



## CONSORTIA DEVELOPMENT FUND

### INFRASTRUCTURE DEVELOPMENT STRATEGY 2008-2014

**Consortia Name:** Cheshire and Warrington Change Up Consortium

**Geographical area:** Cheshire and Warrington

**Lead Body:** Cheshire Community Council

**Contact Details:**

Cheshire Community Council  
Lower Bridge Street  
Chester

**Consortium Vision / Mission Statement:**

**Vision**

Our vision is for a voluntary and community sector that is sustainable and flourishing, that will deliver quality services to communities of interest and of place at the point of need.

**Mission**

To develop infrastructure services which are visionary, responsive and accountable providing sustainable quality support fully accessible across the sub-region.

This will be done by the Cheshire and Warrington infrastructure organisations co-ordinating their activities and improving their efficiency and effectiveness.

### **Consortium Objectives:**

1. To improve collaboration in delivery and planning of infrastructure support services.
2. To improve synergy among different providers so that services are inclusive, responsive and cover all the appropriate areas of the sub-region
3. To increase access to support services for frontline groups and to ensure this is communicated effectively.
4. We will deliver improved workforce development opportunities across the sub-region.

### **What are the key changes that the Consortium aims to make over the next 6 years?**

Over the next 6 years the following changes will take place within the sector:

#### **Objective 1: Improved and Modernised Collaboration**

- Development of a clear Partnership agreement for the Consortium so that decisions are open, transparent and underpinned by set procedures
- Maximise the opportunities for funding and support available to the sector in the sub-region
- Development of a wider Third Sector Hub supported by the Consortium but also embracing wider issues, frontline organisations and additional partners.
- Development of networks around key areas to provide improved links between Infrastructure and frontline organisations
- Continue to roll out 'healthchecks' to be used by infrastructure and frontline organisations
- We will roll out the consistent approaches on Performance Improvement and Quality standards which have been developed to enable a minimum standard of service delivery to Front Line Organisations
- Published plans and funding bids will be developed with specific, project focused discussions with relevant stakeholder groups. This will be done via focus groups, surveys and other relevant mechanisms
- Stakeholder attended consortium meetings will be held on a regular and frequent basis.
- The consortium will improve the quality of the information published about its plans in newsletters and website/s
- Support conversations regarding increased collaboration between infrastructure partners
- Ensure a positive impact of Local Authority structures on the delivery of

- services throughout the sub-region
- Explore the possibilities offered by shared premises and back office functions including legal and HR advice
  - Ensure that members and frontline organisations are equipped to deal with the challenges presented by the growth of commissioned funding
  - Encourage the development of Compact principles within the Consortium, and with all stakeholders and beneficiaries.

Objective 2: Develop Services which are more **inclusive**

- A pilot project will be established to look at how to increase the diversity of volunteers across the area
- The consortium will take forward and fully implement a shared Equality Impact Assessment process
- Development of thematic networks based on key policy areas to examine potential for joint working.

Objective 3: Increased Access to support for **frontline** organisations

- Front line organisations supported in accessibility and adaptive technologies
- Development of a clear and simple guide for front line organisations indicating what support services are available and how they can access the support
- Development and promotion of services to frontline organisations to cover the whole of the sub-region at a minimum standard

Objective 4: Improved **Workforce** Development opportunities

- Training needs analyses will be undertaken and the outcomes will help to develop appropriate training packages, programmes and methods of delivery
- Opportunities for accredited learning will be identified and promoted
- Sources of training expertise within the community will be identified and utilised in workforce training and learning
- A County wide training calendar will be published
- A process will be established for working with organisations to create workforce development plans linking to the Cheshire and Warrington Workforce Development Strategy
- Development of a comprehensive and coordinated trustee support programme covering all stages of the trustees role to be rolled out across the sector
- The consortium will draw up and implement a training plan based on a skills audit of infrastructure organisations and set SMART targets for improvement in workforce development

- Develop and support training and good practice in volunteer management

**Please state why you feel these aims/outcomes are the right ones:** (please reference any research, consultation or other data you feel is relevant)

During the past two years the Cheshire and Warrington ChangeUp Consortium has commissioned, or been involved in the commissioning of, the following research into the needs of the sector in our sub-region: -

- Mapping Project into needs of VCFS in Cheshire and Warrington (Feb, 2006)
- Statutory Sector Visioning Day (Feb, 2006)
- Building Relationships Study (Nov, 2006)
- Review of Change Up Activity and Impact (May, 2007)
- Assessment of Consortium Impact and Direction (Jun, 2007)
- Change Up Self Assessment Day (Oct, 2007)

The objectives and outcomes above are based on the findings of this work, and builds on work already started to develop support for Infrastructure Organisations in the sub-region.

**What are the main implications of this Infrastructure Development Strategy for the consortium (e.g. finance, staff, volunteers, geography, skills and knowledge)?**

The Cheshire and Warrington Change Up Consortium has been greatly encouraged by the investment it has so far received. It has successfully rolled out a number of projects to develop the capacity of Infrastructure Organisations. There is a general awareness (reflected in the objectives outlined above) that the 'next stage' for the consortium is to roll out what has already been done throughout front line organisations. The consortium has made clear its belief that much of the future work can be delivered through increased partnership subject to ongoing support from Capacity Builders and other statutory agencies.

The cost of this plan, staffing implications and skills required are outlined in the attached annexes.

**Please outline the roles of key people/organisations in delivering the Infrastructure Development Strategy:**

Primary responsibility for the delivery of this strategy will rest with the lead agency. However the Partnership Agreement makes clear that as individual tasks are taken up by the Consortium partner organisations will lead on these.

**What are the timescales, key steps, and process for reviewing the Infrastructure Development Strategy?**

Who	Process	Key Step	Timescale
Change Up Consortium	Project Manage Business Plan Performance  Manage Groups identified below and any other groups established  Identify and commission ad hoc projects	<ul style="list-style-type: none"> <li>• Quarterly meetings</li> <li>• Receive and monitor regular reports from groups below</li> <li>• Implement ladder of intervention if needed</li> <li>• Undertake to complete obligations outlined within Partnership Agreement</li> </ul>	Ongoing
Change Up Co-ordinator	Consultation with all groups below	<ul style="list-style-type: none"> <li>• Bi-annual survey</li> <li>• Annual telephone survey</li> <li>• Focus group</li> </ul>	Sep 08 and Apr 09 Apr 08  Mar 09

Change Up Delivery Group	Quarterly monitoring of performance  Commissioning of specific ad hoc projects	<ul style="list-style-type: none"> <li>• Quarterly meeting</li> <li>• Performance monitoring of work commissioned by Consortium</li> <li>• Annual VCFS conference</li> </ul>	Ongoing
Change Up Infrastructure Development Group	Quarterly monitoring of performance  Commissioning of specific ad hoc projects	<ul style="list-style-type: none"> <li>• Quarterly meeting</li> <li>• Performance monitoring of work commissioned by Consortium</li> </ul>	Ongoing
Other Ad Hoc Task and Finish Groups	Commission and deliver projects identified by Consortium in line with Objectives and Outcomes identified above	<ul style="list-style-type: none"> <li>• Develop business plan for key projects</li> <li>• Report to Consortium on development</li> </ul>	As required

## **INFRASTRUCTURE DEVELOPMENT STRATEGY**

**Name of Consortium:** Cheshire and Warrington Change Up Consortium

**Lead body signature:**

**Date signed:**

**Date signed off by Consortium:**