

Community Learning and Development
Inverclyde 3 Year Plan 2021-24





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Foreword

Councillor Stephen McCabe, Leader of Inverclyde Council and Chair of Inverclyde Alliance

As Chair of the Inverclyde Alliance, the Inverclyde Community Planning Partnership, I am delighted to introduce the Community Learning and Development 3 Year Plan 2021-24.

The Covid-19 pandemic has had a major impact on the delivery of CLD services across Inverclyde and it is therefore right that this 3 year plan is very much focused on recovery, especially for the first eighteen months of the plan. This plan sets out the contribution that the CLD Partnership will make to supporting learners and communities during the Covid-19 crisis and beyond. The plan provides details on the actions that we will take in order to re-engage with service users, adapt our services to provide blended and digital learning and the support we will provide to adults and young people to improve mental health and well-being.

The development of this 3 Year Plan has been a collaborative approach between the organisations that make up the CLD Partnership in Inverclyde. A series of workshops were held with the CLD Partnership on a number of themes, including background and guidance on the 3 Year Plan, joint planning and identification of priorities, governance and workforce development. The feedback from the workshops has been used to inform the development of the plan.

Consultation and community engagement has also been at the centre of the development of this plan. The establishment of Communication and Engagement Groups in each of Inverclyde's six localities has enabled the communities of Inverclyde to influence the priorities within the plan. The Communication and Engagement Groups meet on a regular basis and provide an ongoing dialogue with communities on what the key issues are for them.

The following priorities have been identified using both the feedback from partners and communities:

- Development of digital services
- Empowering communities
- Improving the health and well-being of communities
- Creating a workforce for the future

The CLD Partnership is committed to continuing to develop co-ordinated, effective, efficient services that meet the needs of our learners and communities. The Community Learning and Development 3 Year Plan for 2021-24 will help us to achieve that.



Councillor Stephen McCabe
Chair of Inverclyde Alliance Board
Leader of Inverclyde Council



Background

What is Community Learning and Development?

Community Learning and Development (CLD) is “a field of professional practice that enables people to identify their own individual and collective goals, to engage in learning and take action to bring about change for themselves and their communities. It uses a range of formal and informal methods of learning and social development with individuals and groups in their communities” (CLD Standards Council for Scotland). CLD provision is targeted to those most in need and resources are deployed in localities to address identified needs in those communities.

The CLD Partnership in Inverclyde brings together key agencies engaged in CLD delivery across Inverclyde including Inverclyde Council, Police Scotland, West College Scotland, CVS Inverclyde, Your Voice, Inverclyde’s Health and Social Care Partnership and the Department for Work and Pensions. (Please see back page for a full list of the organisations that make up the CLD Partnership in Inverclyde) .

We work across the partnership to support young people, adult learners and community groups to empower them to make positive changes to their lives through learning.



What is the purpose of the CLD 3 Year Plan 2021-24?

The Community Learning & Development (Scotland) Regulations 2013 placed a requirement on each local authority to consult on and publish plans every three years containing specified information on the provision of CLD by both the local authority and its partners.

The CLD Regulations stipulate that each CLD planning process must identify the following information:

- How the local authority will co-ordinate its provision of CLD with other CLD providers within the area of the local authority;
- What action the local authority will take to provide CLD over the period of the plan;
- What action other partners intend to take to provide CLD within the area of the local authority over the period of the plan;
- Any needs for CLD that will not be met within the period of the plan.

The purpose of the CLD 3 Year Plan 2021-24 is to meet the requirements of the CLD (Scotland) Regulations 2013 by providing a framework for CLD provision across the CLD Partnership in Inverclyde.



Context

The Community Learning and Development 3 Year Plan 2021-24 sets out the key strategic priorities of the CLD Partnership in Inverclyde over the next three years and the actions that will be taken to achieve them.

Given the impact that the Covid-19 pandemic has had on the delivery of CLD services in Inverclyde, the focus of this three year plan will be on recovery. It is important that we re-engage with service users, adapt our services to provide blended and digital learning and look at how we can best support adults and young people to improve their mental health and well-being. The CLD 3 Year Plan for 2021-24 sets out how we will do this.

This is the third CLD 3 Year Plan produced by the CLD Partnership in Inverclyde and it will build and continue the progress made during the CLD 3 Year Plans for 2015-18 and 2018-21.

Achievements

The Covid-19 pandemic had a significant impact on the delivery of the CLD 3 Year Plan for 2018-21 as the Partnership had to focus its attention on helping communities to deal with the effects of the pandemic. There were however many positives to emerge and below are details of some of the key achievements made by the CLD Partnership.

Priority 1: Raising attainment and achievement

The partnership continued to provide and enhance high quality learning opportunities to young people, adults and the community with a focus on those most in need. We supported individuals and groups to develop the skills, knowledge and understanding to achieve their full potential and effect positive change in their lives. Prior to the pandemic we developed stronger pathways to support learner progression and improved the range of courses, qualification and awards offered.

The capacity to deliver the full range of anticipated programmes was reduced during the pandemic but on-line, blended, 1:1 and small group learning approaches were adapted during the pandemic to combat digital inequalities and target those most in need.

Priority 2: Effective partnership working

A strategic and operational group was established in response to the Covid-19 pandemic to meet the needs of the community. The Humanitarian Action Group (HAG) led to a co-ordinated approach to community consultation and analysis of need ensuring a clear understanding of community needs. The frequency and priority given to the group enabled better planning, and delivery of services.

Lessons learned from the implementation of the HAG included recognition that weekly actions, focussed planning and an understanding of the purpose and focus of the meetings. Everyone had an understanding of why they were invited and the role they were expected to undertake, therefore all participants were prepared in advance of the HAG group. Minutes were sent out after the meeting and everyone had designated actions and timescales. This format would be beneficial in the new CLD Governance Structure for the Co-ordination Group to meet within allocated timeframes, agenda prepared in advance with a clear focus and purpose to achieve specific outcomes especially in the recovery year.

Priority 3: Empowering communities

Locality planning is a new approach being adopted by Inverclyde Alliance, the area's Community Planning Partnership and Inverclyde Health and Social Care Partnership. It aims to empower communities by strengthening their voices in decisions about public services. At the beginning of 2020 we set up Communication and Engagement Groups in each locality and held a number of face-to-face meetings and events. Due to the pandemic we were unable to continue with face-to-face meetings and instead we developed alternative ways of communicating and engaging with communities during 2020/21. For example:

- We established a digital Communications and Engagement Group for each locality via Facebook which enabled us to stimulate discussion and debate with communities on the key issues within their locality.
- We held online meetings of the Communication and Engagements in localities where the community were comfortable taking part in this type of meeting.



- We held a series of community listening events which are structured and planned events, supported by a facilitator and scribe, allowing each participant the opportunity to have their say. Community listening events proved to be an effective tool in order to engage with communities virtually. Although the events were structured the approach adopted helped create a friendly, relaxed and positive environment for the participants to have their say.

Priority 4: Health and well-being

The CLD Partnership led a range of initiatives to address health and well-being. For example, a community pantry was opened in Grieve Road in Greenock. The purpose of the pantry is to provide fresh food at affordable prices to support families and tackle food waste.

Mental health is a growing issue in Inverclyde and this led CLD to develop the SQA Mental Health and Wellbeing Award at SCQF Levels 4 and 5 and to create a range of programmes around mindfulness which is being promoted by the NHS as a positive activity to address this need whilst at the same time being accessible for those that are more vulnerable and need 'first steps' level support.

Priority 5: Digital inclusion

Supporting digital inclusion and skills was agreed as a new priority in the final year of CLD Plan 2018-21 and will continue as one into the new plan. Barriers to participation in learning were reduced by Connecting Scotland campaign to deliver ICT devices across Scotland. Inverclyde received 362 iPad, 699 MiFi, 436 Chromebooks which have been delivered through local partnerships to people who are digitally isolated. This work was coordinated through the recently for Digital Isolation group which is Chaired by West College Scotland.

Online and blended learning approaches were developed and delivered to meet need which will be built on in the plan for 21-24. A Moodle-online learning platform was developed and a digital learning hub, Klik2learn, piloted for ESOL learners. Both developments will continue to be a focus. Get Connected, a 1:1 ICT project offered intensive support to upskill individuals who were digitally excluded.

Evidence from telephone surveys carried out with learners and evidence from staff showed that many of them do not possess the skills, knowledge, confidence or equipment to learn online. This became an especially critical need post Covid-19 with learners requiring face to face contact when learning. CLD developed and delivered 'Get Connected', a programme which focussed on combatting digital exclusion, building digital skills for education, better management of everyday life during Covid-19 and to combat social isolation.

Challenges

The CLD 3 year Plan 2021-24 will build on the achievements of the previous plan. However, we recognise that there are a number of challenges which we need to take into account, both in terms of the issues facing the CLD sector as a result of the pandemic and also the specific issues facing Inverclyde. These will all have an impact on our planning and have therefore informed the development of this 3 Year Plan.

Child poverty is a growing issue in Inverclyde. For many children growing up in poverty can mean a childhood of insecurity, underachievement at school, poor health and isolation from their peers. Figures published by the End Child Poverty Campaign in 2016 show that after housing costs more than 1 in 4 children (27.9%) in Inverclyde are living in poverty, an increase of 3.9% on 2012 figures.

There are stark health inequalities in life expectancy and other health outcomes across communities in Inverclyde. According to the National Records of Scotland report on 'Life Expectancy in Scotland 2017-19', in Inverclyde, life expectancy at birth for males was 75 years, which was the third lowest in Scotland. Healthy life expectancy at birth was the fourth lowest in Scotland at 58.4 years. Life expectancy at birth for females in Inverclyde was 79 years, this was the second lowest in Scotland. Healthy life expectancy at birth for females was 59.7 years, the seventh lowest in Scotland. Covid-19 is expected to result in a decrease in life expectancy globally with a disproportionate effect on those affected by deprivation, consequently, there is a high risk that health inequalities in Inverclyde will be exacerbated for many years to come.



The local economy - Inverclyde faces significant challenges in terms of tackling the levels of unemployment and inactivity within the area. Unemployment rates and working age key benefit claimant figures both sit above the Scottish average. As at March 2017, 71.5% of Inverclyde's economically active population were in employment compared to 73.4% in Scotland. The number of working age benefit claimants is 5% above the Scottish average. To help residents move into employment we must improve the skills and confidence of a large proportion of our population. 13.2% of Inverclyde's working age population have no qualifications, 3.5% above the Scottish average. (Source: Nomis Labour Market Profile Inverclyde)

Deprivation - The Scottish Government published the Scottish Index of Multiple (SIMD) Deprivation on 28 January 2020, the Scottish Government's official tool for identifying places in Scotland suffering from deprivation. For the purposes of SIMD 2020, Inverclyde has been split into 114 data zones.

- According to the SIMD 2020, the most deprived data zone in Scotland is located in Greenock, specifically Greenock Town Centre.
- The number of data zones in Inverclyde that fall into the category of the most deprived 5% in Scotland has increased by 11, from 11 to 22.
- The number of data zones in Inverclyde that fall into the category of the most deprived 20% in Scotland has increased by 1 from 50 to 51.
- In SIMD 2016, no Port Glasgow data zones featured in the most deprived 5% in Scotland, however, 5 Port Glasgow data zones have moved into this category in SIMD 2020.

Ageing population - The population of people over 65 years old in Inverclyde has gradually been increasing since 2003 and in 2019 reached its highest ever level of 16,508, 21% of Inverclyde's population. The number of people aged 75+ in Inverclyde in mid-2019 was 7,545, almost 10% of Inverclyde's population. Since 1999, there has been an increase of 1,394 people aged 75 and over in Inverclyde, despite a declining population over this period. (Source: National Records of Scotland) This will have a major impact on the public sector

services most frequently used by this section of the population, as well as raise issues such as loneliness and social isolation which older people are more at risk of.

Local policy

The CLD Partnership has a key role to play in helping Inverclyde Alliance, the area's Community Planning Partnership, to achieve its priorities. The development of the CLD 3 Year Plan 2021-24 has therefore been informed by the work of Inverclyde Alliance and specifically Inverclyde's Outcomes Improvement Plan (OIP) 2017/22. <https://www.inverclyde.gov.uk/council-and-government/community-planning-partnership/inverclyde-outcome-improvement-plan>

The CLD 3 Year Plan 2021-24 will contribute to the achievement of all four priorities within Inverclyde's Outcomes Improvement Plan (OIP) 2017/22. With a specific focus on the delivery of actions and initiatives to achieve the local economy and inequalities priorities.





Consultation and community engagement

Extensive consultation and engagement with both communities and partner organisations was carried out to inform the development of the CLD 3 Year Plan 2021-24.

Engagement with communities

One of the key methods used to engage with communities was the six Communication and Engagement Groups that have been established across Inverclyde. They provided valuable feedback on what the key priorities are for communities living in each of Inverclyde's six localities and we have used this to inform the development of the CLD 3 Year Plan. For example:

- Improved health and well-being is a priority for people living in Port Glasgow, Greenock East and Central, Greenock South and South West and Greenock West and Central. This is one of the reasons we made improved health and well-being one of our priorities.
- People living in Kilmacolm and Quarriers Village, Port Glasgow and Greenock Gourock told us that they want greater involvement in local democracy and decision-making. This is one of the reasons we made empowering communities one of our priorities.
- One of the top priorities in Greenock East and Central is access to training and employment opportunities. This informed our decision to make the development of digital services a priority as this is the primary way in which we will achieve better access to training during the recovery from the Covid-19 pandemic.

As the first 18 months of the CLD 3 Year Plan 2021-24 will focus on recovery from the Covid-19 pandemic, it was important for us to use feedback from communities to inform the actions that we will take to facilitate recovery. Your Voice engaged with over 3,000 people across Inverclyde during the pandemic to identify their priorities and this feedback was used to inform the plan. For example, the development of digital services will help to address the communities concerns around digital exclusion and opportunities to learn, while we have made improving mental health and well-being one of our priorities in response to overwhelming feedback from communities that this is a key priority.

Engagement with partners

A series of workshops were held with partner organisations to get their input into the development of the plan. A total of four sessions were held during April, May and June 2021 on the following themes:

- **CLD 3 Year Plan Background and Guidance**
- **Joint Planning and identification of priorities**
- **Governance**
- **Workforce Development**

Partners felt that it was important to recognise the challenges and opportunities that have arisen during the pandemic and for these to inform the Community Learning and Development 3 Year Plan for 2021-24. The key opportunities and challenges that arose during the pandemic included:

- **Online learning** - The move to online learning has been popular with learners and many students want to see a blended learning model in the future. However, it highlighted the need to develop the IT skills of learners.
- **Engaging communities** - Using digital platforms enabled us to continue engaging with communities. However, not everyone has digital access or are confident with their IT skills to be able to participate. Re-engaging learners and communities using targeted approaches for those most in need is a key focus in the new plan.
- **Adapting services** - The pandemic meant that we had to look at how we could adapt our services and many partners felt this was a good thing.
- **Staff development** - Staff had the opportunity of working across different services gaining knowledge of different services and undertaking a range of staff development opportunities both nationally and locally.
- **Mental Health** - One of the biggest challenges was the impact on mental health and most partners agreed that this must be a priority.
- **IT Skills** - Staff welcomed the opportunity to develop their IT skills which the move to using digital platforms afforded them.



Our priorities

The CLD Partnership in Inverclyde has identified four priorities that it will focus on during the CLD 3 Year Plan 2021-24. The identification of these priorities have been informed by extensive consultation and engagement with both partners and communities, the various challenges facing both the CLD sector and communities in Inverclyde and Inverclyde's Local Outcome Improvement Plan 2017/22.

Priority 1: Development of digital services

Why is this a priority?

This priority will contribute to the recovery from the Covid-19 pandemic by helping the CLD Partnership to e-engage with service users. It will also enable us to provide effective online learning and enhance the digital skills of learners, communities and our workforce. This priority will therefore help us to address the challenge of raising attainment and support learners back into learning, training and employment

Partners told us they felt it was critical to ensure that people have the necessary skills to be able to use digital services, that we look at providing blended learning and that we use digital services to engage with communities.

Learners told us that they liked online learning and would like a blended model moving forward. Meanwhile, feedback from engagement with over 3,000 people across Inverclyde during the pandemic concluded that digital exclusion was a key theme they wanted us to address.

The development of digital services will contribute to the achievement of all 4 priorities in Inverclyde's Local Outcome Improvement Plan 2017/22 - population, inequalities, the local economy and environment, culture and heritage.

Priority 2: Empowering communities

Why is this a priority?

It is vital that we work with local communities in order to fully understand how they have been impacted by the pandemic and the support they require in order to facilitate recovery. A key part of this will be building capacity within communities so that they can work in partnership with us to address issues. The increase in volunteering during the pandemic was one of the most positive aspects to come out of the pandemic and continued support and promotion of volunteering will also contribute to recovery.

Understanding what the key issues are in communities will also help us to identify what actions will best help to tackle the challenges we face such as child poverty, deprivation, health inequalities, the economy and the support needed for an ageing population.

Partners told us that there needs to be a greater focus placed on engaging young people, that we need to raise awareness of what is currently available and that we need to use social media more for engagement. While communities told us that they want to be more involved in decision-making and have a great say in the issues affecting the community in which they live.

Empowering communities and giving them a greater say in decision-making will help us to meet the requirements of the Community Empowerment (Scotland) Act 2015 and implement participatory budgeting.

This priority will contribute to the achievement of all 4 priorities in Inverclyde's Local Outcome Improvement Plan 2017/22 - population, inequalities, the local economy and environment, culture and heritage.



Priority 4: Improve the health and well-being of communities

Why is this a priority?

Identifying how we can best support young people and adults to improve their mental health and well-being will be another key component of recovery.

Focusing on mental health and well-being was also one of the most common suggestions made by partners, along with the development of community food growing and looking at how we keep people safe during the recovery from Covid-19.

All six Communication and Engagement Groups identified improved health and well-being and better provision of activities to promote well-being, especially amongst young people as being a priority within their locality.

This priority will help to address the stark health inequalities in life expectancy and other health outcomes across communities in Inverclyde.

Improving the health and well-being of communities we will contribute to the achievement of the following priorities in Inverclyde's Local Outcome Improvement Plan 2017/22– population, inequalities and the local economy.

Priority 5: Develop a workforce for the future

Why is this a priority?

Developing a workforce for the future is a priority because it will be central to the overall delivery of the CLD 3 Year Plan 2021-24.

The CLD workforce told us that it is essential they are supported and trained, especially in relation to digital skills and mental health and wellbeing where they feel upskilling is required. Staff must have access to the IT equipment they need to be effective and it was felt access to social media would be beneficial to the service. The pandemic provided staff with the opportunity to work across different services, which many of them enjoyed and would like to see continue.

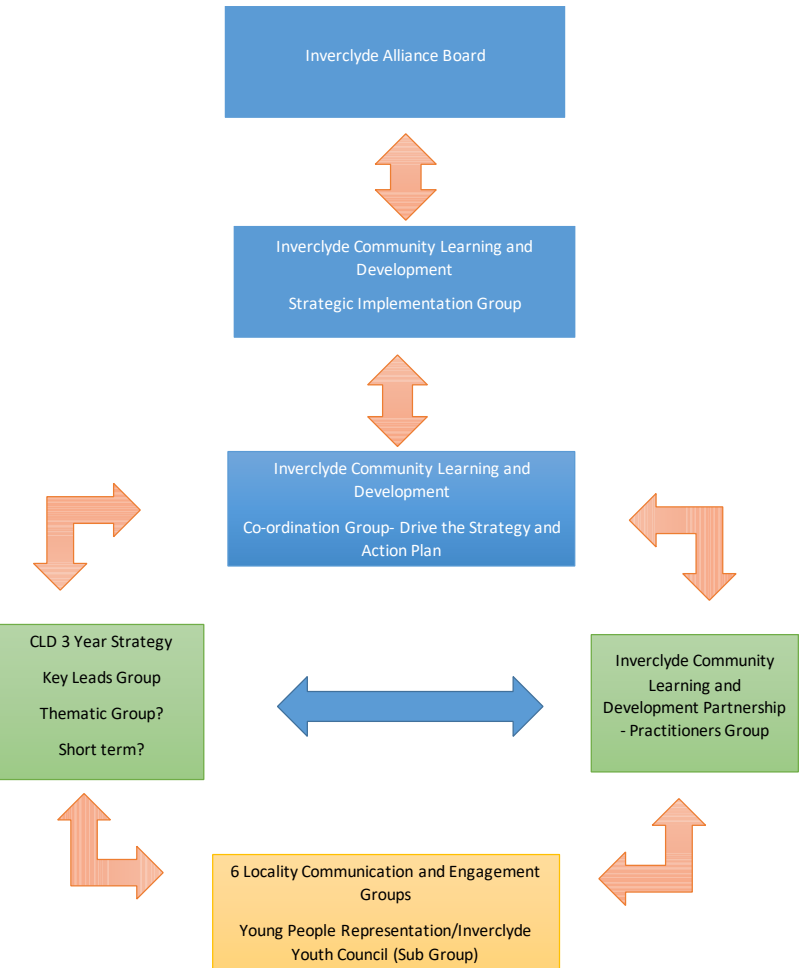
Developing a workforce for the future will contribute to the achievement of the local economy priority in Inverclyde's Local Outcome Improvement Plan 2017/22.





Governance

The governance structure for the delivery of the CLD 3 Year Plan 2021-24 is set out in the diagram below:



Role of Inverclyde Alliance Board in relation to the CLD 3 Year Plan 2021-24

The Alliance Board is Inverclyde’s Community Planning partnership (CPP). It oversees the work of the Community Learning and Development Strategic Implementation Group (CLD SIG). A report on progress made on the actions contained within the plan will be submitted to Inverclyde Alliance Board on an annual basis to enable the Community Planning Partnership to scrutinise performance.

Role of the Community Learning and Development Strategic Implementation Group (CLD SIG) in relation to the CLD 3 Year Plan 2021-24

The current remit of the CLD SIG is as follows but will be reviewed in Year 1 of the plan:

- To continue to oversee the strategic integration of CLD into community planning on behalf of Inverclyde Alliance.
- 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.



Role of the Co-ordination Group

in relation to the CLD 3 Year Plan 2021-24

The role of the Co-ordination Group is to co-ordinate and provide a strategic overview of local activity, take forward actions and proposals ensuring actions and services are achieving agreed outcomes and progressing the integration and linkage of CLD actions across related partnership plans, particularly in key areas like employability and IT/ digital skills development

Role of Inverclyde Practitioners Forum

in relation to the CLD 3 Year Plan 2021-24

The role of the Inverclyde Practitioners Forum is to enable practitioners to network and share good practice, update on new and current initiatives and identify opportunities for partnership/collaborative working. This group also has responsibility for taking forward workforce development and training.

Role of Thematic Groups

in relation to the CLD 3 Year Plan 2021-24

Thematic groups are multi-agency groups with responsibility for the implementation and delivery of the actions within the CLD 3 Year Plan.

Role of Communication and Engagement Groups

in relation to the CLD 3 Year Plan 2021-24

The role of Communication and Engagement Groups is to enable local communities to be engaged in the development and implementation of the CLD 3 Year Plan. These groups also have responsibility for enhancing local democratic decision making at a community level, to ensure the services that are needed are delivered within each of the localities. A local communication and engagement group representing young people will also be developed.

Monitoring and evaluation

The Co-ordination group will have the lead role in co-ordinating self-evaluation to build the capacity of the CLD partnership to better self-evaluate for improvement. The resource 'How Good is the Learning and Development in our Community' sits under the overarching framework: Framework for Evaluation of the Quality of Services and Organisations and shares a common language and basis with other Education Scotland Frameworks including 'How Good is our School 4?', 'How Good is our Culture & Sport 2?' and 'How Good is our college?'. 'How Good is our Third Sector Organisation?' and other relevant frameworks. These will be used to evaluate performance and identify priorities for action at key points throughout the lifetime of the plan

The quality indicators in 'How Good is the Learning and Development in our Community' reflect the context within which the CLD partnership operates and as well as contributing to this, each of the above groups will identify and focus on the indicators most relevant to them. A framework mapping exercise will support this process in year one of the plan.





How will we achieve our priorities

Priority 1: Development of digital services			
Key Actions?	Timescale	What will success look like?	Who is responsible?
Roll out and develop moodle as a digital learning platform.	Year 1	All staff are confident using moodle for digital learning.	CLD Services
Upskill learners, communities and practitioners to ensure they are confident with digital learning, including sites and platforms such as moodle. This will allow us to support learning, training and employment and develop the community engagement and community groups/networking that took place during the pandemic.	Year 2	learners, communities and practitioners are confident using digital learning to support community engagement, learning, training and employment	Co-ordination Group / Thematic Group
Identify and support people who are digitally isolated to develop their skills, knowledge and confidence to access digital services.	Year 1 - 400 people Year 2 - 400 people Year 3 - 400 people	400 people per year that are digitally isolated will be given access, skills and knowledge to access digital services.	Co-ordination Group / Thematic Group
Ensure that learners and communities are able to access digital equipment for employment, training and learning.	Year 2	We will identify learners and members of the community who are unable engage in employment, training or learning because they are digitally excluded. Individuals are supported in developing their digital skills, knowledge and attributes to gain access to online learning, employment and training.	Co-ordination Group / Thematic Group



Priority 2: Empowering communities

Key Actions?	Timescale	What will success look like?	Who is responsible?
Work with the six Communication and Engagement Groups to build confidence and support those that are most marginalised and facing the greatest inequalities.	Year 1	We will have identified people who are marginalised and disengaged and support them to participate in their locality Communication and Engagement Group.	Community Learning and Development Services
Pilot the establishment of two Locality Planning Groups to provide a forum for community representatives and public services to come together to influence service planning of health and social care in Inverclyde.	Year 1	Each Locality Planning Group will have a minimum of two community representatives and will be meeting on a regular basis. The community representative have influence over the planning of health and social care services in their locality.	LOIP Strategic Inequalities Group
Further develop and implement Locality Action Plans to tackle the challenges faced by communities and use this to inform participatory budgeting.	Review annually	Communities will influence the development of six Locality Action Plans that provide information on the key challenges within each locality. Participatory budgeting will provide a framework to provide services that meet the needs of localities.	Co-ordination Group
Establish an Inverclyde wide Communications and Engagement Group for young people.	Year 1	More young people are involved in democratic decision-making.	CLD Services
Develop and implement a Volunteering Strategy for Inverclyde.	Year 1	The number of people participating in volunteering is increased. The quality and quantity of volunteering opportunities is increased. Evidence of volunteering being promoted and valued. More local strategies and plans will demonstrate the contribution and impact of volunteering.	Thematic Group / CVS Inverclyde



Priority 3: Improve the health and well-being of communities

Key Actions?	Timescale	What will success look like?	Who is responsible?
Develop a better understanding of the current health and well-being provision and identify the gaps in order to build on existing good practice.	Year 1	There will be a clearer understanding of the priorities, better co-ordination amongst partners and best practice will be rolled out.	Co-ordination Group
Provide support to young people within the school environment to help them manage their anxiety.	Ongoing / monitored on an annual basis	Young people in schools will know strategies they can utilize to help them cope with anxiety.	Thematic Group
Develop and deliver a package of training to challenge the language and stigma around mental health and inequalities.	Training Developed in year 1	Communities, young people and the workforce will have a better understanding and knowledge of mental health and inequalities.	Co-ordination Group
Develop and implementation of a Sport and Physical Activity Strategy for Inverclyde.	Developed and approved in year 1 Actions implemented over the lifespan of the strategy.	There will be an increase in the number of people participating in sport and physical activity. Baseline - 63% of Inverclyde residents participate in sport/ similar activity at least every two weeks (Source: Citizens Panel).	Co-ordination Group / Thematic Group



Priority 4: Develop a workforce for the future

Key Actions?	Timescale	What will success look like?	Who is responsible?
Develop a programme of professional learning and development in response to staff and volunteer needs identified from workforce development survey with a particular focus on ICT skills and mental health and wellbeing	Year 1 - 3	The CLD workforce will be upskilled and receive training to meet their personal development needs, improving their ICT skills, mental health and wellbeing, ksu and improving the quality and impact of delivery.	Co-ordination Group
Build confidence and resilience across the workforce by sharing best practice and through peer support and evaluation.	Year 2	The CLD workforce have increased confidence in engaging with communities and learners. Self-evaluation is integrated into CLD practice and best practice is shared across the CLD Partnership.	Co-ordination / Practitioners Group
Increase membership of the CLD Standards Council and promote the embedding of the competencies.	Increase membership - year 1 Embed competencies - Year	There is an increased number of the CLD workforce in Inverclyde who are members of the CLD Standards Council. The competencies of the CLD Standards Council are embedded into staff performance appraisals / self-reflection.	Co-ordination / Practitioners Group



Contact us

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We are committed to using our website and a range of social media to communicate with people, communities and businesses across Inverclyde and beyond.

This document is available in our formats. Please contact us to request this.

Organisations that make up the CLD Partnership in Inverclyde:

