

# Watford Compact 2014

## Watford Compact 2014 – a cross sector partnership

This is a voluntary agreement between different organisations designed to strengthen local relationships and improve outcomes for the local community. Organisations signing up to this compact may come from the public, private or voluntary sectors – or from organisations that have a foot in two or more sectors.

## Recognition, respect and partnership

All signatories to this document:

- agree to work in partnership to improve outcomes for stakeholders, customers and the local community;
- recognise and respect the roles of each sector;
- understand that a successful community must have effective, confident organisations in each sector.

## The basics

Signatories agree to work within the principles of Corporate Social Responsibility defined by ISO 26000:

- Accountability  
We are answerable to those affected by our decisions and activities, as well as to society in general for our overall impact.
- Transparency  
We will disclose (in a clear, accurate manner and to a reasonable and sufficient degree) our policies, decisions, and activities, including known and likely impacts.
- Ethical behaviour  
Our decisions and activities will reflect our commitment to honesty, equity, and integrity.
- Respect for stakeholders  
We will take into account the rights and interests of all stakeholders including owners, members, customers, constituents, employees, neighbours, other individuals or groups may also have rights, claims, or specific interests that should be taken into account.
- Respect for the rule of law  
We will ensure that all our employees, volunteers, agents and stakeholders understand our commitment to comply with applicable laws and regulations.
- Respect for international standards of behaviour  
We will ensure that all our employees, volunteers, agents and stakeholders understand our commitment not to benefit from unethical behaviour, even where this behaviour is legal.
- Respect for human rights  
In all circumstances we will respect and foster rights set out in the Universal Declaration of Human Rights and elsewhere in the International Bill of Human Rights.

## Good governance

- We will publish an annual report on our work.
- We will demonstrate our commitment to good governance by working within or toward an appropriate quality assurance standard.
- We will monitor and evaluate our work and secure regular feedback from our stakeholders.
- We will join or recognise representational and trade bodies such as the Watford and West Herts Chamber of Commerce and W3RT CVS.
- We will be active within appropriate broader local partnerships such as sector forums dealing (for example, with culture, technology, or education).

## **Good practise**

- **Consultation and collaboration**  
We will consult customers, members, constituents, stakeholders wherever possible, contribute to the consultations of others, and work collaboratively where a common interest is identified.
- **Environment**  
We recognise that natural resources are limited and the natural environment is precious, and will take action to reduce consumption, increase recycling, and protect the environment.
- **Equalities**  
We will promote equality and remove discrimination on the grounds of age, disability, marital status, pregnancy or parenthood, race, religious belief or non-belief, sex, sexual orientation or gender re-assignment.
- **Public health**  
We will promote good public health, including good mental health, to our employees and stakeholders.
- **Employment**  
We will observe good practise in recruitment and employment, and will particularly look to provide opportunities for local people who are young or disadvantaged.
- **Volunteering**  
Where appropriate we will provide opportunities for volunteers and encourage paid staff to volunteer in the local community.
- **Charity**  
We will support local charity by contributing to fundraising or encouraging our staff to contribute.
- **Watford**  
Within the law and competitive practise, we will try to recruit suppliers, contractors and employees from within the Watford community.

## **The public sector - lead signatory: Watford Borough Council**

Public sector organisations derive their legitimacy from popular consent and democratic accountability and are responsible for policy development, regulation and the rule of law, and the delivery of statutory services. Public sector signatories agree to adhere to the national Compact.

## **The private sector - lead signatory: Watford and West Herts Chamber of Commerce**

Private sector organisations are accountable to their private owners and through regulation and the rule of law; they underpin the economy by producing goods and services, generating trade, creating jobs and wealth, and paying taxes.

## **The voluntary sector - lead signatory: W3RT CVS**

Voluntary sector organisations are accountable through their trustees and members and through regulation and the rule of law; they challenge injustice, preserve culture, highlight and address needs by providing goods and services, and provide a platform for marginalised and under-represented groups. Voluntary sector signatories agree to adhere to the national Compact.

## **Status**

This is not a legally binding agreement and implies no legal commitment. We acknowledge the right of each signatory to determine its own policies and to act accordingly. If any organisation decides it cannot meet the standards set by this Compact, it can remove its name from the list of signatories. Where a complaint is received that a signatory organisation is not meeting the standards set by this Compact, its name can be removed from the list of signatories by unanimous agreement of the three lead signatories (subject always to the right of the organisation to respond to the complaint received).