

# Co-ordinating community learning and development in Inverclyde

3 year plan

2015 – 2018



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## INTRODUCTION

In December 2013, Inverclyde Alliance (the Community Planning Partnership) approved a 'Strategy and Implementation Plan for Community Learning and Development (CLD) in Inverclyde 2014-2018'. This updated the existing Strategy in line with the 'Strategic Guidance for Community planning Partnerships published by the Scottish Government in June 2012. Inverclyde's Strategy for CLD affirms that the priorities for CLD should mirror those of Inverclyde Alliance as expressed in the Single Outcome Agreement for Inverclyde and contributing strategies and plans. (See Section 1 below and Annexe1).

Inverclyde's Strategy identifies that the focus for CLD should be on:

- improved life chances for people of all ages, through learning, personal development and active citizenship
- stronger, more resilient, supportive, influential and inclusive communities.

The Strategy also recognises that CLD cuts across all the Alliance's priorities and that it takes a range of forms and is delivered by a range of Partners in a variety of contexts. It asserts that **partnership working** is key to delivering CLD outcomes through:

- community development (building the capacity of communities to meet their own needs, engaging with and influencing decision makers);
- youth work, family learning and other early intervention work with children, young people and families;
- community-based adult learning, including adult literacies and English for speakers of other languages (ESOL);
- volunteer development;
- learning for vulnerable and disadvantaged groups in the community, for example, people with disabilities, care leavers or offenders;
- learning support and guidance in the community.

Inverclyde's Strategy establishes the framework which underpins this '3 year plan for CLD' as required under the Requirements for CLD (Scotland) Regulation 2013, specifically to:

- Assess the need for community learning and development
- Involve and consult representatives of target groups and individuals
- Involve and consult providers of CLD in the area
- Publish a 3 year plan specifying how the authority will co-ordinate its provision of CLD and that of other providers in the area.

In May 2014, the Scottish Government issued 'Guidance for Local Authorities on the CLD Regulations' and this 3 year plan for CLD in Inverclyde has been developed in line with this guidance. The approach used to develop the plan is consistent with the Alliance's determination to take an asset-based approach to the design and delivery of services and was 'co-produced' using the methods outlined at Annexe 2. The plan takes forward the Alliance's decision that CLD should be integrated into community planning structures and this is reflected in the methods which will be used to co-ordinate the provision of CLD. For the purposes of co-ordination within the plan, CLD encompasses all learning and development that takes place in the community, other than vocational training and programmes delivered by teachers in school and by further education lecturers within colleges. Throughout the plan, unless otherwise indicated, the term community is used to encompass communities of geography and of interest, including the voluntary sector.

Inverclyde's Strategy and 3 year plan for CLD will provide a strong foundation from which the Alliance can respond to and comply with the requirements of the Community Empowerment Bill.

## SECTION 1 BACKGROUND

### 1.1 Local context

Inverclyde is located in West Central Scotland and is one of the most attractive places in Scotland to live and work, with 61 square miles stretching along the south bank of the River Clyde. The area offers spectacular views and scenery, a wide range of sporting and leisure opportunities, a vibrant housing market and well developed transport links to Glasgow and the rest of Scotland.

The main towns of Greenock, Port Glasgow and Gourock sit on the Firth of the Clyde. The towns provide a marked contrast to the coastal settlements of Inverkip and Wemyss Bay which lie to the South West of the area and the picturesque villages of Kilmacolm and Quarrier's Village which are located further inland, and offer a further dimension to the areas diversity, particularly in social, economic and physical terms.

Inverclyde, like most former industrial areas, has its share of poverty and deprivation alongside affluence. There is a significant gap between our more affluent areas and those which experience high levels of poverty and deprivation which we are working to reduce, looking to the fundamental causes of inequality to guide how we make change. Inverclyde Alliance 'have identified tackling inequality as a key principle which will underpin everything that we do' in the Single Outcome Agreement 2013-2017.

Further detailed statistics feature in the full Single Outcome Agreement which can be found on the Council's website at <http://www.inverclyde.gov.uk/council-and-government/community-planning-partnership>

### 1.2 Strategic context

In June 2012, the Scottish Government published Community Learning and Development: Strategic Guidance for Community Planning Partnerships. Responding to this Guidance, Inverclyde Alliance Board agreed at their meeting in December 2013, a Strategy and Implementation Plan for CLD in Inverclyde 2014-2018. This established the strategic framework which underpins the 3 year plan for CLD as required under the Requirements for CLD (Scotland) Regulations 2013. The Strategy confirmed that the high level priorities for CLD in Inverclyde would reflect those of the Alliance and its constituent SOA Delivery Groups.

The specific focus of CLD in Inverclyde is:

- Improved life chances for people of all ages, including young people in particular, through learning, personal development and active citizenship
- Stronger, more resilient, supportive influential and inclusive communities.

This is at the heart of the Alliance's vision for a Nurturing Inverclyde.

*'Inverclyde Alliance will work in partnership to create a confident, inclusive Inverclyde with safe and sustainable, healthy, nurtured communities, and a thriving, prosperous economy, with active citizens who are achieving, resilient, respected, responsible and included, and able to make a positive contribution to the area.'*

The strategic infrastructure through which this will be achieved is summarised below:

The overarching priority is to maximise the contribution of CLD to achieving the outcomes of the Inverclyde Alliance Single Outcome Agreement		
Supporting the Alliance to make a 'decisive shift towards prevention.	Strengthening partnership working to deliver CLD outcomes	
The SOA Delivery Plans identify the high level priorities for CLD		
The CLD Implementation Plan identifies specific CLD improvement actions through which CLD will be co-ordinated and its contribution maximised.		
The CLD Strategic Implementation Group oversee the strategic integration of CLD into community planning and the impact of CLD on achieving outcomes.		
Adult Learning & Literacies Sub-Group	Community Engagement & Capacity Building Network	Youth Work Sub-Group

Within this document, the Implementation Plan is described as a working document and reference is made to ongoing consultation with CLD providers and target individuals and groups in line with the statutory requirements.

In May 2014, the Scottish Government issued Guidance for Local Authorities on the 'CLD Regulations' and this has been used to adapt the Implementation Plan format agreed by the Alliance Board to more fully comply with these requirements. From September 2015, the Implementation Plan will be known as 'A 3 year plan for co-ordinating CLD in Inverclyde 2015-2018'.

Inverclyde's Strategy and 3 year plan for CLD will provide a strong foundation from which the Alliance can respond to and comply with the requirements of the Community Empowerment Bill approved by the Scottish Parliament in June 2015.

### 1.3 Needs assessment and consultation

The type of secondary research and data collation and analysis undertaken in the development of the SOA has also informed the development of the 3 year plan for CLD. This is supplemented by primary research activity, such as Police Scotland's listening surveys and Riverclyde Homes tenants' surveys.

In line with the Alliance's desire to integrate CLD within community planning structures and processes, additional needs assessment and consultation activities were integrated into the ongoing activities of the partnership. For example, it was decided to build on Alliance activities to enhance community engagement which had been informed by a series of community events in March 2014. Another example of this integration, was the decision to link needs assessment and engagement in the 3 year plan for CLD, with community planning conference 'Clyde Conversations' which took place in March 2015 and focused on the health and well-being of young people in their community. See Annexe 2 – How the plan was developed.

### 1.4 Planning and co-ordination – the context

#### Locality Planning

Inverclyde Alliance is moving towards focusing on local neighbourhoods and communities in the way they plan for service delivery and improvement. This has been evolving alongside the development of the 3 year plan and discussions have taken place about grouping communities and neighbourhoods into localities, clusters and learning communities. It was agreed that for the purposes of developing the plan, particularly the needs assessment and consultation elements, 3 clusters would be used. Community profiles are emerging which allow Partners to better identify need and co-ordinate CLD activity in response to that need. The cluster geographies will be amended/adapted when discussions about locality planning are concluded and decisions have been made at Alliance Board level confirming an agreed approach to locality planning.

These discussions will take cognisance of the requirement within the Community Empowerment Bill for Community Planning Partnerships (CPPs) to “identify each geographic locality in their area where persons experience significantly poorer outcomes than are experienced by persons who reside in other localities in that area or significantly poorer outcomes than are experienced generally by persons who reside in Scotland” and to prepare and publish a locality plan for each such locality. CPPs may choose to do this for every locality in their area if they wish.

The clusters used for the 3 year plan are appended in Annexe 3.

### Inverclyde Life

Launched by CVS Inverclyde in late 2014, Inverclyde Life ([www.inverclydelife.com](http://www.inverclydelife.com)) is a directory of activities and services available to people in Inverclyde; third, public and private sector.

From the outset, it was agreed to use the Inverclyde Life website as the key tool for mapping CLD provision in Inverclyde. CVS Inverclyde is perhaps the only third sector interface in Scotland to have opened up the use of its website to the public sector and thus to the full community planning partnership. The majority of public and third sector CLD provision is already on the website and the 3 year plan has set a target of 100% within the first year.

The website not only brings information about CLD provision into one place but it also forms the basis for improved co-ordination and the development of pathways supporting participants to secure the maximum benefit from engaging in CLD activities. See Annexe 4.

### SOA Delivery Plans

The Strategy for CLD in Inverclyde, describes the Implementation/3 year Plan as ‘a working document through which the contribution of CLD to the SOA will be co-ordinated and its contribution maximised through improvement actions.’ It notes that in some cases action will be led and co-ordinated by one of the CLD Strategy Sub-groups, while in other cases groups already exist to fulfil this function. In order to more clearly delineate where CLD is being planned and, thereby, more effectively co-ordinate CLD, it is proposed that the CLD Strategic Implementation Group (SIG) should have oversight of all planning for CLD, irrespective of where it takes place.

### Logic Model

The 3 year plan mirrors the Inverclyde CLD Strategy and the Inverclyde SOA in using the same logic model to clarify what it is trying to achieve, how it will get there etc. It should be stressed that in the case of the 3 year plan, this is not about the impact of CLD, but about the extent to which the outcomes of the plan are achieved, specifically:

- The needs of individuals and communities for CLD are met
- The impact of CLD in Inverclyde is maximised through effective planning and co-ordination.

## **SECTION 2 THE 3 YEAR PLAN**

### **2.1 The purpose of the Plan**

The purpose of the 3 year plan for co-ordinating CLD in Inverclyde 2015-2018 is to maximise the contribution of CLD to achieving the outcomes of the Inverclyde Alliance Single Outcome Agreement by:

- Co-ordinating provision of CLD in the broadest sense, essentially all learning and development that takes place in the community, other than vocational training and programmes delivered by teachers in school and by further education lecturers
- Integrating planning for CLD within community planning, adding value to existing planning and evaluation

### **2.2 Underpinning principles**

The following principles were used to develop the plan and will guide its implementation:

- Asset based approach to identification of needs and strengths
- Co-production approach to initial and ongoing development/implementation of plan
- Embedded within the community plan 'Getting it right for every child, citizen and community in Inverclyde' and SOA Improvement Planning

### **2.3 Outcomes of the plan**

1 The needs of individuals and communities for CLD are met

We will achieve this by:

- improving the way we co-ordinate the assessment of needs and strengths in our communities and the identification of unmet need
- knowing and understanding our communities
- building on the strengths of our communities, working together to improve life chances and the quality of community life

2 The impact of CLD in Inverclyde is maximised through effective planning and co-ordination

We will achieve this by:

- ensuring that all CLD provision is mapped to Inverclyde Life and that everyone knows how to access the programmes and support they need
- creating learning and development pathways and supporting people along them
- clearly delineating how and where CLD is planned and co-ordinated within our community planning infrastructure

## **2.4 Delivering the plan**

The same logic model used to identify need and to plan and evaluate progress for community planning and directorate planning will be adopted for the 3 year plan for CLD. See Section 3 below.

The measures identified in the 'how will we know we are getting there' section of the plan will be included on Inverclyde Performs and used by the CLD Strategic Implementation Group to monitor and evaluate progress in implementing the plan. See Section 4 below.

The plan proposes that each Partner with a role in supporting potential CLD learners and participants and/or is a provider of CLD, should align their activities to one or more pathway categories below and identify how they will guide and support learners along the pathway, putting in place specific handover arrangements. Annexe 5 illustrates how this might develop.

It is also proposed that CLD activity be more clearly delineated within the constituent plans and strategies of the Inverclyde Single Outcome Agreement. Annexe 6 outlines early thinking on this.

Sections 4.7 to 4.11 of the Strategic Guidance for community planning partnerships on community learning and development published in June 2012, identified expectations in respect of workforce development and effective leadership. This is addressed in SECTION 5 below



### SECTION 3 DELIVERING THE PLAN

The 3 year plan for co-ordinating CLD in Inverclyde uses the logic model adopted by Inverclyde Alliance to formulate how the plan will be delivered. Further information on how the plan will be monitored and evaluated is outlined in Section 4 below. The glossary of terms in Annexe 7 explains some of the concepts used.

#### OUTCOME 1 The needs of individuals and communities for CLD are met

##### 1.1 Improving the way we co-ordinate the assessment of needs and strengths in our communities

	Where are we now? (Evidence of Need)	Where do we want to be?	How will we get there ?	How will we know we are getting there?	Who is responsible ?	Progress
1.1	A range of Partners and community organisations identify the needs of communities of geography and of interest. However, this is not always planned and co-ordinated in partnership nor always undertaken using an asset-based approach where the strengths of communities are concurrently identified. The findings of these assessments is not always	The assessment of needs and strengths is planned and co-ordinated across the community planning partners and information is shared effectively to build up a complete picture of need and strengths in our communities	All Partners to review assessment activity and take steps to ensure the inclusion of assessment of strengths/skills whenever possible.	Increased no. of assessment activities combining needs and strengths  Decrease no. needs only assessment activities	All Partners supported and monitored by CE/CBPN	
			All Partners to advise CE/CBPN and consult/plan jointly in advance where possible, using core assessment profile	Increased no. of jointly planned needs and strengths assessment activities	All Partners supported and monitored by CE/CBPN  SOADG chairs to monitor	

			All Partners to share findings with relevant Alliance Groupings and community organisations	Increased no. sets of findings shared	All Partners Data sharing group to monitor	
			Communities of geography and interest supported to extend and enhance their own assessment activities and to share findings with each other and with relevant Alliance groupings.	No. of findings of assessment shared by community groups with each other and with Alliance Groupings	CVSI to lead support for communities of interest  CLD Service to lead support for organisations in receipt of Council funding	

## 1.2 Knowing and understanding our communities

	Where are we now? (Evidence of Need)	Where do we want to be?	How will we get there ?	How will we know we are getting there?	Who is responsible ?	Progress
1.2	A range of information is held by Partners and community organisations, individually, collectively in different groupings and as a CPP. This information is not always shared appropriately, nor always used effectively to secure a robust	The information gathered by Partners and community organisations is combined to create commonly shared and understood profiles of our communities and neighbourhoods and this is used to inform locality planning (in line with	Agree common approach to the development of community and neighbourhood profiles.  Develop mechanism for profiles to be	Common approach and profiling mechanism agreed (target date set by Programme Board)  Number of profiles developed  Increased evidence	Programme Board  Datasharing Group  All Partners supported and monitored	

	understanding of communities and neighbourhoods.	requirement of CE Act 2015) leading to action to improve outcomes and strengthen communities	shared and updated by all Partners.  Increased evidence of profiles being used to inform action and in locality planning.	of profiles in use to inform action and locality planning.	by CE/CGBN	
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### 1.3 Building on the strengths of our communities, working together to improve life chances and the quality of community life

	Where are we now? (Evidence of Need)	Where do we want to be?	How will we get there ?	How will we know we are getting there?	Who is responsible ?	Progress
	A number of services and projects have already adopted or are progressing the development of asset based approaches based on systematic assessment of community needs and strengths and using robust information about our communities, however, this remains patchy and the benefits of this approach are not fully recognised nor achieved across the Partnership.	Asset based approaches, building on communities' strengths and our understanding of community need are widely used across the Alliance and having a demonstrable impact on improving life chances and the quality of community life, particularly of our more disadvantaged communities.	Build individual capacity of public sector officers and community members  Build organisational and structural capacity across partner agencies and community organisations  Assessments of needs and strengths and community profiles used to develop	See section 5 below.  Increased no. of service improvement, development and delivery models using an asset based approach informed by assessment of needs and strengths and understanding of communities.	CLD SIG  All Partners supported and monitored by CE/CGBN	

			asset based approaches to the design and delivery of services.			
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**OUTCOME 2: The impact of CLD in Inverclyde is maximised through effective planning and co-ordination**

**2.1 Ensuring that all CLD provision is mapped to Inverclyde Life and that everyone knows how to access the programmes and support they need**

	Where are we now? (Evidence of Need)	Where do we want to be?	How will we get there ?	How will we know we are getting there?	Who is responsible ?	Progress
2.1	While the majority of provision is available on the website, gaps remain. Activity to support use of the site has been extensive, however, take up of support has been patchy across Partners and community organisations and further support and development is needed.	Inverclyde Life is understood and recognised as the key source of information about CLD activity and is used widely by staff as a guide to the learning and support available.	All Partners to put CLD programmes on Inverclyde Life, provide training and support in use of website to all appropriate staff.	100% of public sector programmes on Inverclyde Life by end of year 1  50% appropriate staff trained and using site by end of year 1, 75% by year 2 and 100% by year 3.	All Partners  CLD Sub-groups to monitor	

		Inverclyde Life and a range of media appropriate to specific groups (older people younger people, people with disabilities) ensures everyone knows how to access the programmes and support they need.	Promotion of Inverclyde Life and other media to communities of geography and interest	Increase no. of interest groups reporting they know where to access the information they need	All Partners  CLD Sub-groups to support development of baseline and monitor	
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## 2.2 Creating learning and development pathways and supporting people along them - Lose no one

	Where are we now? (Evidence of Need)	Where do we want to be?	How will we get there ?	How will we know we are getting there?	Who is responsible ?	Progress
2.2	While participants benefit from engagement in a range of services and programmes, engagement is not always sustained and opportunities for further development and progression are not always maximised and transition from one programme/activity to another is not always effectively supported.	All those who would benefit from participating in CLD activity, are effectively engaged and supported to develop and progress to achieve maximum benefit. The goal of losing no one achieved for young people through MCMC is extended to adults and community members.	CLD Partners develop/agree core pathway stages  All CLD Partners identify a pathway to and from their programmes and associated support for transition.  Indicative pathways and transitional support developed for key strands agreed by CLD SIG eg family learning	Core pathway stages agreed.  50% Partners have pathways in place by end of year 1, 75% by end of year 2 and 100% by end of year 3.  Indicative pathways for key strands in place by end of year 2	All Partners  CLD Sub-groups to support and monitor	

### 2.3 Clearly delineating how and where CLD is planned and co-ordinated within our community planning infrastructure

	Where are we now? (Evidence of Need)	Where do we want to be?	How will we get there ?	How will we know we are getting there?	Who is responsible ?	Progress
2.3	The approach agreed by the Alliance Board December 2013 (i.e. to develop a working document 'through which the contribution of CLD to the SOA will be co-ordinated and its contribution maximised') has not yet been fully implemented.	The planning and co-ordination of CLD is clearly delineated within the community planning infrastructure of SOA Delivery Groups and constituent partnership strategies and plans, along with responsibility and accountability for actions.	Develop guidance and support for delineation of CLD within constituent strategies and plans.  Review strategies and plans to identify and delineate CLD components.	Guidance developed and in use by October 2015  75% of plans have CLD actions identified and delineated by end of year 1, 100% by end of year 2	Chair of planning groups  CLD Sub-groups to support and monitor	
		The impact of CLD within constituent partnership strategies and plans is identified and its contribution maximised.	CLD SIG to identify priorities for improved co-ordination  CLD Sub-groups to collate/analyse data on impact of CLD, and advise CLD SIG re improvement	Year 1 priorities for co-ordination agreed by October 2015  Evidence of added value of improved co-ordination. Action to enhance the impact of CLD.	CLD SIG  Chairs of CLD Sub-groups	

## **SECTION 4 MONITORING AND EVALUATION OF THE 3 YEAR PLAN**

### **4.1 The role and responsibilities of the CLD Strategic Implementation Group and CLD Sub-groups**

As agreed by the Alliance Board in December 2013, the CLD Strategic Implementation Group will be responsible for the monitoring and evaluation of the 3 year plan, in line with the following remit:

#### **4.4.1 Remit of the CLD Strategy Implementation Group**

- (a) To oversee the strategic integration of CLD into community planning on behalf of Inverclyde Alliance in line with the CLD: Strategic Guidance for Community Planning Partnerships (Scottish Government 2012).
- (b) To progress the integration of CLD into the work of the SOA Delivery Groups and related partnerships and monitor progress in the implementation of the CLD components of relevant action/delivery plans
- (c) To oversee compliance with the for CLD (Scotland) Regulations 2013 through the development of a 3 year plan for CLD
- (d) To ensure that leadership for CLD is effectively provided by Inverclyde Council's Directorate of Education, Communities and Organisational Development
- (e) To review the quality and effectiveness of CLD activity in line with the HMle self-evaluation framework 'How Good is Our Community Learning and Development?2'.and other quality frameworks as appropriate.

Membership of the CLD Strategy Implementation Group has been configured to ensure that all relevant Partners are represented and that there are strong links back to the SOA Delivery Groups.

#### **4.1.2 Role of the CLD Sub-groups**

The CLD Strategic Implementation Group currently has 3 Sub-groups – the Adult learning and Literacies Sub-group, the Community Engagement and Capacity Building Network and the Youth Work Sub-group. The membership and remit of the CLD Sub-groups will be amended to reflect their role in supporting the Strategic Implementation Group.

##### Membership

Where current membership does not ensure effective integration with SOA Delivery Groups and their component partnership/strategy groups, nominations onto the relevant CLD Sub-group will be secured.

##### Role of the CLD Sub-groups

The Sub-groups will have a key role in supporting the CLD Strategic Implementation Group in respect of two components of its remit.

(Note: During the development of the 3 year plan, the Sub-groups had an opportunity to reflect on their role and identified the value of meeting together across the 3 strands. This is reflected in the calendar for 2015 and will be reviewed for 2016 to ensure that the frequency and pattern of meetings maximises their contribution to implementation of the 3 year plan.)

- (b) To progress the integration of CLD into the work of the SOA Delivery Groups and related partnerships and monitor progress in the implementation of the CLD components of relevant action/delivery plans

In relation to the Delivery Plan at Section 3 below, the Sub-groups will:

- Collate information to facilitate the monitoring of progress in respect of the co-ordination of the assessment of needs and strengths, the development of asset based approaches and the development of community/neighbourhood profiles.
- Support and monitor the mapping of CLD provision to Inverclyde Life, the creation of learning and development pathways and the delineation of how and where CLD is planned and co-ordinated.

(e) To review the quality and effectiveness of CLD activity in line with the HMIE self-evaluation framework 'How Good is Our Community Learning and Development?2'.and other quality frameworks as appropriate.

The Sub-groups will:

- put in place mechanisms to review the quality and effectiveness of CLD using agreed self-evaluation frameworks
- put in place mechanisms to support practice development and continuous improvement
- collate and analyse information to support monitoring and evaluation
- support the inspection process.

#### **4.2 Monitoring the delivery of the plan**

It is proposed that a measurement plan along the lines outlined below will be uploaded to Inverclyde Performs and that this will be updated to on a regular basis to inform evaluation and reporting on progress in implementing the plan

To facilitate the effective monitoring of progress, a baseline will require to be established for most of the performance measures contained in the 'How will we know we are getting there?' column of the delivery plan. Definitions will also need to be agreed for some of the terms used eg appropriate staff. To facilitate coherence with other strategies and plans, monitoring will be aligned to the financial year and consequently year 1 of the plan will be up to March 2016.

#### **4.3 Scrutiny and inspection**

As required under paragraph 6.9 of the Requirements for CLD (Scotland) Regulations 2013: Guidance for Local Authorities, the local authority will 'share the completed elements of the plan with the Local Area Network (LAN)'. As indicated at 6.10 in the Guidance 'HM Inspectors from Education Scotland play a key role in the shared risk assessment process and are represented on each LAN by an Education Scotland Area Lead Officer'.



## **SECTION 5   WORKFORCE DEVELOPMENT**

The Strategic Guidance for community planning partnerships on community learning and development published in June 2012, identified expectations in respect of workforce development and effective leadership.

In recognition of the changes in CLD policy and related legislation, the Strategic Guidance asks that 'workforce development keeps pace with these and supports their implementation and states that 'a core of highly skilled practitioners will remain essential to achieving the impact we expect from CLD'. The Guidance for Local Authorities on the CLD Regulations also makes reference to the 'competences, values and ethics for CLD practice as set out by the CLD Standards Council for Scotland'.

To meet this expectation and to support the implementation of the 3 year plan, the CLD Strategic Implementation Group will bring forward a workforce development plan which will include proposals for:

- broadening training and development opportunities for volunteers and community members
- better integration of the training and development opportunities currently available across the Partnership with more opportunities for joint training
- promoting the values and ethics for CLD practice as set out by the CLD Standards Council for Scotland
- increased use of the Idevelop resource and alignment of training and development opportunities to CLD competencies as defined by CLD Standards Council for Scotland.

Some areas of workforce development have already been identified as priorities. These include:

- using asset based approaches in the design and delivery of services
- using Inverclyde Life as a tool for identifying CLD opportunities for clients/participants
- developing pathways for learning and progression through Inverclyde Life.

## **ANNEXE 1 COMMUNITY LEARNING AND DEVELOPMENT IN INVERCLYDE**

### **STRATEGY AND IMPLEMENTATION PLAN 2014-2018**

Inverclyde Alliance recognises the contribution Community Learning and Development (CLD) makes to achieving the outcomes identified in the Single Outcome Agreement. The purpose of this new strategy for CLD is to ensure that this contribution is maximised to improve outcomes for the communities of Inverclyde.

#### **1 Community Learning and Development: Strategic Guidance for Community Planning Partnerships (Scottish Government 2012)**

This identifies the purpose of CLD as ‘to empower people, individually and collectively, to make positive changes in their lives and their communities, through learning.’

The guidance states that the specific focus of CLD should be:

- Improved life chances for people of all ages, including young people in particular, through learning, personal development and active citizenship
- Stronger, more resilient, supportive influential and inclusive communities.

This is at the heart of the Alliance’s vision for a Nurturing Inverclyde.

*‘Inverclyde Alliance will work in partnership to create a confident, inclusive Inverclyde with safe and sustainable, healthy, nurtured communities, and a thriving, prosperous economy, with active citizens who are achieving, resilient, respected, responsible and included, and able to make a positive contribution to the area.’*

The Strategic Guidance for CLD further states that: Community Planning Partnerships ‘should co-ordinate planning of CLD provision, setting out specific priorities’ and that they should ‘ensure CLD has a core role in delivering identified outcomes for communities ...maximising the contribution of partners.’

This Strategy outlines how these responsibilities will be fulfilled by Inverclyde Alliance.

#### **2 SSI Requirements for CLD (Scotland) Regulations 2013**

This Strategy also fulfils the responsibility of Inverclyde Council to comply with the SSI Requirements for CLD (Scotland) Regulations 2013, specifically to:

- Assess the need for community learning and development
- Involve and consult representatives of target groups and individuals
- Involve and consult providers of CLD in the area
- Publish a 3 year plan specifying how the authority will co-ordinate its provision of CLD and that of other providers in the area.

#### **3 CLD Strategy and Implementation Plan 2013-2017**

##### **The Building Blocks**

Inverclyde Alliance sees CLD as integral to all of its work and consequently has developed a Strategy and Implementation Plan for CLD which is embedded in the strategic planning and implementation processes already developed by the Alliance. These include the use of a ‘logic model’ to identify need, to plan how this need will be met and to evaluate progress. This logic model is organised around the well-being outcomes associated with ‘Getting it right for every child, citizen and community in Inverclyde’.

The Strategy and Implementation Plan for CLD contains a number of building blocks as outlined below:

The overarching priority is to maximise the contribution of CLD to achieving the outcomes of the Inverclyde Alliance Single Outcome Agreement		
Supporting the Alliance to make a 'decisive shift towards prevention'.	Strengthening 'partnership working' to deliver CLD outcomes	
The SOA Delivery Plans identify the high level priorities for CLD		
The CLD Implementation Plan identifies specific CLD improvement actions through which CLD will be co-ordinated and its contribution maximised.		
The CLD Strategic Implementation Group oversees the strategic integration of CLD into community planning and the impact of CLD on achieving outcomes.		
Adult Learning & Literacies Sub-Group	Community Engagement & Capacity Building Network	Youth Work Sub-Group

### 3.1 Overarching priority and contribution of CLD

The overarching priority is to maximise the contribution of CLD to achieving the outcomes of the Inverclyde Alliance Single Outcome Agreement	
Supporting the Alliance to make a 'decisive shift towards prevention'.	Strengthening 'partnership working' to deliver CLD outcomes

The **overarching priority for CLD** is to maximise its contribution to the achievement of the outcomes identified in the Single Outcome Agreement for Inverclyde, specifically:

- Inverclyde's population is stable with a good balance of socio-economic groups.
- Communities are stronger, responsible and more able to identify, articulate and take action on their needs and aspirations to bring about an improvement in the quality of community life.
- The area's economic regeneration is secured, economic activity in Inverclyde is increased, and skills development enables both those in work and those furthest from the labour market to realise their full potential.
- The health of local people is improved, combating health inequality and promoting healthy lifestyles.
- A positive culture change will have taken place in Inverclyde in attitudes to alcohol, resulting in fewer associated health problems, social problems and reduced crime rates.
- A nurturing Inverclyde gives all our children and young people the best possible start in life.
- Inverclyde is a place where people want to live now whilst at the same time safeguarding the environment for future generations.
- Our public services are high quality, continually improving, efficient and responsive to local people's needs.

Within this overarching priority, CLD is recognised as having particular strengths in supporting the Alliance making a '**decisive shift towards prevention**' through its ability to:

- build an in-depth understanding of people's needs, strengths and aspirations through sustained dialogue;
- identify issues and solutions at an early stage;
- identify barriers to participation and strategies for overcoming these;
- mobilise and support direct participation in planning and service design;
- enable community organisations to develop their infrastructure.

Within this overarching priority, **partnership working** is seen as key to delivering CLD outcomes through:

- community development (building the capacity of communities to meet their own needs, engaging with and influencing decision makers);
- youth work, family learning and other early intervention work with children, young people and families;
- community-based adult learning, including adult literacies and English for speakers of other languages (ESOL);
- volunteer development;
- learning for vulnerable and disadvantaged groups in the community, for example, people with disabilities, care leavers or offenders;
- learning support and guidance in the community.

### 3.2 **High level priorities for CLD**

The SOA Delivery Plans identify the high level priorities for CLD

The work of Inverclyde Alliance is guided by the Outcome Delivery Plans associated with each outcome. These Outcome Delivery Plans reflect the high level priorities identified by the Alliance and consequently the **high level priorities for CLD in Inverclyde**.

Many of the Outcome Delivery Plans include a subset of policies, strategies and action plans to which CLD contributes. Increasingly these are formulated using the logic model, starting with the question ‘where are we now?’ This links each action to identified need and areas for improvement.

### 3.3 **The CLD Implementation Plan**

The CLD Implementation Plan identifies specific CLD improvement actions through which CLD will be co-ordinated and its contribution maximised.

The CLD Implementation Plan is a working document through which the contribution of CLD to the SOA will be co-ordinated and its contribution maximised through improvement actions.

Inverclyde Alliance undertook significant consultation and needs assessment to inform the SOA. The Implementation Plan builds on this, continuing to explore the needs of target individuals and groups in greater depth and adapting the plan accordingly.

The CLD Implementation Plan identifies specific actions and how they will be co-ordinated. In some cases this action will be led and co-ordinated by one of the CLD Strategy Sub-groups, while in other cases groups already exist to fulfil this function. For example, the ‘Opportunities for All Group’ already exists to lead and co-ordinate action, including CLD activities, to support young people improve their employability. (An abstract from the draft Implementation Plan is appended at Annex1 for information.)

### 3.4 **The CLD Strategic Implementation Group and Sub-groups**

The CLD Strategic Implementation Group oversees the strategic integration of CLD into community planning and the impact of CLD on achieving outcomes.

Adult Learning & Literacies Sub-Group	Community Engagement & Capacity Building Network	Youth Work Sub-Group
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The remit and membership of the CLD Strategy Group has been amended to reflect the national developments outlined above and local developments in community planning. The Group will meet 3 times per annum and be chaired by the Corporate Director: Education, Communities and Organisational Development.

### Remit of the CLD Strategy Implementation Group

- (a) To oversee the strategic integration of CLD into community planning on behalf of Inverclyde Alliance.
- (b) To progress the integration of CLD into the work of the SOA Delivery Groups and related partnerships and monitor progress in the implementation of the CLD components of relevant action/delivery plans
- (c) To ensure that leadership for CLD is effectively provided by Inverclyde Council's Directorate of Education, Communities and Organisational Development
- (d) To review the quality and effectiveness of CLD activity in line with the HMle self-evaluation framework 'How Good is Our Community Learning and Development?2'.and other quality frameworks as appropriate.

Membership of the CLD Strategy Implementation Group has been configured to ensure that all relevant Partners are represented and that there are strong links back to the SOA Delivery Groups. The following is indicative at this stage.

<b>Delivery Group</b>	<b>Proposed Membership</b>
1 Stable Population	Riverside Inverclyde, CVS Inverclyde
2 Successful Communities	Police Scotland, IC Safer Communities
3 Economic Regeneration/ Employability	IC Economic Development, West College Scotland
4 Health Inequalities	CHCP – Health Inequalities
5 Changing the culture of alcohol	CHCP – Alcohol & Drugs Forum
6 Best Start in Life	CHCP – Children's Services, IC Education Services , Skills Development Scotland
7 Safeguarding the environment	IC – Green Charter Unit
8 Public services continually improve	IC – Policy & Performance

### The CLD Sub-groups

The Adult Learning and Literacy Sub-group, the Community Engagement and Capacity Building Network and the Youth Work Sub-group will be responsible for operationalising the CLD Implementation Plan, leading on specific activities or liaising with other groups to ensure implementation as appropriate. These groups will also be responsible for collating and analysing information and supporting self-evaluation across all CLD activities.

## **ANNEXE 2 HOW THE PLAN WAS DEVELOPED**

### **A co-produced plan for CLD in Inverclyde**

From the outset it was agreed by all Partners that the 3 year plan for co-ordinating CLD in Inverclyde should be co-produced. A Co-production Conference held in March 2013 and a series of community engagement events held in March 2014 identified actions which would strengthen preventative work and progress partnership working. In June 2014, following an audit of progress to date in securing compliance with the 'The Requirements for CLD (Scotland) Regulations 2013: Guidance for Local Authorities' a number of areas for focused attention were identified. The activities identified then became the subject of successful application to Education Scotland's Innovation and Development Fund.

A co-produced plan for CLD in Inverclyde was achieved using the following steps:

- (1) Collation of results from needs assessment activities to date and mapping of community strengths.
- (2) Sharing with communities on a locality basis of the collated information, updating and amending in response to their feedback
- (3) Sharing collated information (updated with further community input) with other relevant partnerships in the context of the SOA Delivery Groups aligned to each outcome in the Single Outcome Agreement for Inverclyde.
- (4) A second series of cluster events which focused on the role of 'Inverclyde Life' in promoting access to information about CLD activity, including activity led/delivered by community and voluntary organisations.
- (5) A workshop for 'delivery partners' which offered an opportunity for them to influence the development and structure of the plan.
- (6) An 'all stakeholder day' bringing together all Partners, including the community and the voluntary sector. This was linked to the 'Clyde Conversations' community planning conference which focused on the role played by all stakeholders, with an emphasis on young people themselves, in improving health and well-being in Inverclyde.

A report of this event has been compiled and broadly disseminated and progress is already underway in turning talk into action.

### **Ongoing engagement and assessment of needs/strengths**

Partners undertake a range of activities to identify the needs and strengths of the communities they serve and to engage these communities in the design and delivery of these services. These activities include the Citizen's Panel, listening surveys and outreach and engagement activities. The Delivery Plan at Section 3 identifies how these activities will be more effectively co-ordinated.

### ANNEXE 3 CLUSTER COMMUNITIES AND NEIGHBOURHOODS

For the purposes of the 3 year plan for co-ordinating CLD, it was agreed to use the following clusters of geographical communities and neighbourhoods to collate and analyse information about community needs and strengths. This approach is being incrementally used to develop profiles of our communities and neighbourhoods. The electoral ward areas, community council areas and learning community catchment as defined by Education Scotland are also linked to the clusters.

During the period of development, there have been discussions about how learning community and/or locality planning might be progressed most effectively. These discussions will continue and will factor in the requirements of the Community Empowerment Bill, June 2015. The 3 year plan for CLD will be adapted to reflect the decisions made and planning geographies agreed.

#### Port Glasgow Cluster

<b>Electoral Wards:</b> Ward 1 and Ward 2 (PG only)		
<b>Community Councils:</b> Port Glasgow East, Port Glasgow West and Kilmacolm		
<b>HMIe Learning Community:</b> Port Glasgow High(Joint Campus) catchment area		
<b>Neighbourhoods and Profiles</b>		
Kilmacolm	Woodhall	Town Centre
Quarrier's Village	Kelburn	Chapelton
	Clune Park	Devol
	Slaemuir	Bardrainney
	Park Farm	Mid Auckinleck
		Boglestone

#### Greenock Cluster

<b>Electoral Wards:</b> Ward 2 (Greenock), Ward 3 (Town Centre), Ward 4, Ward 6 (exc villages)				
<b>Community Councils:</b> Greenock East, Greenock Central, Holefarm & Cowdenknowes, Greenock South West, Larkfield, Braeside and Branchton				
<b>HMIe Learning Community:</b> Inverclyde Academy catchment area				
<b>Neighbourhoods and Profiles</b>				
Gibshill	Belville	Overton	Bow Farm	Branchton
Strone	Cartsdyke/Weir St	Dunlop St area	Grieve Rd	Westmorland Rd
Leven Road	Broomhill	Barr's Cottage	Fancy Farm	Larkfield
	Town Centre		Mallard Bowl	Braeside
	Wellpark		Pennyfern	
	West Station			

#### Clydeview Cluster

<b>Electoral Wards:</b> Ward 3 (West End), Ward 5, Ward 6, Villages		
<b>Community Councils:</b> Greenock West and Cardwell Bay, Gourock, Wemyss Bay and Inverkip		
<b>HMIe Learning Community:</b> Clydeview Academy catchment area		
<b>Neighbourhoods and Profiles</b>		
West End of Greenock including South St area	Cardwell Bay	Inverkip
	Gourock	Wemyss Bay

## ANNEXE 4 INVERCLYDE LIFE

The Inverclyde Life website, hosted by CVS Inverclyde, is the key mechanism for mapping CLD provision across Inverclyde and includes both voluntary sector and public sector provision. The website will also be key to the development of pathways and progression through CLD provision to most effectively meet the needs identified.



[Sign In](#)

- [Get Involved](#)
- [Help Out](#)
- [Contact](#)



### Community Directory

Inverclyde Life can help you find groups, organisations and services that might benefit you. Search below by the activities you are interested in, the type of person your search is for or by the name of an organisation. If finding something close-by is important you can include your post-code and we will only show the activities close to you.

- [Search by Activity](#)
- [Search by Who Benefits](#)
- [Search by Name / Keyword](#)

Activity

Your Postcode Optional

[Search](#)





## ANNEXE 5 DEVELOPING PATHWAYS

### Lose no one – pathways for community learning and development

Inverclyde has been very successful in delivering on the More Choices and More Chances principle of 'losing no one'. All young people in Inverclyde remain 'known' to partner agencies on leaving school and the overwhelming majority are in positive destinations. It is an aspiration of the 3 year plan to extend this principle to adults participating in CLD and to create pathways which will ensure that participants are supported from their first engagement in any form of CLD through the range of provision that best meets their needs.

Building on the stages used within the 'Employability Pipeline' already in place in Inverclyde, it is proposed that each Partner with a role in supporting potential CLD learners and participants and/or is a provider of CLD, should align their activities to one or more of the categories below and identify how they will guide and support learners along the pathway, putting in place specific handover arrangements. The following attempts to illustrate this.

**Stage 1 – engagement in CLD** (through joint working and integration of services)

**Stage 2 – positive activity, first steps into learning and development**

**Stage 3 – sustaining learning and development**

**Stage 4 – progression and accreditation**

**Stage 5 – CLD supported goals achieved**

The CLD Strategic Implementation Group will identify key strands for development (see example below) and may add criteria to be used for specific strands eg age of participants.

#### Example - Family learning and parenting

Stage 1		Stage 2		Stage 3		Stage 4
Need for support for parenting/ family learning identified by CHCP/Early years establishment	s t u r p a p n o s r i t t e i d o n	Parenting Programme delivered by Barnardos  Families and schools together (schools, Save the Children/CLD)	s t u r p a p n o s r i t t e i d o n	Family learning (CLD Service) chosen from range of CBAL opportunities, Maximising family finance programme (CLD/Riverclyde Homes)	s t u r p a p n o s r i t t e i d o n	Family literacies with embedded core skills (CLD) Core skills accreditation (CLD)

## **ANNEXE 6 PLANNING FOR CLD**

The approach agreed by the Alliance Board December in 2013 to develop a working document 'through which the contribution of CLD to the SOA will be co-ordinated and its contribution maximised' has not yet been fully implemented.

As stated in the Delivery Plan above we want to get to a place where the impact of CLD within constituent partnership strategies and plans is identified and its contribution maximised.

Once the format for this has been agreed, guidance which coheres with the Nurturing Inverclyde planning framework will be issued to all Partners for inclusion in the development and updating of their plans.

At its simplest where the 'how will be get there?' column contains actions that fall within the broad definition of CLD these will be highlighted and reviewed to ensure effective co-ordination and best use of resources.

These review activities will be undertaken to:

- Support the development of pathways for strands of activity such as family learning and community capacity building
- Address priorities for co-ordination identified by the CLD Strategic Implementation Group eg youth diversionary activities.

## **ANNEXE 7 ABBREVIATIONS AND GLOSSARY OF TERMS**

### **Asset based approaches**

Asset based approaches recognise and build on a combination of the human, social and physical capital that exists within local communities. They acknowledge and build on what people value most and can help ensure that public services are provided where and how they are needed.

### **i-develop**

i-develop is the national web-based CPD Framework supporting innovative learning and development for CLD practitioners, based on the values, principles, skills and competences shared by CLD practitioners and employers.

CE/CCBN	Community Engagement and Capacity Building Network
CPP	Community Planning Partnership
SOA	Single Outcome Agreement
SOADG	Single Outcome Agreement Delivery Group