



Report To:	Inverclyde Alliance Board	Date:	9 December 2019
Report By:	Corporate Director Education, Communities and Organisational Development	Report No:	
Contact Officer:	Hugh Scott, Service Manager, Inverclyde Council	Contact No:	01475 715459
Subject:	A 3 year Plan for Co-ordinating Community Learning & Development (CLD) in Inverclyde 2018 – 2021: Progress Report Year 1		

1.0 PURPOSE

1.1 The purpose of this report is to provide the Inverclyde Alliance Board with a year one progress of the 3 year plan “Co-ordinating Community Learning & Development in Inverclyde 2018 – 2021”.

2.0 SUMMARY

2.1 In August 2018, the Education and Communities Committee approved a ‘Strategy and Implementation Plan for Community Learning and Development (CLD) in Inverclyde 2018-2021’; this was endorsed by the Alliance Board. The Community Learning and Development Strategic Implementation Group has the strategic responsibility for the development, monitoring and evaluation of the three year plan.

2.2 There has been progress made across all 5 priorities in year one of the plan and highlights are identified in paragraph 5.2 of this report. An update on progress of all activity is contained in Appendix 1.

2.3 There are some key actions to be undertaken at the beginning of year two of the plan as follows:

- An evaluation and planning event will be undertaken in November-December 2019.
- The current remit of the CLD Strategic Implementation Group and 3 Sub-Groups will be reviewed.
- The co-ordination of CLD will be integrated within the emerging Local Outcome Improvement Planning infrastructure.
- A needs assessment will be carried out to identify the CPD requirements of the CLD workforce.
- Identification of unmet need.

3.0 RECOMMENDATIONS

3.1 It is recommended that the Alliance Board:

- a. Notes the progress made in the implementation of year 1 of the 3 year plan for CLD.
- b. Notes the actions that will be implemented in year 2 of the 3 year plan for CLD.

Ruth Binks

Corporate Director Education, Communities & Organisational Development

4.0 BACKGROUND

- 4.1 In August 2018, the Education and Communities Committee approved a 'Strategy and Implementation Plan for Community Learning and Development (CLD) in Inverclyde 2018-2021', this was endorsed by the Alliance Board. This updated the existing Strategy in line with the 'Strategic Guidance for Community Planning Partnerships published by the Scottish Government in June 2012 and followed Education Scotland's 'Revised Guidance Note on Community Learning and Development 2018-21'.
- 4.2 The 'Revised Guidance Note on Community Learning and Development 2018-21' identified five key themes as essential to the CLD 3 Year Plan 2018-21:
- Involvement
 - Shared CLD Priorities
 - Planning
 - Governance
 - Workforce Development
- 4.3 The 3 year plan for 2018 – 2021 "Co-ordinating Community Learning and Development in Inverclyde" demonstrates our key objectives and priorities, ensuring it meets the required objectives set out in the recently published Inverclyde Local Outcome Improvement Plan (LOIP) 2017 – 2022 and the Inverclyde Corporate Plan 2018 - 2022.
- 4.4 In addition to the 5 key themes, the following priorities formed the key delivery focus of the plan:
- CLD Priority 1 – Raising Attainment & Achievement
 - CLD Priority 2 – Continue the development of effective partnerships at a local and national level
 - CLD Priority 3 – Empowering Communities - Continue the development of effective community engagement structures to enhance community participation
 - CLD Priority 4 – Improving the Health & Wellbeing of our communities
 - CLD Priority 5 – Developing the CLD response to tackling poverty, deprivation and inequality in Inverclyde.
- 4.5 The Community Learning and Development Strategic Implementation Group, which is chaired by the Corporate Director Education, Communities and Organisational Development and draws membership from Inverclyde Alliance SOA Delivery Groups, maintains the strategic responsibility for the development, monitoring and evaluation of the 3-year plan.
- 4.6 The CLD Strategic Implementation Group (CLD SIG) is responsible for the monitoring and evaluation of the 3 year plan 'Co-ordinating Community Learning & Development in Inverclyde 2018 – 2021'. The 3 CLD Sub-Groups (Adult Learning and Literacies, the Community Engagement and Capacity Building Network and Youth Work) have a key role in supporting the CLD SIG with this remit.
- 4.7 A range of unmet need was identified in the 3 year plan for 2018 – 2021 "Co-ordinating Community Learning and Development in Inverclyde". These will be monitored across the CLD Partnership on an annual basis.

5.0 PROGRESS

- 5.1 The review of progress in year 1 largely draws on information provided by CLD Partners, for collation and analysis by the CLD Service. There has been progress made across all 5 priorities in year one of the plan and this is detailed in Appendix 1.
- 5.2 Highlights in Year 1 include:
- There are improved outcomes for young people, parents and families as a result of their participation in CLD programme.

- HMIE endorsed the CLD 3 Year Plan.
- There has been an increase in the number and range of learning opportunities offered to the community, including accreditation from personal Achievement Awards at SCQF level 2 to a broad range of qualifications at SCQF level 5 and 6.
- The number of adults and young people gaining qualifications has increased.
- The number of people with improved literacies and ESOL skills has increased.
- Learner pathways are incrementally being improved but significant work is still to be done in certain areas to develop this further. Inverclyde Life will have a significant role to play in this as the vehicle which hosts all CLD learning opportunities in Inverclyde.
- CLD Partners are working more collaboratively to achieve shared goals, particularly around the development of pathways and locality planning.
- A more systematic approach to community engagement has been taken across the partnership.
- Community and youth participation has been improved through a range of community engagement processes and structures.
- A range of innovative health and wellbeing programmes and plans have been developed to better meet the needs of young people and adults.
- Key issues for people such as social isolation, emotional and mental wellbeing, and low levels of confidence and participation rates, poor social capital, capacity and skills have been addressed as a result of participation in Community Learning and Development programmes across the CLD partnership.
- Improved targeting of those most in need has led to an increased number of vulnerable adults and young people receiving vital support and participation rates increasing.
- There is a more coordinated approach to tackling poverty, deprivation and inequality in Inverclyde.

There are some key actions to be undertaken at the beginning of year two of the plan as follows:

- An evaluation and planning event will be undertaken in November-December 2019
- The current remit of the CLD Strategic Implementation Group and 3 Sub-Groups will be reviewed.
- The co-ordination of CLD will be integrated within the emerging Local Outcome Improvement Planning infrastructure.
- A needs assessment will be carried out to identify the CPD requirements of the CLD workforce.
- Identification of unmet need.

6.0 IMPLICATIONS

6.1 Legal: None
 Finance: None
 Human Resources: None
 Equality and Diversity: None
 Repopulation: None
 Inequalities:

7.0 CONSULTATIONS

7.1 Ongoing consultation with Community Learning and Development Partners and services users.

8.0 LIST OF BACKGROUND PAPERS

8.1 None



Inverclyde Alliance

**Co-ordinating Community Learning & Development in Inverclyde
2018 – 2021**

Progress Report 1st October 2018-30th of September 2019

Community Learning and Development 3-Year Plan 2018 – 2021 Progress Report 2018-19

Shared CLD Priorities

CLD Priority 1 – Raising Attainment & Achievement. Reporting lead: Claire Alexander

LOIP Priority – Inequalities

Corporate Plan Priority – To work collaboratively to enable strong, connected, and empowered communities, particularly in areas of deprivation, so that residents have influence and control over things that matter to them

National Performance Framework – Outcomes 2, 3, 4, 5, 7, 8, 11 & 16

Link to Local Strategic Plans: Education Strategic Plan, Inverclyde Attainment Challenge, School Improvement Plans, Corporate Directorate Improvement Plans (CDIPS), Joint Children Services Plan, Child Poverty Action Group – Local Action Report (Developing)

Evidence of Need	Key Actions	Timescale	What success will look like	Progress to date across all key actions
Feedback from young people, adults, the wider community and partners indicates that there is a need for CLD providers to continue to provide wider achievement and attainment opportunities.	To increase the learning opportunities available to individuals.	Year 1 / 2	Increase in the number of individuals achieving nationally recognised awards.	<p>There is an increase in the range of provision, including accreditation, being delivered across the partnership.</p> <ul style="list-style-type: none"> • HSPC's SVQ Centre supported 61 individuals • Personal Achievement Awards (SCQF level 2) From April-August 2019 there has been a 17% rise in the number of awards being delivered. • Community Achievement Award (SCQF 4 and 5) has been delivered in partnership with Kelvin College. • New ICT provision has been developed over the summer aimed at unemployed adults. SQA approval is being sought for Digital Skills (SCQF level 3) and more use of SQA Academy's online learning. • 2 new awards have been piloted and will be rolled out from August 2019 in Adult Learning and Youth Work: The
Scottish Attainment Challenge research stresses the need to close the poverty related attainment gap.	To continue to help individuals to develop the skills, knowledge and attributes to achieve	Year 1	Improved range of courses, qualifications and awards available to	

	<p>their full potential.</p> <p>To continue to make a significant contribution in the closing of the poverty related attainment gap.</p> <p>Continue to provide and enhance high quality learning opportunities to young people, adults and the wider community with a focus of those most in need.</p>	<p>Year 1 & 2</p> <p>Year 1 / 2</p>	<p>individuals.</p> <p>A reduction in the poverty related attainment gap with improved outcomes for young people, parents and families.</p> <p>Increase the number of individuals with improved literacies and ESOL skills.</p>	<p>Leadership Award (SCQF level 5 and 6) is jointly certificated by SQA and the Chartered Management Institute which will be of value for employment. Mental Health and Wellbeing Award (SCQF level 4 and 5) is also being rolled out.</p> <ul style="list-style-type: none"> • PEEP Learning Together. Targets parents and carers to improve their children’s life chances, by making the most of everyday learning opportunities; listening, talking, playing, singing and sharing books and stories together. Supports parents and carers to recognise and build on their own learning potential and achievements • Community Achievement Awards 2018/19 SCQF level 4 and 5 for young people. • A range of 1st step adult learning personal development programmes have been developed June/July. • Parents have been at the forefront of developing the programme of learning in the Hive. There has been a significant increase of learning opportunities available to address social, emotional and mental wellbeing. <p>HSPC’s Strategic Plan (2019-24) Big Action 1 describes the commitment to improving health literacy through supported self-management.</p>
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Feedback from partners shows a need to raise awareness of appropriate pathways for young people and adult learners engaged in CLD activity.	Improve progression pathways for both young people and adult learners.	Year 1 / 2	Increased pathways available to learners.	HSPC is working with the Third Sector to develop social prescribing (Big Action 6) The clearer articulation and strengthening of pathways is a key focus for the Adult Learning and Literacies Sub Group. Approaches are being discussed and piloted, mainly themed, e.g. employability by partners or groups of partners but a more systematic approach, which is partnership-wide is being developed.
Lack of co-ordinated progression opportunities for learners in some areas.	Raise awareness to CLD providers of the pathways available on the learner journey.	Year 1	Increase in the number of learners progressing on to a positive destination.	A number of partnership meetings have been held to develop transitions from community-based adult learning to FE and support the developments of specific pathways. A pilot phase will develop 2 work stream pathways by December 2019 with delivery January to June 2020. To make the general coordination of delivery and articulation of pathways from CBAL to WCS easier there is a proposal to route all requests through the AL and L Sub Group meetings.
Create new progression opportunities for learners and provide additional support at transition points for those most in need.	Work in partnership with wider CLD partners to identify appropriate pathways for learners.	Year 1	Clear and defined pathways are identified. CLD practitioners and wider partners and adult learners have a better understanding of pathways for their learners.	The National Lottery Awards for All bid from The Adult Learning and Literacies Sub Group will support the development of early stage pathways.
	Consult with learners on their experience and expectations of their learning pathway.	Year 1		It has been agreed that Inverclyde Life will be the one repository for all service delivery/offers. A guide has been produced and sent to partners and training events delivered August 2019.
	Work across the partnership to identify and target the most vulnerable learners and develop additional support arrangements	Year 1/2		An ESOL pathway has been developed from community based to FE by all partners involved in the programmes, which is flexible and better meets the needs of learners. Transition point for learners to move on is once they've achieved National 2 unit: ESOL in Everyday Life: Speaking and Listening. Transitions are from standalone community based ESOL provision to community based literacies for specific learning and teaching i.e. Driving Theory Test. All learners offered opportunity to access West College distance learning as first steps to FE, as an integral part of their learning offer. Exit strategies are designed to ensure that

	where needed.			<p>learners have 1:1 opportunities to discuss next steps, overcoming barriers and support required.</p> <p>An Adult Learners' Forum has been established which we will work in partnership with to shape CLD Adult learning services across Inverclyde.</p> <p>The HSPC People Plan and Market Facilitation Plan are in the early stages of being refreshed and will have important links in the ongoing partnership development arrangements with CLD.</p>
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CLD Priority 2 – Continue the development of effective partnerships at a local and national level. Reporting lead: Louise McVey

LOIP Priority – All

Corporate Plan Priorities –

- ❖ To work collaboratively to enable strong, connected, and empowered communities, particularly in areas of deprivation, so that residents have influence and control over things that matter to them
- ❖ To deliver services that are responsive to community needs and underpinned by a culture of innovation, continuous improvement and effective management of resources
- ❖ To develop motivated, trained and qualified employees who deliver quality services that meet current and anticipated service needs

National Performance Framework – Outcomes 4, 7, 8, 11 & 16

Link to Local Strategic Plans: Local Outcome Improvement Plan 2017-2022, Locality Modelling – Inverclyde HSCP Inverclyde East, Financial Inclusion Partnership Strategy, Education Strategic Plan, Joint Children Services Plan, Pipeline Plan, East and Central Place Plans, School Improvement Plans, Corporate Directorate Improvement Plans (CDIPS), Inverclyde Attainment Challenge

Evidence of Need	Key Actions	Timescale	What success will look like	Progress to date across all key actions
Feedback from partners indicated that improved joined up planning and evaluation to better capture data, identify priorities and share data and information should be a key aspect of the plan.	Improve the data sharing among partners in relation to consultations carried out to improve communication, knowledge and avoid duplication. Make more use of the data that already exists	Year 2	Partners are aware of consultations carried out and the data is fed back to all.	During August and September 6 locality events were held across Inverclyde with a focus on celebrating the present and shaping the future. At each event members of the public were given the opportunity to discuss what is working well within communities and localities across Inverclyde as well as areas for improvement. Partners have created a framework 'community led action plan' for each locality where locality groups can identify priorities for their locality which is linked to the Inverclyde Local Outcomes Improvement Plan.
	Develop the CLD SIG and the underpinning sub	Year 1	Partners work better together to plan and deliver services to the community to	It is anticipated that further engagement events will continue during 2019/20 to ensure a wide representation of residents within localities and be coordinated through the Community Engagement and Community Capacity Building Network.

	<p>groups further to ensure partners work collaboratively to achieve shared goals.</p> <p>Support the development of the 3 locality plans to be established as part of the LOIP.</p> <p>Support the CLD SIG, 3 sub-groups and wider partners to undertake self-evaluation.</p>	<p>Year 1</p> <p>Year 1</p>	<p>ensure best value and reduce duplication. Partners are clear on shared goals.</p> <p>Locality Plans are produced to take forward the priorities identified in the LOIP.</p> <p>Partners have a clear understanding of the self - evaluation process and a better understanding of the inspection framework.</p>	<p>An update report regarding activities within localities has been submitted to the Inverclyde Alliance Board.</p> <p>Communities were engaged across Inverclyde's six localities in relation to the HSPC's Strategic Plan. This involved feedback to the community 'You Said-We Did' creating 2-way communication and influencing the final 6 Big Actions of the Plan.</p> <p>Inverclyde Life will be used by partners to coordinate all communication and engagement activities to share knowledge and avoid duplication.</p> <p>The HSPC Communication and Engagement Strategy is being revised and it is proposed this will form the basis of a Strategy to be used by all CPP partners.</p>
<p>Support the involvement of adult learners, young people and communities in the new locality planning groups.</p>	<p>Support the development of the 3 locality groups to ensure adult learners, young people and communities are involved in the</p>	<p>Year 1</p>	<p>There is appropriate representation from the community on the new locality planning groups.</p>	<p>The locality events are still in their infancy and representation to other groups has not been developed yet.</p> <p>A range of partner services engaged in the Locality Planning Events that took place however, there appears to be a requirement for staff awareness and training around the duty of locality planning.</p>

Partners have highlighted the importance of feeding back to the community to ensure greater transparency and accountability	planning and have a meaningful opportunity to engage in the planning process.	Year 1	Young people, adult learners and communities are making a positive contribution to the planning process.	Media and communications will remain a priority for the Community Engagement and Capacity Building Network. The revised HSPC Communication Strategy will inform best practice principles and Statutory Guidance on feedback to local people.
	Develop more robust processes to ensure appropriate feedback is given following any community engagement.		Effective systems are in place to ensure the results of any community engagement are fed back to the wider community.	
	Improve the use of social media and local media to feedback more effectively to the wider community.	Ongoing		

	<p>community by 2020/21.</p> <p>Support the development of the locality groups due to be established to take forward the actions in the Locality Plans. Create effective opportunities for the wider community to get involved.</p> <p>Continue the development of appropriate representation structures including Youth Council, Adult Learners Forum, Community Councils, Task groups and community groups.</p>	<p>Year 1 - 2</p> <p>Ongoing</p>	<p>Locality Plans.</p> <p>The number of representation structures is at least maintained and the groups feel supported and empowered to take actions forward. There are stronger individuals and communities.</p>	<p>The Aspiring Communities funded Project People, Places and Peers was delivered in Port Glasgow, GREENOCK South and South West and Greenock East and Central.</p>
<p>There is a need to further develop the Youth Consultation and Representation Structures across Inverclyde ensuring key community groups of interest are supported.</p>	<p>Develop a new structure for Youth Representation through the establishment of a Youth Cabinet.</p>	<p>Year 1/2</p>	<p>A new Youth Cabinet is established with increased numbers of young people engaged in youth participation.</p>	<p>Work is ongoing.</p> <p>It was agreed by Education Committee that the young person would become a member of the Alliance Board. The Scottish Youth Parliament representatives will attend the next Alliance</p>

	Develop plans for nominated young people to sit on local council committees to ensure their voices are heard on an appropriate platform.	Year 1	The Education & Communities Committee has a young person on the committee to address issues affecting young people.	<p>Board. Some roles and responsibilities and governance training is required to upskill the young people.</p> <p>The Youth Participation Strategy is on hold at the moment due to a refresh of the National Youth Work Strategy.</p> <p>LGBTi Clyde Pride achieved a bronze Charter Mark and the group is now working towards silver level.</p>
	Carry out a review of the Youth Participation Strategy, achieve our LGBT Charter Mark from LGBT Youth Scotland for our Clyde Pride Group & create a peer education group to tackle issues affecting young people on a peer level.	Year 2	A new refreshed Youth Participation Strategy is created to ensure young people are involved in service planning and delivery. LGBTi Clyde Pride achieves a bronze Charter Mark.	<p>The legacy funding following the successful Year of Young People programme has been agreed. An additional £100, 00 has been approved over the next 5 years (£20,000 p.a.)</p> <p>The Scottish Youth Parliament Election had 6 young people standing for election across the authority which was an increase from previous years. Youth participation increased by 470% due to online voting across community and school settings. 2,800 young people voted.</p>
	Deliver the Inverclyde YOYP Plan for 2018.	Year 1	The contribution of young people is celebrated and highlighted through the Year of Young People programme.	

	Ensure effective arrangements are in place for the Scottish Youth Parliament Elections in 2019 and 2021.	Year 1 & 3	Increase in the number of candidates standing for election and an increase in the number of young people involved in SYP elections.	
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CLD Priority 4 – Improving the Health & Wellbeing of our communities. Reporting lead: Claire Alexander

LOIP Priority – Inequalities

Corporate Plan Priority – To improve the health and wellbeing of our residents so that people will live well for longer.

National Performance Framework – Outcomes 6, 7 & 8

Link to Local Strategic Plans: Local Outcome Improvement Plan 2017-2022, Locality Modelling – Inverclyde HSCP, Inverclyde East, Joint Children Services Plan, Inverclyde Health & Social Care Partnership, Inverclyde Mental Health Action 15 Implementation Plan 2018/19, Corporate Director Improvement Plans, Child Poverty Action Group – Local Action Report (Developing)

Evidence of Need	Key Actions	Timescale	What success will look like	Progress to date
<p>Feedback from partners, adults and young people as well as the wider community indicate that there is a need to address the Mental Health agenda.</p>	<p>Work in partnership with to examine the possibilities available to help address the rising concern of mental health among individuals.</p>	<p>Year 1 & 2</p>	<p>The development of strategies / plans to address this issue e.g. A Young People's Mental Health Strategy</p>	<p>HSPC Strategic Plan-Big Actions 1 and 2</p>
<p>Evidence indicates that those in the highest SIMD areas are likely to experience poor health, wellbeing and lifestyles.</p>	<p>Continue the development of the IDEAS Project in Inverclyde and the Dementia Friendly Inverclyde Approach.</p>	<p>Year 1</p>	<p>Partners are working together to address this issue.</p>	<p>An increased range and number of programmes are being delivered to improve people's health and wellbeing, including Eat Better Feel Better, healthy eating programmes, Bee Active Family Learning, Preventing Diabetes Programme and a new range of confidence building programmes and engagement activities to address social isolation.</p> <p>The Mental Health and Wellbeing Award (SCQF level 4 and 5) is being delivered to a range of people including adults, parents and senior phase pupils.</p> <p>Inverclyde's LGBTI Group has been delivering information sessions across Inverclyde for other young people and networking with other LGBTI groups in the west of Scotland.</p>
<p>Enhance support to the LGBTI community, often disproportionately affected by Mental Health issues</p>	<p>Develop Autism Friendly Inverclyde Strategy.</p> <p>Continue to develop and support the LGBTI Community.</p>	<p>Year 1 & 2</p> <p>Year 1 & 2</p>	<p>Increased numbers of people are accessing the support and services available to them to improve their health and</p>	<p>Young people have targeted sexual health support through a partnership between CLD Service and Sandyford Clinic in Greenock Health Centre and iYouth Zones.</p> <p>A new engagement and information session has been developed specifically for adults with a focus on developing positive mental health which will be piloted in Sept 19 with CLD/SAMH</p>

<p>particularly in young adulthood.</p> <p>Inverclyde falls below the Scottish average in terms of life expectancy and the gap in both life expectancy and healthy life expectancy is even greater in our most deprived communities.</p>	<p>Develop plans to address the social isolation of residents in Inverclyde using a multi-agency approach.</p>	Year 1	<p>wellbeing.</p>	<p>A Dyslexia Support Group for parents has been established. Support is being provided for parents to build their skills to support their children with learning and includes:</p> <ul style="list-style-type: none"> • Support for parents to help their children with day to day activities • Literacy and numeracy support for parents • Capacity building support <p>The National Lottery Awards for All bid from The Adult Learning and Literacies Sub Group will support new opportunities to uncover need, support an asset based/social practice approach with those most in need and develop early stage pathways</p> <p>Clyde Conversations focussed on mental health and wellbeing, bullying, abuse and hate crime. Feedback from young people to inform service developments.</p> <p>A Mental Health Steering Group is being set up, led by HSPC in line with Scottish Government's investment for school-based services.</p> <p>Dementia Friendly Inverclyde: There is a stakeholder event, Inverclyde Care Co-ordination for People with Dementia, on the 27th of Sept. This event will focus on the national perspective, learning from other areas of excellence, Inverclyde's success to date and mapping of current and future pathways of support.</p> <p>Autism Friendly Inverclyde: Commissioning has taken place. 4 contracts have been considered and approved pending governance arrangements.</p> <p>An Education Prevention and Early Intervention Steering Group has been established to develop a framework for alcohol and</p>
	<p>Support the development of targeted sexual health provision to young people and the wider community in Inverclyde in partnership with Sandyford Services.</p>	Year 1	<p>Increase in participation in groups and activities</p> <p>A reduction in the number of people reporting social isolation.</p>	
	<p>Support the development of groups and services for young people and adults with I disabilities and long term health conditions to reduce isolation and barriers to employment.</p>	Year 1	<p>Sandyford Services are delivered in the heart of the local communities and in the I Youth Zone centres at times appropriate to young people and the community.</p>	
	<p>Continue to work alongside relevant partners to target appropriate provision and resources to support our communities most in need and identified groups of interest e.g. Care Experienced Young</p>	Year 1	<p>Formation of a strong community group and development of services to reduce social</p>	

People, Kinship Carers,
Disabled young people
and adults, adult literacy
learners, refugees etc.

Continue to develop the
range of health
education programmes
on offer across
Inverclyde

Year 1 / 2

isolation.

Increase in the
number of
residents from
targeted areas
and groups
reporting an
improvement in
their health and
wellbeing.

drugs prevention and will report back to the ADP Committee

CLD Priority 5 – Developing the CLD response to tackling poverty, deprivation and inequality in Inverclyde. Reporting lead: Louise McVey

LOIP Priority – Inequalities

Corporate Plan Priority – To reduce the prevalence of poverty in our communities, with a particular focus on reducing child poverty.

National Performance Framework – Outcomes 2, 3, 4, 7, 8, 11 & 16

Link to Local Strategic Plans:

Local Outcome Improvement Plan 2017-2022, Locality Modelling – Inverclyde HSCP Inverclyde East, Joint Children Services Plan, Inverclyde Health & Social Care Partnership, Inverclyde Mental Health Action 15 Implementation Plan 2018/19, Corporate Director Improvement Plans, Child Poverty Action Group – Local Action Report (Developing)

Evidence of Need	Key Actions	Timescale	What success will look like	Progress to date across all key actions
<p>Feedback from partners, consultations and the wider community highlight the need for service providers to address the ongoing issues of poverty and inequalities across Inverclyde.</p> <p>Evidence indicates that those in the highest SIMD areas are likely to experience inequality in relation to poverty and deprivation.</p>	<p>Contribute to the development of the Local Child Poverty Plan for Inverclyde and identify key priorities for CLD providers.</p> <p>Support the establishment of locality partnerships to develop a targeted and coordinated approach to addressing this issue.</p>	<p>Year 1</p> <p>Year 1</p>	<p>Local Child Poverty Plans created with partners working to identified outcomes and targets.</p> <p>Locality partnerships created with a multi-agency partnership approach.</p> <p>Increase in joint working.</p> <p>Locality plans in place with measureable outcomes and targets for all partners involved.</p>	<p>Year 1 of the Child Poverty Local Action Report was approved by Inverclyde Alliance and submitted to the Scottish Government in June 2019.</p> <p>HSPC Strategic Plan-Big Actions 2</p> <p>Partner services and local agencies are contributing to the Inverclyde Child Poverty Action Group (ICPAG) highlighting areas of good practise and discussing opportunities for sharing local and national progress.</p> <p>The ICPAG will continue to develop and monitor the actions of the Child Poverty Local Action Report going into year 2.</p> <p>Work has started with the national partners to establish a “deep dive into data” to collate information and evidence on the prevalence of poverty in Inverclyde. A multi agency workshop will take place during Challenge Poverty Week. (7-12 October)</p> <p>Proposed events to take place within the localities to engage families and communities in advice, information and to discuss what poverty means to them. It is likely this there will be one engagement session in the 3 localities with the greatest</p>

<p>There are a number of communities in Inverclyde with experience of long standing poverty and disadvantage – more than 1 in 4 of Inverclyde’s children are estimated to be living in poverty, rising to 1 in 3 in some areas.</p>	<p>Support the closing of the poverty related attainment gap through raising attainment and achievements in schools with young people, parents and families.</p>	<p>Year 1 & 2</p>	<p>A reduction in the poverty related attainment gap with improved outcomes for young people, parents and families.</p>	<p>inequalities and a media campaign linking to the Get Heard Scotland from the Poverty Alliance.</p>
<p>There is strong correlation between literacies capabilities and low level of income, either from low paid employment or from the benefit system. Develop literacies capabilities to support people into, or back to the labour market in order that they can cope with the demands of the changing skills and knowledge of the working world.</p>	<p>Continue the ongoing development of the IDEAS (Inverclyde Delivering Effective Advice and Support) project to provide families with relevant financial inclusion support and ensure they have the skills and capacity to be able to continue with positive finances through their lives.</p>	<p>Year 1 & 2</p>	<p>An increase in the number of residents accessing financial inclusion support.</p>	<p>A discussion has been held with the West College Scotland to ask them to consider what they do as an organisation to mitigate child poverty in Inverclyde. They will provide an overview and update (no date given when).</p>
	<p>Address the ongoing concern of “<i>In work poverty</i>” and develop provision of services to meet the needs of this targeted group.</p>	<p>Year 1</p>	<p>Provision is tailored to meet the needs of this group and is delivered at appropriate times.</p>	<p>Two projects that have started as part of the Child Poverty Local Action Report include the pre apprenticeship programme starting 9/9/19 for 10 young people identified by the head teachers in the 6 secondary schools. This is a 40 week course that combines, college, workplace through Morton in the Community and school to increase confidence and self awareness that may assist the young people who complete the course to have better opportunities for employment when the finish S4.</p>
			<p>Increased</p>	<p>The second project is the roll out of the Cost of the School day across all primary and secondary schools. 12 teachers have been trained and will support schools to consider methods and develop policies that may reduce the cost of the school day for families, including accessing uniform banks, reducing the number of come as you please days etc.</p>

	<p>Offer literacies learning in an employability context to both those in and out of employment.</p> <p>Work with local employers to identify areas of literacies support that would be beneficial to their workforce.</p> <p>Develop opportunities for workplace literacies provision.</p>	<p>Year 2</p> <p>Year 1</p> <p>Year 1 & 2</p>	<p>number of literacies programmes delivered.</p>	
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Workforce Development

The Strategic Guidance for community planning partnerships on Community Learning and Development published in June 2012 as well as the revised guidance on Community Learning and Development Planning published in 2017, emphasises the importance of how partners will develop workforce development as well as effective leadership over the next 3 years. The plan recognises that CLD is provided in Inverclyde by a range of staff and practitioners including qualified paid staff, unqualified staff, part time staff, and volunteers from both the statutory and voluntary sectors.

Workforce Development Plan

Key Actions	Progress
Develop a training programme to provide more development opportunities to partners, their staff and volunteers and increase the number of opportunities for joint training across the partnership	All national training and new resource or practice developments is disseminated through the Youth Work, Adult Learning and Literacies and Community Engagement and Capacity Building Sub Groups, e.g. YouthLink Scotland has introduced a National Youth Work Induction Training Checklist. This training is offered to all CLD and Voluntary Sector Youth Work Staff and volunteers. The Inverclyde Practitioner Forum has also been developed as one of the main vehicles to develop and drive forward training opportunities across the partnership, joint working initiatives, transitions and pathways across agencies.
Continue to promote the values and ethics for practice as laid out by the CLD Standards Council for Scotland	Inverclyde has a representative on the CLD Standards Council for Scotland who liaises with them and disseminates all relevant information, coordinates training and promotion of the values and ethics across the partnership
Develop appropriate pathways for learning and progression	All staff and volunteers are encouraged to develop their practice to offer the best possible quality service to people in Inverclyde and improve learners' experience. Staff development and progression pathways have been developed, e.g. post -youth work induction /child protection training participants are offered the PDA in Youth Work. After the PDA they are encouraged and supported to apply for the Glasgow University Community Development course.

Sharing relevant training opportunities across the CLD Partnership	<p>A range of training was delivered across the CLD Partnership for example:</p> <ul style="list-style-type: none"> • Autism • Mental Health and Wellbeing Award Training delivered August 2019 • CLD Values and Ethics • Preventing Diabetes • Financial capability training: training for staff to support families with financial education and money management. • Family Fortunes programme, a preventative approach that helps parents and children to develop positive money habits. • Inverclyde Life Training • Assessor/Verifier training is being delivered for practitioners to support the development of accreditation across the partnership including Conduct the Assessment Process, Carry Out the Assessment Process and Conduct the Internal Verification Process <p>Staff are part of broader partnerships in Inverclyde, e.g. Criminal Justice as well as national groups e.g. Numeracy Network and cross authority practice exchanges to ensure CLD is linked into a broader agenda and are developing best practice</p>
Promote and encourage staff and partners to attend learning lunches and training opportunities provided by the CLD West Alliance	Staff attended all training opportunities provided by the CLD West Alliance.
Carry out a needs assessment in year 1 of the plan to identify the CPD requirements of the workforce	This will be carried out following an evaluation of year 1 progress in Oct-November 2019
Support the annual CLD West Alliance conference in relation to planning conference, supporting attendance from partners and contributing to workshops as appropriate.	A representative from the CLD Partnership in Inverclyde supports and contributes to The CLD West Alliance
Maintaining protected time for staff for CPD, training and tasks associated with quality assurance and self-evaluation.	Staff attended quality assurance and self-evaluation training and are part of a practice exchange network as well as receiving ongoing CPD.
Continue to support the workforce from across the partnership to register and become members of the CLD Standards Council for Scotland to access information and support in relation to their professional development.	100% of staff are members of the standards council. New case study processes capture the values and competences developed during delivery.

Strengthen volunteering opportunities for individuals in our communities to give them the skills, knowledge and experience needed to help in their personal development or to give something back to their local communities.

Volunteers and community members make a significant contribution across all CLD provision in Inverclyde. A range of customised training and support has been delivered for example:

- Leadership Award for parents and young people
- Youth work training for volunteers in DOfE and in I Zones
- Literacies training training at SCQF level 6

Governance

The Community Learning and Development Strategic Implementation Group (CLD SIG) maintains the strategic responsibility for the development, monitoring and evaluation of the 3 year plan. A report on progress made on the action contained within the plan will be submitted to the Inverclyde Alliance Board on an annual basis. The CLD SIG will continue to monitor the progress in the implementation of the respective components of the plan. Specific actions will be allocated to the Community Engagement and Capacity Building Network, the Youth Work Sub Group and the Adult Learning and Literacy Sub-Group.

The current remit of the CLD SIG is as follows but will be reviewed at the end of year 1 of the plan as follows:

- to continue to oversee the strategic integration of CLD into community planning on behalf of Inverclyde Alliance.
- To progress the integration of CLD into the work of the LOIP Locality Groups and related partnerships and monitor progress in the implementation of the CLD components of relevant action/delivery plans
- To oversee compliance for the CLD (Scotland) Regulations 2013 through the development, implementation, monitoring and evaluation of the 3 year plan 2018 – 2021.
- To respond appropriately to direct feedback from inspections from Education Scotland and other authorities e.g. Children’s Services Inspection, Best Value reports, SDS review etc.
- To ensure that leadership for CLD is effectively provided by Inverclyde Council’s Directorate of Education, Communities and Organisational Development
To review the quality and effectiveness of CLD activity in line with the HMle
- self-evaluation framework ‘How Good is the Learning and Development in Our Community?’ as well as ‘How Good is our School 4?’, ‘How Good is our Culture & Sport 2?’ and ‘How Good is our college?’