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# Compact rhwng y Llywodraeth a'r Sector Gwirfoddol yng Nghymru



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# Compact the Gov and the N Sector i

*Cyflwynwyd gerbron y Senedd  
gan Ysgrifennydd Gwladol Cymru  
drwy Orchymyn Ei Mawrhydi  
Tachwedd 1998*

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# CYNNWYS

Neges gan y Prif Weinidog

Rhagair gan Ysgrifennydd Gwladol Cymru a Chadeirydd Cyngor Gweithredu Gwirfoddol Cymru

Compact Rhwng y Llywodraeth ar Sector Gwirfoddol yng Nghymru

Y Llywodraeth / Sector Gwirfoddol

- Cydnabyddiaeth
- Cynrychiolaeth
- Partneriaeth
- Adnoddau

Cyrff a fun ymwneud datblygur Compact

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# Contents

Message from the Prime Minister

Foreword by The Secretary of State for Wales and the Chair of Wales Council for Voluntary Action

Compact between the Government and the Voluntary Sector in Wales

Government / Voluntary Sector

- Recognition
- Representation
- Partnership
- Resources

Organisations involved in developing the Compact

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# NEGES GAN Y PRIF WEINIDOG

Maer Compact hwn rhwng y Llywodraeth ar sector gwirfoddol a chymunedol yn rhoi fframwaith a fydd yn helpu i dywys ein perthynas ar bob lefel. Maen cydnabod bod y Llywodraeth ar sector yn cyflawni swyddogaethau cydategol wrth ddatblygu a chyflwyno polisi a gwasanaethau cyhoeddus, a bod gan y Llywodraeth swyddogaeth mewn hyrwyddo gweithgarwch gwirfoddol a chymunedol ymhob rhan on bywyd cenedlaethol.

Mae gwaith cyrff gwirfoddol a chymunedol yn ganolog i nod y Llywodraeth o wneud yr oes hon yn Oes syn Rhoi. Maent yn galluogi unigolion i gyfrannu at ddatblygiad eu cymunedau. Wrth wneud hynny, maent yn hyrwyddo dinasyddiaeth, yn helpu i ailsefydlu ymdeimlad o gymuned ac yn gwneud cyfraniad hanfodol at y nod yr ydym yn ei rannu sef cymdeithas gyfiawn a chynhwysol. Bydd y Compact hwn yn cryfhaur berthynas rhwng y Llywodraeth ar sectorau gwirfoddol a chymunedol ac maen ddogfen o bwysigrwydd ymarferol a symbolaidd.

**Tony Blair**

# RHAGAIR GAN YSGRIFENNYDD GWLADOL CYMRU A CHADEIRYDD CYNGOR GWEITHREDU GWIRFODDOLCYMRU

Mae gwaith 23,000 o fudiadau gwirfoddol a chymunedol yng Nghymru ar 1.9 miliwn o bobl syn gwirfoddoli bob blwyddyn, yn cwmpasu pob agwedd ar fywyd cyhoeddus ac yn rhan annatod o bob cymuned. Pun ai a ywn darparu gwasanaeth arloesol newydd, gwasanaeth y mae angen mawr amdano neun ymgyrchu er lles grwpiau sydd o dan anfantais, mae gweithredu gwirfoddol yn chwarae rîl ganolog yn ein cymdeithas fodern luoseddol ac yn cyfoethogir broses ddemocrataidd.

Maer Compact rhwng y Llywodraeth ar sector gwirfoddol yng Nghymru yn cydnabod y cyfraniad aruthrol hwn at gymunedau ac amgylchfyd Cymru. Cytundeb rhwng partneriaid ydyw sydd wedi seilio ar ddiddordeb cyffredin rhwng sectorau gwirfoddol a statudol wrth adeiladu cymdeithas deg ac agored lle ceir cyfleoedd cyfartal i unigolion chwarae rhan gyflawn ym mywyd eu cymunedau.

Maer Compact wedi seilio ar egwyddorion gonestrwydd, ymddiriedaeth a pharch y naill tuag at y llall. Maen nodi ac yn egluro am y tro cyntaf, gyfrifoldebau a disgwyliadau Llywodraeth ar sector gwirfoddol wrth gydweithio. Maen nodir arferion gorau wrth glustnodi a rheoli adnoddau cyhoeddus. Maen hybu cyfranogiad gwell wrth lunio a gweithredu polisi cyhoeddus, gwella ac ehangur broses ddemocrataidd. Maen nodi strwythur ar gyfer cydweithio teg ac effeithiol wrth fwrw ymlaen rhaglenni strategol.

Maer Compact yn hwylusor ffordd ir dyfodol gan y bwriedir iddo fod yn sail ar gyfer Cynllun Sector Gwirfoddol y Cynulliad Cenedlaethol.

Gyda phleser mawr a gobaith am gydweithio yn y dyfodol rhwng y sector gwirfoddol ar Llywodraeth yng Nghymru, yr ydym yn cymeradwyr ddogfen hon ac yn ymrwmo i weithredui chynigion.

**Alun Michael**  
**Marjorie Dykins OBE**

# COMPACT RHWNG Y LLYWODRAETH AR SECTOR GWIRFODDOL YNG NGHYMRU

## Cyflwyniad

Maer Llywodraeth wedi ymrwymo i gydnabod y sector gwirfoddol, rhoi gwerth arno ai hyrwyddo wrth iddo adeiladu partneriaeth wirioneddol gyda'r sector.

Maer Compact hwn yn nodir egwyddorion eang ar gwerthoedd a rennir a fydd yn llywodraethur berthynas rhwng y Llywodraeth ar sector gwirfoddol yng Nghymru. Yn y Compact hwn, maer term sector gwirfoddol yn ymgorffori cyrff gwirfoddol a chymunedol a buddiannau gwirfoddoli.

## Gweithredu, monitro ac adolygu

Cytundeb ywr Compact rhwng y Llywodraeth ar sector gwirfoddol yng Nghymru. Maen dibynnu ar y polisau ar gweithdrefnau y maer Llywodraeth yn ymrwymo i hun iddynt yn y ddogfen hon. Caiff y Compact ei argymhellir Cynulliad Cenedlaethol fel sylfaen ar gyfer datblygu Cynllun y Sector Gwirfoddol.

Bydd Fforwm y Swyddfa Gymreig/Sector Gwirfoddol, a gynhelir gan Gangen Sector Gwirfoddol y Swyddfa Gymreig, yn cytuno ar gynllun gweithredu yn pennu mesurau penodol ar gyfer gweithredur Compact, gan gynnwys y targedau ar amserlen y caiff hyn ei fesur yn eu herbyn.

Caiff gweithrediad ac effaith y Compact eu hadolygu'n flynyddol a chyflwynir adroddiad i'r Gweinidog chyfrifoldeb dros y sector gwirfoddol yng Nghymru ar Tasglu o Weinidogion ar y sector gwirfoddol.

## Nodau'r Compact

Nodir amcanion y Llywodraeth wrth ddatblygu Compact yn "Building the Future Together - Labour's policies for partnership between Government and the Voluntary Sector" (1997). Maent fel a ganlyn:

- Hybu arferion da a dulliau cydweithredol o benderfynu ac adolygu perfformiad, yn enwedig lle mae cyrff yn derbyn cyllid y Llywodraeth fel darparwyr gwasanaethau.
- Hyrwyddo cyrff gwirfoddol ac elusennau trwy gydweithrediad a hyfforddiant yn ogystal chymorth ariannol.
- Hyrwyddo mentrau gwirfoddol ar syniad bod gweithgarwch gwirfoddol yn rhan hanfodol o ddinasyddiaeth.
- Hyrwyddo gwaith cyrff cydgysylltu a chydweithrediad rhwng cyrff o'r fath.
- Cydnabod anghenion penodol a chyfraniadau arbennig a wnaed gan gwirfoddol Du, gwaith cyrff pobl anabl ar sector gwirfoddol mewn ardaloedd gwledig.
- Hyrwyddo tyfiant yng nghyfraniadau gwahanol grwpiau oedran. Rhaid gweld gweithgarwch gwirfoddol fel rhan o ddinasyddiaeth ar gyfer pobl ifanc er na ddylid tanbriso cyfraniad pobl hyn, sydd phrofiad bywyd i'w rannu. Er bod

llawer o gyrff yn dibynnu ar ymrwymiad eu haelodau h yn ac er bod nifer o bobl ifanc yn cyfrannu brwydfrydedd ac egni, y ffaith amdani yw nad yw eu potensial yn cael ei wireddu ar y naill ben nar llall or ystod oedran.

7. Sicrhau bod y Llywodraeth yn pwysu a mesur ac yn cydnabod y pethau sydd yn wirioneddol o bwys, a hynny o fewn y Llywodraeth a rhwng gyrff y Llywodraeth a chyrff nad ydynt yn rhan or Llywodraeth.
8. Adolygu cydlynid perthnasoedd y Llywodraeth r sector gwirfoddol ar draws adrannau.
9. Asesun ofalus, mewn ymgynghoriad r gyrff gwirfoddol perthnasol, effaith bosibl newidiadau mewn polisi ar y sector.

## Gwerthoedd a rennir

Maer Llywodraeth r sector gwirfoddol yn rhannu nifer o werthoedd cyffredin ynghylch swyddogaeth unigolion a chymunedau mewn democratiaeth fodern a fydd yn tanategur holl agweddau ar y Compact hwn. Maer ddau yn cytuno mai creu cymdeithas wr yw ein nod, cymdeithas a fydd:

- yn cynnig cyfleoedd cyfartal iw holl aelodau ni waeth beth yw eu hil, eu lliw, eu rhyw, eu cyfeiriadaeth rywiol, eu hoedran, eu statws priodasol, eu hanabledau, eu dewis o ran iaith, eu crefydd neu eu cyfrifoldebau teuluol/domestig;
- bod yn gynhwysol a chaniatu i bobl gymryd rhan yn ei holl weithgareddau economaidd, cymdeithasol a diwylliannol;
- rhoi pwer i bobl i gymryd rhan yn natblygiad eu cymunedau;
- bod cymdeithas yn dibynnu ar wirfoddolwyr i feithrin arweiniad cymunedol a chyfoethogi democratiaeth yn lleol;
- ai bod yn cynnwys y sectorau cyhoeddus, preifat a gwirfoddol ac mai partneriaeth rhyngddi hi ar sectorau hyn ywr ffordd orau o fynd ir afael i phroblemau.

Maer Llywodraeth ar sector gwirfoddol yn cytuno bod rhaid adeiladu eu perthynas ar onestrwydd, ymddiriedaeth a pharch y naill at y llall.

Maer Llywodraeth ar sector gwirfoddol yn cytuno bod partneriaeth yn golygu gweithio gyda'i gilydd tuag at set o nodau cyffredin, ar sail cydraddoldeb o safbwynt perchnogaeth, gwneud penderfyniadau a chydabod cyfraniad unigryw pob parti.

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# Y LLYWODRAETH

## Cydnabyddiaeth

Mae'r Llywodraeth yn cydnabod:

- cwnpas ac amrywiaeth eang gweithgarwch gwirfoddol ar draws holl rychwant bywyd cyhoeddus; cyfraniad cyrff gwirfoddol a chymunedol a gwirfoddolwyr i fywyd economaidd, cymdeithasol, amgylcheddol a diwylliannol Cymru; a'r rhan y maent yn ei chwarae wrth ffurfio a dosbarthu polisi cyhoeddus;
- mai cyrff annibynnol yw cyrff gwirfoddol a chymunedol sy'n penderfynu ar eu blaenoriaethau eu hunain ac yn rheoli eu materion eu hunain;
- mai ymrwymiad amser ac egni er lles y gymdeithas a'r gymuned; yr amgylchedd; neu unigolion y tu allan i deulu uniongyrchol person yw gwirfoddoli. O'ch gwirfodd ac yn l eich dewis y'i gwneir, a hynny heb ystyried enillion ariannol;
- bod rhwymedigaeth ar gyrff gwirfoddol a chymunedol i gynrychioli buddiannau eu hetholwyr;
- bod cyrff gwirfoddol a chyrff cymunedol yn gweithredu o fewn yr egwyddorion y'u sefydlir arnynt; a'u bod yn atebol i'w haelodau a'r unigolion a'r cymunedau y maent yn gweithio gyda hwy.

Mae'r Llywodraeth yn gwneud yr ymrwymadau canlynol:

- dynodi Gweinidog i fod chyfrifoldeb dros fuddiannau gwirfoddolwyr a chyrff gwirfoddol a chymunedol;
- datblygu, mewn ymgynghoriad 'r sector gwirfoddol:
  - polisi ar weithio mewn partneriaeth chyrff gwirfoddol a chymunedol a mesurau i gefnogi hyn;
  - polisi ar wirfoddoli a mesurau i hyrwyddo gwirfoddoli;
  - polisi ar ddatblygiad cymunedol a mesurau i'w hyrwyddo.

# CYRFF GWIRFODDOL A CHYMUNEDOL A BUDDIANNAU GWIRFODDOLI

## Cydnabyddiaeth

Mae'r sector gwirfoddol yn cydnabod y rî strategol bwysig y mae'r Llywodraeth yn ei chwarae wrth ddatblygu a dosbarthu polisau a gwasanaethau cyhoeddus.

Mae'r sector gwirfoddol yn cydnabod y fframwaith cyfreithiol ac ariannol y mae'r Llywodraeth yn gweithio o'i fewn.

Mae cyrff gwirfoddol a chymunedol a buddiannau gwirfoddoli yn cydnabod eu cyfrifoldeb i fod yn atebol i'r gwahanol barton sydd diddordeb yn eu gwaith, gan gynnwys:

- eu haelodau;
- y bobl sy'n defnyddio'u gwasanaethau;
- y cymunedau y maent yn gweithio ynddynt;
- y cyhoedd yn gyffredinol a chyrff cyllido sy'n cefnogi eu gwaith;
- y cyrff sy'n goruchwyllo'u gweithgareddau.

Mae cyrff gwirfoddol a chymunedol a buddiannau gwirfoddoli wedi ymrwymo i sefydlu gweithdrefnau a strwythurau a ddifinnir yn glir ac sy'n caniatu iddynt gyflawni eu rhwymedigaethau o ran atebolrwydd.





## Y LLYWODRAETH

## SECTOR GWIRFODDOL

## Cynrychiolaeth

Mae'r Llywodraeth yn cydnabod bod rhwymedigaeth ar gyrff gwirfoddol i gynrychioli buddiannau eu hetholwyr a'r bobl a'r cymunedau y maent yn gweithio gyda hwy. Mae'r Llywodraeth yn cydnabod hawl cyrff i ymgychu ar ran y buddiannau hyn o fewn y fframwaith rheoleiddio.

Mae'r Llywodraeth wedi ymrwymo i:

- nodi gweithdrefnau y cytunir arnynt ar gyfer ymgynghori ar newidiadau mewn polisi a datblygiadau newydd mewn polisiau sy'n effeithio ar gyrff gwirfoddol a/neu buddiannau gwirfoddoli sy'n cynnwys y canlynol:
  - cyfleoedd ar gyfer trafodaethau parhaol rhwng cyrff gwirfoddol a chymunedol a buddiannau gwirfoddoli ac Adrannau'r Llywodraeth i feithrin dealltwriaeth ac ymrwymiad cynnar mewn datblygu polisiau;
  - trefniadau ymgynghori sydd fel arfer yn caniatu amser digonol ar gyfer ymgynghori ehangach rhwydweithiau a defnyddwyr gwasanaethau;
  - rll cyrff cydgysylltu chyrff cyfryngol wrth hwysluso ymgynghori;
  - adborth i ymatebwyr ar yr atebion a gafwyd i'r ymgynghoriad a'r canlyniadau;
  - cyfleoedd i'r sector barhau i gael ei gynnwys adeg gweithredu a gwerthuso'r polisi.

## Cynrychiolaeth

Mae llawer o gyrff gwirfoddol a chymunedol a buddiannau gwirfoddoli yn ymwneud chynrychioli buddiannau grwpiau neu achosion penodol yn y gymdeithas ac ymgychu ar eu rhan. Mae cyrff gwirfoddol a chymunedol a buddiannau gwirfoddoli wedi ymrwymo i:

- ddiffinio ac arddangos sut y maent yn cynrychioli eu hetholaeth benodedig;
- ymgynghori 'u hetholaethau a chynrychioli eu safbwyntiau yn gywir wrth gyflwyno achos i'r Llywodraeth neu wrth ymateb i ymgynghoriadau'r Llywodraeth;
- sicrhau bod y wybodaeth y maent yn ei chyflwyno i'r Llywodraeth yn gywir a bod ymchwil wedi'i chynnal mewn ffordd wrthrychol a di-duedd;
- ystyried y fframwaith rheoleiddio sy'n llywodraethu eu cyrff wrth ymgychu ar ran eu hetholwyr.

Lle mae cyrff yn chwarae rll arweiniol wrth gynrychioli dylent fod yn barod i ateb o fewn cyfnod rhesymol i ymgynghoriadau'r Llywodraeth ar bynciau perthnasol, sy'n gymesur 'r adnoddau sydd ar gael iddynt.

Y LLYWODRAETH

SECTOR GWIRFODDOL

Partneriaeth

Partneriaeth

Mae'r Llywodraeth yn cydnabod bod y sector gwirfoddol a gwirfoddolwyr yn gweithredu ar draws ystod eang o ddisgyblaethau, mewn ystod eang o swyddogaethau, a bod ganddynt gyfraniad penodol i'w wneud.

Mae cyrff gwirfoddol a chymunedol a buddiannau gwirfoddoli yn cydnabod gwerth gweithio mewn partneriaeth wrth fynd i'r afael phroblemau'r gymdeithas a gwella ansawdd bywyd pob un o'i aelodau. Mae cyrff gwirfoddol yn cydnabod bod partneriaethau real yn dod manteision a chyfrifoldebau i bob un o dan sylw.

- Mae'r Llywodraeth wedi ymrwymo i:

  - nodi trefniadau ar gyfer gweithio mewn partneriaeth gyda chyrff gwirfoddol a chymunedol a chyda buddiannau gwirfoddoli yn y sectorau gwirfoddol, statudol a phreifat yn yr holl feysydd polisi perthnasol;
  - hyrwyddo partneriaethau rhwng y sectorau cyhoeddus a gwirfoddol drwy ei bolisau a'i strategaethau ariannu;
  - hyrwyddo swyddogaeth y sector gwirfoddol ar draws y sector cyhoeddus gan gynnwys Cyrff Cyhoeddus An-adrannol (CCAA);
  - annog cyrff cyhoeddus i ddynodi person uwch i fod 'r cyfrifoldeb dros berthnasoedd gyda'r sector gwirfoddol;
  - hyrwyddo ysbryd ac egwyddorion y Compact i'r awdurdodau lleol a Chymdeithas Llywodraeth Leol Cymru;
  - cynnal trafodaethau gyda chyrff ar ddatblygu eu nodau tymor-hir.
  - diddosir holl newidiadau polisi sylweddol ar draws yr holl feysydd polisi am eu heffaith ar y sector gwirfoddol, buddiannau cymunedol a gwirfoddoli.
- Mae cyrff gwirfoddol a chymunedol a buddiannau gwirfoddoli wedi ymrwymo i:-

  - Ddatblygu ymagwedd o bartneriaeth gyda'r llywodraeth a'i hasiantaethau ar fentrau ar y cyd mewn meysydd o les cyffredin;
  - cyd-weithredu ag adrannau'r llywodraeth wrth bennu trefniadau gweithio ar y cyd;
  - arddel ymagwedd flaenweithgar at hysbysu'r Llywodraeth o ddatblygiadau yn eu gwaith a all fod yn berthnasol i lunio polisau ac arferion;
  - helpu'r Llywodraeth i ymestyn cyrhaeddiad ei ffynonellau gwybodaeth a phartneriaid, yn enwedig ymhlith adrannau'r gymdeithas a dangynrychiolir;
  - datblygu a rhannu ymagweddau arloesol at ddosbarthu gwasanaethau ar sail anghenion ac amgylchiadau'r defnyddwyr;
  - darparu gwasanaethau o ansawdd uchel, ac sy'n gost- effeithiol a sefydlu systemau i sicrhau ansawdd ac atebolrwydd i'r bobl sy'n defnyddio'u gwasanaethau.

Y LLYWODRAETH

SECTOR GWIRFODDOL

Adnoddau

Adnoddau

Maer Llywodraeth yn cydnabod y dylai ei pholisau ar gyrff gwirfoddol, gwirfoddoli a datblygiad cymunedol gynnwys mesurau ar gyfer rhoi cymorth ariannol i'r sector. Caiff maint mesurau or fath ei benderfynu yn l lefel yr adnoddau sydd ar gael a bydd angen targedu cyllid yn l blaenoriaethau. Maer Llywodraeth hefyd yn cydnabod ei swyddogaeth wrth sicrhau bod gan y sector gwirfoddol fynediad teg a rhesymol i ffynonellau cyllid cyhoeddus arall syn deillio o raglennir Llywodraeth a rhaglenni Ewropeaidd syn gweithredu yng Nghymru.

Mae'r sector gwirfoddol yn cydnabod bod derbyn cronfeydd cyhoeddus yn dwyn yn ei sgil cyfrifoldebau i'r corff ariannu ac i'r cyhoedd sy'n elwa ar y gwasanaethau a ddarperir. Mae'r sector gwirfoddol wedi ymrwymo i fynd ar drywydd codau ymarfer cydnabyddedig ar ddefnyddio a gweinyddu cronfeydd cyhoeddus sy'n briodol i raddfa cyllido a gweithredu gan gwmpasu:

- Maer Llywodraeth wedi ymrwymo i sefydlu a chynnal gweithdrefnau i sicrhau arferion gorau cydnabyddedig o ran gweinyddu ei chynlluniau grantiau a chynlluniau grantiau arferion asiantaethau syn gweinyddu cyllid ar ei rhan, gan gynnwys:

  - eglurder yn amcanion y cynlluniau grantiau au meini prawf cymhwyster;
  - amlygrwydd a gwrthrychedd yn y gweithdrefnau gweinyddu ac asesu;
  - cysondeb rhwng rhaglenni ariannu;
  - trefniadau syn helpu gyrff gwirfoddol i fodloni eu dyletswyddau cyfreithiol a rheoleiddio;
  - trefniadau ar gyfer cytuno ar amcanion a dangosyddion perfformiad ystyrlon, syn gymesur lefel y cyllid, y bwriedir monitro a gwerthuso corff yn eu herbyn;
  - cynnydd tuag at drefniadau cyllido dros dair blynedd ar gyfer grantiau craidd fel dull o hyrwyddo cynllunio tymor-hir effeithiol;
  - trefniadau effeithiol ar gyfer cydweithredu rhwng adrannau ynghylch cymorth grant ar gyfer gweithgareddau nad ydynt yn cydweddu'n hawdd chyfrifoldebau i un adran yn arbennig;
  - targedu adnoddau yn effeithiol.
- polisau cyflogi, trefniadau rheoli a gweithdrefnau clir ac effeithiol;
  - systemau effeithiol a chyfrannol ar gyfer rheoli, atebolrwydd, priodoldeb ac archwilio cyllid;
  - systemau ar gyfer cynllunio a gweithredu rhaglenni gwaith;
  - systemau ar gyfer monitro a gwerthuso gweithgareddau yn erbyn nodau y cytunir arnynt;
  - systemau ar gyfer sicrhau ansawdd ac atebolrwydd i ddefnyddwyr, gan gynnwys gweithdrefnau cwyno;
  - polisau ar gyfer sicrhau cyfleoedd cyfartal mewn arferion cyflogi a darpariaeth gwasanaethau;
  - cydnabyddiaeth gyhoeddus o gefnogaeth y Llywodraeth.

Mae'r Llywodraeth wedi ymrwymo hefyd i hyrwyddo arferion da I gyllidwyr eraill.

# Cyrff a fun ymwneud datblygur Compact

Fforwm Gwirfoddoli Cymru	Canolfan Hyfforddi a Datblygu Cyd-weithredol Cymru
Cyngor Cymreig y Gwasanaethau Ieuencid Gwirfoddol	Cynulliad Merched Cymru
Cymdeithas Genedlaethol Canolfannau Cyngori Cymru	Antur Waunfawr
Fforwm Tai Cymru	Cronfa Achub y Plant
Ffederasiwn Cenedlaethol Sefydliadaur Merched (Cymru)	Gwarchodwyr Cefn Gwlad
Rhwydwaith Gofal Cymdeithasol	Y Ffatri Gelf
Mewn Cymru	Project Hanes a Chelf Butetown
Plant yng Nghymru	Cymdeithas Cyngorau Sirol Gwirfoddol Cymru
Cyswllt Bywyd Gwyllt a Chefn Gwlad	Cyngor Gweithredu Gwirfoddol Cymru
Gofal Henoed Cymru	Cymdeithas Ymddiriedolaethau Datblygu
Canolfan y Celfyddydau Gweledol	Chwarae Teg
Amgylchedd Cymru	Cymdeithas Canolfannau Gwirfoddoli Cymru
Sefydliad Lloyds TSB	Cyngor Celfyddydau Cymru
Rhwydwaith y Sector Gwirfoddol ar gyfer Pobl Dduon	Cyngor Ieuencid Cymru
Ymddiriedolaeth Bywyd Gwyllt Gwent	Y Swyddfa Archwilio Genedlaethol
Rhwydwaith y Celfyddydau Gwirfoddol	Cadw
Gwasanaeth Ymgynghorol Cyfranogiad Tenantiaid	Y Swyddfa Gymreig
Cangen y Sector Gwirfoddol	Cyngor Gweithredu Gwirfoddol Cymru (CGGC)
Swyddfa Y Gymreig	Llys Ifor
Parc Cathays	Heol Crescent
Caerdydd	Caerffili CF83 1XL
CF1 3NQ	Elusen gofrestredig rhif 218093

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# MESSAGE FROM THE PRIME MINISTER

This Compact between Government and the voluntary and community sector provides a framework which will help guide our relationship at every level. It recognises that Government and the sector fulfil complementary roles in the development and delivery of public policy and services, and that Government has a role in promoting voluntary and community activity in all areas of our national life.

The work of voluntary and community organisations is central to the Governments mission to make this the Giving Age. They enable individuals to contribute to the development of their communities. By so doing, they promote citizenship, help to re-establish a sense of community and make a crucial contribution to our shared aim of a just and inclusive society. This Compact will strengthen the relationship between Government and the voluntary and community sector and is a document of both practical and symbolic importance.

**Tony Blair**

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# FOREWORD BY THE SECRETARY OF STATE FOR WALES AND THE CHAIR OF WALES COUNCIL FOR VOLUNTARY ACTION

The work of 23,000 voluntary and community organisations in Wales and the 1.9 million people who volunteer each year embraces every aspect of public life and forms a vital part of every community. Whether its providing a much needed and innovative new service or campaigning for the interests of disadvantaged groups, voluntary action plays a central role in our modern pluralistic society and enhances the democratic process.

The Compact between the Government and the voluntary sector in Wales recognises this enormous contribution to the communities and the environment of Wales. It is an agreement between partners founded on the shared interest of the voluntary and statutory sectors in building a just and open society where there is equality of opportunity for individuals to play their full part in the life of their communities.

The Compact is built on principles of integrity, trust and mutual respect. It sets out and clarifies for the first time the responsibilities and expectations of both Government and the voluntary sector in working together. It sets out best practice in the allocation and management of public resources. It promotes greater participation in the formulation and implementation of public policy, enhancing and broadening the democratic process. It sets a structure for fair and effective co-operation in taking forward strategic programmes.

The Compact paves the way for the future as it is intended to form the basis for the National Assemblys Voluntary Sector Scheme.

It is with great pleasure and hope for the future co-operation between the voluntary sector and Government in Wales that we commend this document and commit ourselves to implementing its proposals.

**Alun Michael**  
**Marjorie Dykins OBE**

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# COMPACT BETWEEN THE GOVERNMENT AND THE VOLUNTARY SECTOR IN WALES

## Introduction

The Government is committed to recognising, valuing and promoting the voluntary sector as it builds a genuine partnership with the sector. This Compact sets out the broad principles and shared values which will govern the relationship between the Government and the voluntary sector in Wales. In this Compact, the term "voluntary sector" incorporates voluntary and community organisations and volunteering interests.

## Implementation, monitoring and review

The Compact is an agreement between the Government and the voluntary sector in Wales. It is dependent upon the policies and procedures to which the Government commits itself in this document. The Compact will be recommended to the National Assembly as a basis for developing the Voluntary Sector Scheme.

The Welsh Office/Voluntary Sector Forum, supported by the Welsh Office Voluntary Sector Branch, will agree an action plan setting out specific measures for implementing the Compact, including the targets and timetable against which this is to be measured.

A review of the implementation and impact of the Compact and action plan will be conducted annually and a report submitted to the Minister with responsibility for the voluntary sector in Wales and the Ministerial Taskforce on the voluntary sector.

## Aims of the Compact

The Government's aims in developing a Compact are set out in "Building the Future Together - Labour's policies for partnership between Government and the Voluntary Sector" (1997). They are:

1. To encourage good practice and co-operative methods of decision making and for reviewing performance, particularly where organisations receive Government finance as service providers.
2. To encourage voluntary organisations and charities through co-operation and training as well as through financial support.
3. To encourage volunteering initiatives and the idea that voluntary activity is an essential part of citizenship.
4. To encourage the work of umbrella organisations and co-operation between such organisations.
5. To recognise specific needs and special contributions made by groupings organisations of disabled people and the voluntary sector in rural areas are just three examples.
6. To encourage a growth in the contribution of different age groups. Voluntary activity must be seen as a part of citizenship for young people while the contribution of older people, who bring to bear a lifetime's experience,



should not be underestimated. While many organisations depend on the commitment of their older members and while many young people contribute zeal and energy, the fact is that the potential is not being realised to the full at either end of the age range.

7. To ensure that Government is measuring and recognising things that really matter, both within Government and between Government and non-Governmental organisations.
8. To review the co-ordination of Government relationships with the voluntary sector across departments.
9. To assess carefully, in consultation with relevant voluntary organisations, the potential impact of policy changes upon the sector.

## Shared values

The Government and the voluntary sector share a number of common values about the role of individuals and communities in a modern democracy which will underpin all aspects of this Compact. Both agree that our aim is the creation of a civil society which:

- offers equality of opportunity to all its members regardless of race, colour, sex, sexual orientation, age, marital status, disability, language preference, religion or family/domestic responsibilities;
- is inclusive and enable people to participate in all its economic, social and cultural activities;
- empowers people to participate in the development of their communities;
- relies on people's voluntary action to foster community leadership and enhance local democracy;
- comprises public, private and voluntary sectors and its problems are best addressed through partnership between them.

The Government and the voluntary sector agree that their relationship must be built on integrity, trust and mutual respect.

The Government and the voluntary sector agree that partnership means working together towards a common set of goals, based on equality in terms of ownership, decision-making and recognition of each party's distinctive contribution.

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## GOVERNMENT

### Recognition

The Government recognises:

- the wide scope and diversity of voluntary activity across the whole spectrum of public life; the contribution voluntary and community organisations and volunteers make to the economic, social, environmental and cultural life of Wales; and the role they play in formulating and delivering public policy;
- that voluntary and community organisations are independent organisations which determine their own priorities and manage their own affairs;
- that volunteering is the commitment of time and energy for the benefit of society and the community; the environment; or individuals outside one's immediate family. It is undertaken freely and by choice, without concern for financial gain;
- that voluntary and community organisations have an obligation to represent the interests of their constituents;
- that voluntary and community organisations operate within the principles upon which they are founded, and are accountable to their members and the individuals and communities with whom they work.

The Government makes the following commitments:

- designating a Minister to have responsibility for the interests of volunteers and voluntary and community organisations;
- developing, in consultation with the voluntary sector:
  - a policy on working in partnership with voluntary and community organisations and measures to support this;
  - a policy on volunteering and measures to promote volunteering;
  - a policy on community development and measures to promote it.

## VOLUNTARY AND COMMUNITY ORGANISATIONS AND VOLUNTEERING INTERESTS

### Recognition

The voluntary sector recognises the important strategic role that the Government plays in the development and delivery of public policy and services.

The voluntary sector recognises the legal and financial framework within which the Government operates.

Voluntary and community organisations and volunteering interests recognise their responsibility to be accountable to the different parties that have an interest in their work, including:

- their members;
- the people who use their services;
- the communities in which they work;
- the general public and funding bodies that support their work;
- the regulatory bodies that oversee their activities.

Voluntary and community organisations and volunteering interests are committed to having clearly defined procedures and structures that enable them to fulfil their obligations on accountability.



## GOVERNMENT

### Representation

The Government recognises that voluntary organisations have an obligation to represent the interests of their constituents and the people and communities they work with. The Government acknowledges organisations' right to campaign on behalf of these interests within the regulatory framework.

The Government is committed to:

- setting out agreed procedures for consultation on policy changes and new policy developments which affect voluntary and community organisations and/or volunteering interests which include:
  - opportunities for ongoing discussion between voluntary and community organisations and volunteering interests and Government Departments to foster early understanding and involvement in policy development;
  - consultation arrangements that normally allow adequate time for wider consultation with networks and service users;
  - the role of umbrella bodies and intermediaries in facilitating consultation;
  - feedback to respondents on the replies to and outcomes of the consultation;
  - opportunities for the sector to continue to be involved at the implementation and evaluation stages of the policy.

## VOLUNTARY SECTOR

### Representation

Many voluntary and community organisations and volunteering interests are involved in representing the interests of particular groups or causes in society and campaigning on their behalf. Voluntary and community organisations and voluntary interests are committed to:

- defining and demonstrating how they represent their stated constituency;
- consulting their constituency and accurately representing their views when presenting a case to Government or responding to Government consultations;
- ensuring that the information they present to Government is accurate and that research has been conducted in an objective and unbiased manner;
- having regard for the regulatory framework that governs their organisation when campaigning on behalf of their constituents.

Where organisations claim a leading role in representation they should be prepared to respond in reasonable time to Government consultations on relevant subjects, commensurate with their available resources.

## GOVERNMENT

### Partnership

The Government recognises that the voluntary sector and volunteers operate across a wide range of disciplines, in a wide range of roles, and have a particular contribution to make.

The Government is committed to:

- setting out arrangements for working in partnership with voluntary and community organisations and with volunteering interests in the voluntary, statutory and private sectors in all relevant policy areas;
- promoting partnerships between public and voluntary sectors through its policies and funding strategies;
- promoting the role of the voluntary sector throughout the public sector including Non-Departmental Public Bodies;
- encouraging public bodies to designate a senior person to have responsibility for relations with the voluntary sector;
- promoting the spirit and principles of the Compact to local authorities and to the Welsh Local Government Association;
- dialogue with organisations on the development of their long-term objectives.
- proofing of all significant policy changes across all policy areas for their impact on the voluntary sector, volunteering and community interests.

## VOLUNTARY SECTOR

### Partnership

Voluntary and community organisations and volunteering interests recognise the value of working in partnership in addressing society's problems and improving the quality of life of all its members. Voluntary organisations recognise that real partnership brings benefits and responsibilities for all those involved.

Voluntary and community organisations and volunteering interests are committed to:-

- Developing a partnership approach with government and its agencies in areas of common benefit;
  - co-operating with government departments in setting out joint working arrangements;
  - taking a proactive approach to informing Government of developments in their work that may be relevant to the formulation of policy and practice;
  - assisting Government to extend the reach of its information sources and partners, particularly amongst under-represented sections of society;
  - developing and sharing innovative approaches to service delivery based on the needs and circumstances of the service users;
  - providing high quality, cost effective services with systems to assure quality and accountability to the people who use them.
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## GOVERNMENT

### Resources

The Government recognises that its policies on voluntary organisations, volunteering and community development should include measures for financial support of the sector. The extent of such measures will be determined by the level of resources available and funds will need to be targeted according to priorities. The Government also recognises its role in ensuring that the voluntary sector has fair and reasonable access to other sources of public funds arising from Government and European programmes operating in Wales.

The Government is committed to establishing and maintaining procedures to ensure accepted best practice in the administration of its grant schemes and those of agencies which administer funds on its behalf, including:

- clarity in the objectives of grant schemes and their eligibility criteria;
- transparency and objectivity in the administrative and assessment procedures;
- consistency between funding programmes
- arrangements that assist voluntary organisations to meet their legal and regulatory obligations;
- arrangements for agreeing meaningful objectives and performance indicators, commensurate with the level of funding, by which an organisation is to be monitored and evaluated;
- progress towards three year funding arrangements for core-grants as a means of promoting effective long-term planning;
- effective arrangements for co-operating between departments over grant aid for activities that do not readily fit within one departments responsibilities;
- targeting resources effectively.

The Government is also committed to promoting good practice to other funders.

## VOLUNTARY SECTOR

### Resources

The voluntary sector recognises that receipt of public funds carries with it responsibilities to the funding body and to the public that benefit from the services provided.

The voluntary sector is committed to pursuing acknowledged codes of practice on the use and administration of public funds appropriate to the scale of funding and operation covering:

- clear and effective employment policies, management arrangements and procedures;
- effective and proportionate systems for the management, control, accountability, propriety and audit of finances;
- systems for planning and implementation of work programmes;
- systems for monitoring and evaluation of activities against agreed objectives;
- systems for quality assurance and

accountability to  
users, including  
complaints  
procedures;

- policies for ensuring  
equality of  
opportunity in both  
employment practice  
and service provision;
  - public  
acknowledgement of  
Government support.
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# Organisations involved in developing the Compact

Wales Volunteering Forum	The Wales Co-operative Development and Training Centre
Council for Wales of Voluntary Youth Services	Wales Assembly of Women
National Association of Citizens Advice Bureaux Wales	Antur Waunfawr
Housing Forum Cymru	Save the Children Fund
National Federation of Womens Institutes (Wales)	British Trust for Conservation Volunteers
Social Care Network	The Arts Factory
Mewn Cymru	Butetown History and Arts Project
Children in Wales	Wales Association of County Voluntary Councils
Wales Wildlife and Countryside Link	Wales Council for Voluntary Action
Age Concern Wales	The Development Trusts Association
Centre for Visual Arts	Chwarae Teg
Environment Wales	Wales Association of Volunteer Bureaux
Lloyds TSB Foundation	Arts Council of Wales
Black Voluntary Sector Network	Wales Youth Agency
Gwent Wildlife Trust	National Audit Office
Voluntary Arts Network	CADW
Tenants Participation Advisory Service	Welsh Office
Voluntary Sector Branch	Wales Council for Voluntary Action (WCVA)
Welsh Office	Llys Ifor
Cathays Park	Crescent Road
Cardiff	Caerphilly CF83 1XL
CF1 3NQ	Registered charity number 218093



