



Inverclyde Alliance

Community Learning and Development Inverclyde 3 Year Plan 2021-24

Annual Report 2021/22

Inverclyde
council

Skills
Development
Scotland

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HSCP
Health and Social
Care Partnership

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CVS Inverclyde
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Foreword

Councillor Elizabeth Robertson, Chair of Inverclyde Alliance

I am delighted to introduce this Annual Report for 2021/22 which highlights the progress the Community Learning and Development Partnership has made in delivering the Community Learning and Development 3 Year Plan 2021-24.

This Annual Report provides details of the progress that it has made in achieving the four priorities in the CLD 3 Year Plan 2021-24. It highlights a range of partnership projects and initiatives that were implemented during 2021/22 to help us achieve our priorities.

The partnership has continued to build on the progress that it made in previous years by implementing a number of projects and initiatives aimed at improving access to digital services, empowering our communities, improving health and wellbeing and developing our workforce.

Some of the highlights include:

- The development and roll out of Moodle, an online learning platform;
- The development and implementation of a Volunteering Strategy for Inverclyde;
- The establishment of a youth hub in Port Glasgow to enable young people to access more than one service in one visit;
- The establishment of Mental Health Ambassadors in St Columba's High School to support young people, parents and staff to reduce the stigma and discrimination in relation to children and young people's mental health; and
- A continue commitment to the development of CLD practitioners across Inverclyde by providing a development session.

There is still more to be achieved and in year 2 the partnership will build on its achievements and continue to develop co-ordinated, effective, efficient services that meet the needs of our learners and communities.

I look forward to providing you with an update on our progress again next year. In the meantime, I am pleased to introduce this Annual Report for 2021/22 on behalf of the Inverclyde Alliance Board.

Councillor Elizabeth Robertson
Chair of Inverclyde Alliance Board

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 page 2 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 places 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:

- 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; and
- 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.

Our Priorities

The CLD Partnership in Inverclyde has identified four priorities it will focus on during the CLD 3 Year Plan 2021-24. The identification of these priorities has been informed by meaningful consultation and engagement with partners and communities and takes account of the various challenges facing both the CLD sector and communities in Inverclyde. All priorities set out in the CLD plan contribute to Inverclyde's Local Outcome Improvement Plan 2017/22 themes of population; inequalities, the local economy and environment, culture and heritage.

Priority 1: Development of digital services

Why is this a priority?

The development of digital services helps contribute to the continued recovery from the Covid-19 pandemic by helping the CLD Partnership to re-engage with service users. It also helps us to provide effective online learning and enhance the digital skills of learners, communities and our workforce and address the challenge of raising attainment for all.

Partners agree that it is critical to ensure that people have the necessary skills to be able to confidently use digital services, and that we look at providing blended learning and use digital services to engage with communities.

Learners told us that they liked online learning and would like a blended model moving forward. 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.

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 Covid-19 pandemic and the support they require in order to facilitate recovery. A key part of this will be continuing to build resilience and capacity within communities so that they can work in partnership with us to address issues.

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.

Communities told us that they want to be more involved in decision-making and have a greater 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 mainstream participatory budgeting.

The partnership understands 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.

The increase in volunteering during Covid-19 was one of the most positive aspects to come out of the pandemic and the partnership recognises that continued support and the promotion of volunteering will also make a meaningful contribution to recovery.

Priority 3: Improve the health and wellbeing of communities

Why is this a priority?

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

Other aspects such as development of community food growing and looking at how we keep people safe featured highly as a way of promoting positive health and wellbeing in our communities.

All six Communication and Engagement Groups also identified improved health and wellbeing as a priority for Inverclyde, including better provision of activities to promote wellbeing, especially amongst young people.

By focusing on this priority the partnership will help to address the stark health inequalities in life expectancy and other health outcomes across communities in Inverclyde.

Priority 4: Develop a workforce for the future



Why is this a priority?



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

The partnership acknowledges that it is essential the CLD workforce it is supported and developed, especially in relation to digital skills where some of the workforce feel upskilling is required. The workforce must have access to the IT equipment they need to be effective and that improved access to social media would be beneficial to linking with the needs of learners and communities. The pandemic provided staff with the opportunity to work across different services, which many of them enjoyed and would like to see continue.

What progress did we make in year 1?

Priority 1: Development of Digital Services – Progress in Year 1



Key Actions	Timescale	What will success look like?	Who is responsible?	Progress	Rag Status
Roll out and develop Moodle as a digital learning platform.	Year 1	All learners are confident using Moodle for their digital learning.	CLD Services	Moodle has now been introduced. It has been promoted across the CLD Practitioners Group and training has been developed and delivered.	
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 and develop the community engagement and community groups/networking that took place	Year 2		Co-ordination Group / Thematic Group	<ul style="list-style-type: none"> Tailored support for digital skills has been introduced with the appointment of a Digital Inclusion Outreach Officer. Free Device Advice has been re-introduced in 5 library branches, along with three Bring IT On digital assistance blocks per year (Jan-Mar, April-May and Sept-Oct) All Library staff are now trained as digital champions and are SCVO Trained (training took place over pandemic period and is now part of induction for new start front line employees. 	


during the pandemic.					
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	<p>100 Digital Devices have been allocated to identified children and young people in schools. Local Community Centres have received allocations on additional devices to support learning.</p> <p>Inverclyde Libraries received funding for a Digital Outreach Worker who is supporting the most digitally excluded in SIMD 1 and 2 areas. Targeting those over 60 and those on incomes between £10,000 - £20,000. This funding also provides digital support for start-ups and working with CLD to support for New Scots/ EAL</p>	
Ensure that learners and communities are able to access digital equipment for employment, training and learning.	Year 2	<p>We will identify learners and members of the community who are unable engage in employment, training or learning because they are digitally excluded.</p> <p>Individuals are supported in developing their digital skills, knowledge and attributes to gain access to online learning, employment and training.</p>	Co-ordination Group / Thematic Group	Libraries are providing free at point of access resources; free access to PCs and internet for job seeking and Universal Credit claims; Access to support and advice with digital skills required for benefits and job seeking activity, clothing grants and Educational maintenance Allowance applications.	



Key achievements

- Skills Development Scotland (SDS) signposts to the digital learning offer within Inverclyde to equip individuals with the skills required to support them to develop their Career Management Skills. The service compliments these referrals with ongoing Employability or Career Guidance support.
- Inverclyde Libraries utilised research from Inverclyde's 6 localities that was undertaken after the pandemic to bid for a project funded Digital Inclusion Outreach Officer (DIOO). The research showed an uneven digital inclusion profile and identified there were issues with regards to access to digital services and a need for more support to enable people to be able to use them. The appointment of a DIOO has allowed Libraries to pro-actively work with communities in identified areas, (East and Central Greenock and Port Glasgow) and approach those who are experiencing digital exclusion within the community, (through CLD & Sheltered housing referrals). Tailored support has been developed to help people to get (and stay) connected with their local library and other vital services. This will in turn increase numbers engaging with library services.
- The Libraries Digital Inclusion Outreach Officer reviewed existing digital inclusion support and met with a number of Community Learning and Development (CLD) tutors to sit in on sessions and gain an insight into what learners are currently doing/ looking for. This enabled the DIOO to learn and adapt methods of delivery. Having identified community areas and complexes with the most suitable lounge/meeting spaces, a timetable of learning has been designed to meet the needs of individuals and groups.
- The Young Stem Leader Programme (YSLP) is an award which aims to spark greater interest and participation in science, technology, engineering and mathematics (STEM) among young people in Scotland. Youth Work staff undertook STEM leader training and are now able to offer this accreditation to local young people.
- The Council's Youth Team successfully accessed funding from Youth Link Scotland to develop a makerspace in Greenock I Youth Zone. This has provided young people the opportunity to explore creative STEM skills such as coding, robotics, electronics and 3D printing.

Priority 2: Empowering Communities – Progress in Year 1

Key Actions	Timescale	What will success look like?	Who is responsible?	Progress	Rag Status
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	<p>Each of the 6 localities have established communication and engagement groups. These will become larger networks to encourage those facing the greatest inequalities to have their voice in the network without the commitment of having to attend monthly meetings.</p> <p>The Communication and Engagement Groups have been the platform for Inverclyde Wide Consultation and Engagement including the Budget Consultation, The Community Meliora Fund, the LOIP/Corporate Plan review and discussions around the local impact of poverty, affordable childcare and examining Inverclyde's historic links to slavery.</p>	
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	Year 1	<p>Each Locality Planning Group will have a minimum of two community representatives and will be meeting on a regular basis.</p> <p>The community representative have influence</p>	LOIP Strategic Inequalities Group	<p>Two pilot Locality Planning Group meetings were held in October 21. One covered Port Glasgow and the other Inverkip and Wemyss Bay. Locality Planning Groups are now facilitated by HSCP.</p> <p>The Alliance Board agreed in June 2022</p>	

Key Actions	Timescale	What will success look like?	Who is responsible?	Progress	Rag Status
and social care in Inverclyde.		over the planning of health and social care services in their locality.		<p>to change the number of locality planning groups and have two formal Health and Social Care Locality Planning Groups, one for East Inverclyde and one for West Inverclyde (the boundary will be Baker Street, Greenock) These will be established by September 2022.</p> <p>The Alliance Board also agreed in June 2022 to evaluate Inverclyde's approach to Locality Planning Groups (LPG) and will benchmark against other Local Authorities good practice. Inverclyde Council's Community Learning and Development Services will support partners such as the Health and Social Care Partnership to continue to take a Community Learning and Development Approach as part of this evaluation.</p>	
Further develop and implement Locality Action Plans to tackle the challenges faced by communities and use this to inform participatory budgeting.	Review annually	<p>Communities will influence the development of six Locality Action Plans that provide information on the key challenges within each locality.</p> <p>Participatory budgeting will provide a framework to</p>	Co-ordination Group	Locality Action Plans are in use in each of the 6 locality areas and are used as the focal point for the Communication and Engagement Groups.	

Key Actions	Timescale	What will success look like?	Who is responsible?	Progress	Rag Status
		provide services that meet the needs of localities.			
Establish an Inverclyde wide Communications and Engagement Group for young people.	Year 1	More young people are involved in democratic decision-making.	CLD Services	<p>Young People participated in the LOIP/Corporate Plan consultation with a dedicated smart survey and an engagement event on Monday 3rd October in Greenock Town Hall.</p> <p>Young People also participated in Communications and Engagement on the Greenock Town Centre Consultation in June 2022.</p> <p>5 young people are actively contributing to the Active Inverclyde Strategy as part of the Strategy Implementation Group.</p>	
Develop and implement a Volunteering Strategy for Inverclyde.	Year 1	<p>The number of people participating in volunteering is increased.</p> <p>The quality and quantity of volunteering opportunities is increased.</p> <p>Evidence of volunteering being promoted and valued.</p> <p>More local strategies and plans will demonstrate the contribution and impact of volunteering.</p>	Thematic Group / CVS Inverclyde	Inverclyde's Volunteer 3 Year Plan was agreed by the Alliance Board and launched in March 2022. We have since developed a delivery steering group who will move this plan forward. The delivery steering group comprises of representatives from CVS Inverclyde, Inverclyde Council and other community organisations. The main function of this group will be to deliver the action plan and continue to capture the voices of local volunteers via the Inverclyde's	

Key Actions	Timescale	What will success look like?	Who is responsible?	Progress	Rag Status
				Volunteer Survey. The data from this annual survey will allow us to capture and gauge the changing landscape of volunteering across Inverclyde. In addition the delivery group will also develop and promote the Inverclyde's Volunteer Charter. The charter will be a standard for local volunteer involving organisations, championing best practice in volunteer management.	



Key achievements




- SDS worked with the Scottish Government to develop a measure of participation which allows us to identify the participation status of the wider 16-19 cohort. For 2022, it was reported 93.8% of 16 to 19 year olds in Inverclyde were participating in Education, Employment or Training. This is an increase of 0.5% participation since 2021. Inverclyde sits above the National average participation rate of 92.4%. Joint partnership working, particularly the approach of the Youth Outreach/Hub has contributed to improving destination data within the Local Authority, ultimately improving participation rate.
- The first Youth Hub was established in Port Glasgow. Inverclyde Council's MCMC Team, Skills Development Scotland, Job Centre Plus, CVS Inverclyde and Inverclyde Advice Services came together to provide a one stop shop where young people can access support and advice in one visit. The aim of the Youth Hub is to help young people to access employment, further education and training opportunities. 200 economically inactive young people were targeted through door knocking to encourage them to engage with the Youth Hub.
- All Library staff took part in training sessions with the Children's Rights Officer in 2021 and this culminated in an application to the Inverclyde Rights of the Child Award. Inverclyde Libraries received the award in October 2022, a demonstration of its commitment to embedding the

UNCRC into all its strategic planning and becoming a rights respecting Team. It is also a demonstration of improved services, developed with input from young people to ensure that they meet their needs.

- Inverclyde Youth Council is the recognised structure for youth engagement in Inverclyde. The Youth Council have given feedback on various consultations and supported the Inverclyde Rights of the Child award process locally. The Youth Council is currently engaging with young people to increase membership through sessions in schools and college and via promotion using social media platforms.
- We have 2 MSYPs in Inverclyde, both of whom sit on the Youth Council. The MSYPs were elected in November 2021 with 2444 votes cast by local young people as part of the election process, supported by CLD Youth Work Services. The MSYPs have participated in 2 national sittings in their time in office.

Priority 3: Improving the Health and Well-Being of Communities – Progress in Year 1

Key Actions	Timescale	What will success look like?	Who is responsible?	Progress	Rag Status
Develop a better understanding of the current health and wellbeing 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	An exercise was carried out to gather information on all health and wellbeing provision being delivered by partner organisations. This is currently being analysed and will be used to identify gaps and areas for improvement that will be taken forward in year 2 and year 3 of the CLD 3 year plan.	
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	Home School Link Workers continue to deliver Let's Introduce Anxiety Management (LIAM) programme to young people in school who are experiencing high levels of anxiety. Home School Link Workers are providing a range of group support in the school environment to young people identified by the school as part of their transitions programme.	
Provide support to young	Ongoing /	Young people in schools	Thematic Group	Inverclyde Libraries are	

Key Actions	Timescale	What will success look like?	Who is responsible?	Progress	Rag Status
people within the school environment to help them manage their anxiety.	monitored on an annual basis	will know strategies they can utilize to help them cope with anxiety.		providing Reading Well books and Library of Kindness collections to schools with associated class programming.	
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	<p>Community Health and Wellbeing training delivered to a small group of staff during Challenge Poverty Week October 2021.</p> <p>Training was delivered to all Front Line Library staff on Health Literacy – giving staff the confidence and the tools to effectively manage health related queries received at the desk.</p>	
Develop and implementation of a Sport and Physical Activity Strategy for Inverclyde.	<p>Developed and approved in year 1</p> <p>Actions implemented over the</p>	<p>There will be an increase in the number of people participating in sport and physical activity.</p> <p>Baseline - 63% of Inverclyde residents participate in sport/</p>	Co-ordination Group / Thematic Group	<p>Active Inverclyde was approved by Inverclyde Alliance in October 2021.</p> <p>Libraries have initiated a Health Walk walking group as part of the adult programming for Health & Wellbeing. Part of the</p>	

Key Actions	Timescale	What will success look like?	Who is responsible?	Progress	Rag Status
	lifespan of the strategy.	similar activity at least every two weeks (Source: Citizens Panel)		wider Paths for All network - a charity that champions everyday walking in Scotland: www.pathsforall.org.uk Members of library staff have completed the one day Paths for All Walk Leader training course.	




Key achievements

- Expanding Mental Health Ambassadors in St Columba's High School to continue a culture of recognising and supporting the Mental Health of our school community through working with staff and pupil Mental Health Ambassadors (MHA). MHA will involve supporting young people, parents and staff to reduce the stigma and discrimination in relation to Children and Young People's Mental Health.
- Port Glasgow High School have established a focus on outdoor learning in conjunction with the idea that nature is for nurture. Work is on-going to further develop its focus on the improvement of mental health among our community, tackling discrimination and school engagement, resourcing the school sufficiently to ensure we are meeting the emotional, social and behavioural needs of our learners in an outdoor setting.
- Man On is building on their successful Football Therapy Project to recruit, train and support YP Ambassadors, who will effectively become peer-support volunteers within our organisation and the wider community.
- We held Clyde Conversations 5 in February 2022 exploring themes around health and well-being with young people. 85% of participants in CLD lead attainment work in high schools reported improved health and wellbeing in the last academic year.

- Reporting to the Mental Health programme Board, a local Suicide Prevention Group has been established with a wide range of partners actively engaging and contributing to this. Terms of reference have been drafted, a training needs analysis is underway and an information resource detailing local sources of support has been produced, using an existing resource developed by Police Scotland in Renfrewshire.
- Building on a successful event hosted in February by CVS's Resilience Network to challenge stigma across a number of areas and subjects, a programme of local events has been introduced to raise awareness. Training on stigma is currently being developed for local use.
- Via the ADP, a review of the substance use content of the PSE curriculum in schools is being incorporated into the schools PSE network and as part of the education health and wellbeing plan implementation. Young people have also contributed to this via Clyde Conversations and the results of this will be incorporated into the wider review. A training needs analysis will be conducted with staff to identify any gaps in knowledge, skills or confidence to deliver substance education. A wider review of all topic based PSE areas is complementary to this.
- An engagement event for local sports clubs and organisations was held in June 2022. It covered the local and national perspective through an input from Sport Scotland as well an input on the Active Inverclyde Strategy. Small table discussions were held addressing key questions about taking the strategy forward. The National Schools Census on pupil health and wellbeing will be completed in term 2 of academic year 22/23 and is expected to report in term 4. This will provide data on pupil health and well-being and will help to identify priority areas and actions going forward.
- NHS GGC is conducting its latest population health and wellbeing survey. This is later than usual due to the pandemic. Fieldwork will be conducted in Autumn and Winter 2022/23 and it's expected to report in spring 2023. Inverclyde has invested in this to ensure high levels of engagement with our communities and robust local reporting that facilitates identifying priority areas going forward.
- NHS GGC Public Mental Health Remobilisation funds have been used to procure a significant number of training licences for a wide variety of staff, volunteers and community members to undertake online suicide prevention training. The course teaches trainees to recognise when someone is thinking about suicide and connect them to help and support.

- Inverclyde Communities Mental Health and Wellbeing Fund (ICMHWF) funded 20 projects at a total value of £338,301 for delivery in year 1. This resulted in a range of partner organisations receiving funding to run projects to support mental health.
- We have accessed monies from sportscotland to undertake targeted work in the Greenock East and Central area looking to work with young parents and partners with early years establishments as well as local clubs and organisations.
- Inverclyde Libraries were involved in “A Collective Force for Health and Wellbeing” Refreshed Collective Force for Health and Wellbeing Action Plan - Health and Social Care Alliance Scotland (alliance-scotland.org.uk). This is a partnership approach to assisting the public support their own health conditions through access to trusted information and services. A Collective Force for Health and Wellbeing was sponsored and championed by professor Sir Gregor Smith the Chief Medical Officer for Scotland. Please view the video below to see Inverclyde Libraries contribution. <https://vimeo.com/manage/videos/680276499/9800b1b812>
- Libraries have explored how they can initiate and strengthen existing partnerships with third sector organisations such as Alzheimer’s Scotland, Chest Heart and Stroke Scotland and Menopause Matter. These organisations are offering training to library staff to support them to overcome communication barriers relating to stroke or disability for example.
- Inverclyde Libraries provide the Reading Well Books on Prescription, a national scheme delivered by The Reading Agency in partnership with Libraries Connected. It is endorsed by professional health bodies (see list at www.reading-well.org.uk/about) and available in our public libraries. There are 5 national Reading Well schemes; Reading Well for mental health, Reading Well for long term conditions, Reading Well for dementia, Reading Well for young people (Young Adults) and Reading Well for children.

Priority 4: Develop a Workforce for the Future – Progress in Year 1

Key Actions?	Timescale	What will success look like?	Who is responsible?	Progress	Rag Status
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.	Year 1	The CLD workforce will be upskilled and receive training to meet their personal development needs.	Co-ordination Group	1 st meeting of Practitioners Group June 2022 Training input delivered on What is a CLD Approach? Draft practitioner survey to be considered at Practitioners Steering group on 19 th of September. Full meeting to follow on 29/09	
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	Practice sharing as part of Practitioner Group in June Inverclyde CLD Partnership Workforce development day took place 15/06. There were four 4 main themes for the day - (i) CLD Plan & Priorities, (ii) CLD Competency Framework, (iii) Presentation by John Gault (Education Scotland) and (iv) Self-evaluation. Reported back to SIG at previous meeting. Feedback session at CLD P's G in Sept	
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	Co-ordination / Practitioners Group	Training input delivered on What is a CLD Approach? Including CLD Competences. Also delivered as part of Inverclyde CLD Partnership Workforce development day Baseline to be captured as part of Practitioner survey. CLD S's C sign-up event held by Dec	

Key Actions?	Timescale	What will success look like?	Who is responsible?	Progress	Rag Status
		CLD Standards Council are embedded into staff performance appraisals / self-reflection.		2022	

Key achievements

- A Workforce Development survey was developed and tested in year 1 and will be carried out in year 2.
- As a result of staff feedback, training for staff around Moodle was developed and carried out.
- Support Scotland collaborated with SAMH to provide mental health training across Greater Glasgow and Clyde.

Revised Action Plan 2022-24

Priority 1: Development of digital services			
Key Actions?	Timescale	What will success look like?	Who is responsible?
Further develop Moodle by improving accessibility, developing content, raising awareness and developing a training programme.	Year 2	Learners will have greater access to online learning platforms such as Moodle and will be confident using them.	CLD Services
Carry out a review of how the CLD Partnership is delivering digital services and whether our digital tools and platforms are fit for purpose.	Year 2	The range of digital provision and content being delivered will be mapped and areas for improvement identified.	Digital Sub-Group
Increase participation in employment, training and learning by those who are digitally excluded.	End of Year 3	<ul style="list-style-type: none"> A definition for digital isolation will be agreed and this will enable learners and members of the community who are unable engage in employment, training or learning because they are digitally excluded to be identified. New tools will be developed to facilitate engagement with those who are identified as being digitally excluded. 	Digital Sub-Group

Priority 2: Empowering communities			
Key Actions?	Timescale	What will success look like?	Who is responsible?
<p>Review and update local community engagement and development platforms that will enable and support people to lead and participate in the implementation of action plans. Improve involvement of local people in local decisions that impact on their needs and the needs of their communities after the pandemic. This will involve:</p> <ul style="list-style-type: none"> • Mapping out current provision and developing safe places for engagement such as conversation cafes, to encourage participation by going to places that people already attend to listen and communicate without agenda. • Creation of a partnership consultation calendar that can be planned, discussed, and progressed in a timely manner, that communities understand the relevance and feel informed enough to share their thoughts. • Hosting and facilitating thematic events based on local priorities, led by the community supported by the 		<ul style="list-style-type: none"> • The number of people involved in formal or informal community platforms such as Communication and Engagement Networks, Locality Planning Groups, Community Councils or Parent Partnerships will be increased, • Updated Locality Action Plans will be published that are owned and implemented by the community and local stakeholders. • There will be less “consultation fatigue” in the community as information and data will be gathered through conversations, discussion, and debate and used to establish local decision making and actions. 	Empowering Communities Sub-Group

partnership, and using a community learning and development approach.			
<p>Compassionately challenge stigma and shame around Inequalities and Poverty by:</p> <ul style="list-style-type: none"> • Sharing local case studies that show multiple interventions from partner services to ensure a “no wrong door” approach to learning and development. • Creating locality thematic topics that people are interested in participating or developing that will challenge the stigma around poverty and shame - such as housing challenges, cost of living and fuel insecurity. Provide a safe space for community conversations to take place. 		<p>People will tell us there is a clear pathway for support. They will know which services to contact and what to expect.</p> <p>People who have experienced inequalities and poverty will recognise their voice in the shaping of local service provision.</p> <p>People will tell us that services meet the needs of those facing inequalities and poverty in with dignity and respect and respond timely and effectively.</p>	Empowering Communities Sub-Group

Priority 3: Improve the health and well-being communities			
Key Actions?	Timescale	What will success look like?	Who is responsible?
Develop a better understanding of the current health and well-being priorities through the Young Person's Health and Well-Being Survey and the Adult Health and Well-Being Survey.	May 2023	There will be a clearer understanding of the priorities, better co-ordination amongst partners and best practice will be rolled out.	Health and Well-Being Sub-Group
Identify and promote best practice that will improve the health and well-being of communities.	February 2023	A showcase event for the Community Mental Health and Well-Being Fund will be held to enable best practice to be identified and shared.	Health and Well-Being Sub-Group
Investigate the possibility of undertaking a small scale case study in conjunction with a university to allow new research, policy and practice to be identified and developed.	September 2023	New research, policy and practice will be identified and developed.	Health and Well-Being Sub-Group

Priority 4: Develop a workforce for the future			
Key Actions?	Timescale	What will success look like?	Who is responsible?
A workforce development survey will be carried out and the results will inform the development of an action plan to develop the workforce during 2023 and 2024.	Complete by end of March 2023	<ul style="list-style-type: none"> An action plan will be developed to take forward the results from the survey. A series of partnership events will be held to address the issues from the survey. 	Workforce Development Sub-Group
Increase membership of the CLD Standards Council within the CLD Partnership in Inverclyde.	Ongoing for the duration of the plan	<p>September 22 Working for the LA – 12 Registered members – 21</p> <p>Recorded as being in the 3rd sector in Inverclyde – 17 Associates and 3 Registered members</p> <p>The baseline is 53</p>	Workforce Development Sub-Group
Develop a two year plan to build confidence and resilience amongst the workforce. This will include a series of events to enable the workforce to learn about new policy and research, best practice and share ideas and knowledge.	End of March 2023	<ul style="list-style-type: none"> A two year action plan will be developed with a schedule of events. 	Workforce Development Sub-Group

