible all the time.</p> <p>There are still concerns that there are many VCI organisations working with</p>

						children and young people who are not aware of the GRID or of the district events, or the VCI web page.
Feed back to the sector on how its involvement has influenced decisions	<p>The GRID was established as a direct response to consultation at the District events</p> <p>The report of the events is sited on the CVS websites and on the Children’s Trust website</p> <p>A webpage specifically for the VCI Sector is currently being set up on the Children’s Trust website. This was requested by VCI providers attending the district forum events. The web page will include feedback to the sector on how its involvement has influenced decision making.</p> <p>A structure is in place to promote both vertical and horizontal feedback to organisations throughout the VCI sector</p>	<p>Ensure good communication between the GRID and local VCI providers.</p> <p>Evaluate the effectiveness of the web page and other forms of communication to the sector.</p> <p>Clarify where the sector has been able to influence decisions and where external considerations have made this impossible.</p>	<p>GRID VCI support team</p> <p>VCI support team</p> <p>GRID VCI representative on Children’s Trust VCI coordinator</p>	<p>Ongoing/ January 08</p> <p>September 08</p> <p>April 08</p>	<p>6 monthly evaluation exercise with VCI sector</p> <p>Annual evaluation of effectiveness of web page</p> <p>Annual review</p>	<p>There is opportunity on the web page for including case studies and items showing the influence of the VCI sector in decision making and development of projects. This facility needs to be better used.</p> <p>GRID members provide feedback from the meetings that they attend. Issues</p>

						from these meetings are collated and that information could be sited on the web site for others to see and to respond to.
Respect the independence of VCI organisations, including their rights made explicit in The Compact, eg organisations can campaign and challenge policies whether from central or local government or connected agencies even if they are in receipt of funding.	<p>The Trust recognises that it is vital that the VCI organisations are able to challenge the Trust. VCI organisations should also be challenged by the Trust in order to create a healthy relationship and further service improvement.</p> <p>The Trust recognises that the VCI sector may be concerned about challenging when they are in receipt of funding and need to feel a level of security in order to do so</p>	The GRID to consider ways in which to promote the active use of Derbyshire's Compact, including the benefits of challenge to the VCI sector and to the statutory sectors.	GRID	December 07	Report	The development workers will ensure that all GRID members are aware of the Compact and its implications.
Test all policy and operational decisions for their impact on the VCI	The Trust recognises the need to test policy and operational decisions for their impact on the VCI sector	The VCI GRID to consider ways in which the Trust could test policy and operational decisions for their impact on the VCI sector in a transparent and clear way that will not be time consuming but will make a real difference to	GRID VCI representative on Children's Trust Board	January 09	Report to the Children's Trust Board	This is still to do.

		service development.				
Ensure that representation at all levels is accountable and reflective of the broad range of interests within the sector. Infrastructure networks are often the best mechanisms to ensure that representatives are mandated	The VCI GRID reflects a broad range of interests within the sector	Confirm with the VCI GRID members their remit and ensure that they are comfortable in this role.	VCI Coordinator	March 08	Notes of discussions	VCI representatives are now members of the Positive Activities working party, Aiming High for Disabled Children, Preventative Services etc.
	There is a direct link between the GRID and the Children's Trust Board.	Continue to review the accountability of the GRID and the VCI representative on the Children's Trust Board, and ensure that this is communicated to the wider VCI local providers.	GRID VCI Coordinator	March 08	Report update on accountability to district events	
	All VCI organisations are encouraged to attend the District Forum event.  The Trust recognises that in the first year of operation the mechanisms for appointing representatives to the GRID have not been as democratic as hoped and this has been explained at the District events. It is hoped that in the future there will be more democratic process.	The GRID to consider ways in which the process for representation of the VCI sector could be more democratic at all levels.	GRID VCI Coordinator	December 07	Report and agreed process in place	The GRID has developed and agreed an election process which has been used to identify new members for the GRID for 2008/9
Ensure that issues which could affect	The Children's Trust recognises that currently it does not have a	Complete the mapping of VCI sector providers,	VCI support team	January 09	Report to GRID and district	This is still to do.

<p>smaller VCI organisations are highlighted and that quality consultation processes are established.</p>	<p>full picture of all the smaller VCI organisations.  Currently there is no mechanism of larger VCI organisations offering to support some of the VCI groups in consultation processes</p>	<p>including smaller organisations.  Consider ways in which larger VCI organisations can offer support to smaller organisations, particularly in the consultation and commissioning process.</p>	<p>GRID VCI support team</p>	<p>January 08</p>	<p>events  Report</p>	<p>It is proposed that the GRID develop a small task group to identify ways in which larger VCI organisations can support smaller VCI organisations.</p>
<p>Enable organisations to respond to the most relevant issues by targeting information effectively</p>	<p>The Children's Trust has established a VCI webpage on the Children's Trust website to help VCI organisations access information quickly, following clear pathways</p>	<p>Ensure regular evaluation of the web page and of other forms of communication.</p>	<p>GRID VCI support team</p>	<p>Ongoing September 08</p>	<p>Report produced annually</p>	<p>An evaluation has been done of the web page and the lay out of the web page now makes it easier for organisations to identify the information that they require.</p>