

## What is an Essex Compact Champion?

An Essex Compact Champion promotes the Essex Compact within his or her organisation. Such a Champion:

- Acts as a contact point for colleagues with queries about the Compact
- Keeps the Compact on the agenda and raises it when it seems to have been forgotten
- Liaises with colleagues with particular responsibilities on Compact matters – for example, with a training manager about covering the Compact in staff training and induction
- Raises concerns if necessary with senior managers able to take action, including the chief officer
- Liaises with other Essex Compact Champions through the Steering Group, Essex Compact Forum and staff with Essex-wide Compact responsibilities (that means reporting significant issues of interest and if possible attending a few meetings, not a big time commitment).

We advise that the Compact Champion should not normally be the chief officer or head of department (to avoid conflicts of interest) but should have access to that senior person. In big organisations it will generally be helpful to have a Compact Champion in each division, with one “Champion of Champions” or central champion as a single point of contact for that organisation. The central champion will have some additional duties keeping communication going between the other champions in that organisation and trying to make sure gaps are filled.

How Champions are appointed is up to the organisation concerned, but at the very least senior management and the person’s line management should be aware.

Champions do not have to be experts. They will have the backing of the Essex Compact Steering Group and staff attached to that, and we hope it will be possible to arrange training for those who wish to take it up.