
Report To:	Education & Communities Committee	Date:	01 November 2016
Report By:	Corporate Director Education, Communities & Organisational Development	Report No:	EDUCOM/71/16/MP
Contact Officer:	Maggie Paterson CLD Service Manager	Contact No:	01475 715450
Subject:	A 3 Year Plan for Co-ordinating Community Learning and Development (CLD) in Inverclyde 2015 – 2018: Progress Report Year 1		

1.0 PURPOSE

1.1 The purpose of this report is to:

- Update the Committee on the progress made in implementing the 3 year plan for co-ordinating community learning and development in Inverclyde 2015 – 2018

2.0 SUMMARY

- 2.1 On 11 August 2015, the Policy and Resources Committee approved the publication of the '3 year plan for co-ordinating community learning and development in Inverclyde 2015 – 2018'. This ensured compliance with Regulation 4 of the Requirements for Community Learning and Development (Scotland) Regulations 2013, which 'requires 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'.
- 2.2 The implementation of the plan is led and monitored by the CLD Strategic Implementation Group, which is chaired by the Corporate Director: Education, Communities and Organisational Development and draws membership from Inverclyde Alliance SOA Delivery Groups.
- 2.3 The Delivery Plan is configured using the logic model adopted by Inverclyde Alliance and Inverclyde Council and reviewed by assessing the Red/Amber/Green (RAG) status of each component.

3.0 RECOMMENDATIONS

It is recommended that the Committee:

- 3.1 Note the progress made in the implementation of the 3 year plan for CLD
- 3.2 Approve the recommendations at Section 5 of the review.

4.0 BACKGROUND

4.1 In December 2013, Inverclyde Alliance 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.

- 4.2 The CLD 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.
- 4.3 On 11 August 2015, the Policy and Resources Committee approved the publication of the '3 year plan for co-ordinating community learning and development in Inverclyde 2015 – 2018'.
- 4.4 The CLD Strategic Implementation Group (CLD SIG) is responsible for the monitoring and evaluation of both the CLD Strategy and the 3 year plan. The 3 CLD Sub-Groups (Adult Learning and Literacies, the Community Engagement and Capacity Building Network and Youth Work) have a key role in supporting the CLD SIG with this remit.
- 4.5 The review of progress in year 1 of the Delivery Plan largely draws on information provided to the Sub-Groups by CLD Partners, for collation and analysis by the CLD Service.

5.0 IMPLICATIONS

Finance

5.1 None

Financial Implications:

One off Costs

Cost Centre	Budget Heading	Budget Years	Proposed Spend this Report £000	Virement From	Other Comments
N/A					

Annually Recurring Costs/ (Savings)

Cost Centre	Budget Heading	With Effect from	Annual Net Impact £000	Virement From (if Applicable)	Other Comments
N/A					

Legal

5.2 None

Human Resources

5.3 None

Equalities

5.4 Improved co-ordination of CLD benefits a number of groups with protected characteristics.

Repopulation

5.5 Improved co-ordination of CLD encourages individuals and communities to feel they belong to Inverclyde and are important contributors to the future of the area.

6.0 CONSULTATIONS

6.1 The implementation of the plan has brought together a number of consultation and engagement activities across localities, communities and neighbourhoods.

7.0 LIST OF BACKGROUND PAPERS

7.1 Co-ordinating community learning and development in Inverclyde: a 3 year plan 2015-2018
Requirements for CLD Scotland) Regulation 2013
Strategic Guidance for Community Planning Partnerships Scottish Government 2012

Co-ordinating community learning and development in Inverclyde

3 year plan
2015 – 2018



Inverclyde
council



Inverclyde Alliance

PROGRESS REPORT
TO SEPTEMBER 2016

1 INTRODUCTION

In December 2013, Inverclyde Alliance 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.

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 CLD 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.

The purpose of the Plan

The purpose of the plan 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.

Underpinning principles

The following principles were used to develop the plan and have guided its implementation as outlined in this report:

- Using an asset based approach to identification of needs and strengths
- Co-production of the initial and ongoing development/implementation of plan
- Embedding within the community planning: 'Getting it right for every child, citizen and community in Inverclyde' and SOA Improvement Planning.

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 MONITORING AND EVALUATION OF THE PLAN

The CLD Strategic Implementation Group (CLD SIG), chaired by the Corporate Director: Education, Communities & OD, is responsible for the monitoring and evaluation of both the CLD Strategy and the 3 year plan. Membership of the 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 3 CLD Sub-groups (Adult Learning and Literacies, the Community Engagement and Capacity Building Network and Youth Work) have a key role in supporting the CLD SIG. In relation to the Delivery Plan the Sub-groups have a remit to:

- 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.

Since the publication of the 3 year plan, a new self-evaluation framework 'How good is the learning and development in our community?' has been introduced and a new model of inspection commenced in September 2016.

Within the new inspection model, Education Scotland will work with the local authority and CLD partners to focus on:

- How good is the strategic leadership of community learning and development? ; and
- How good is the learning and development in a defined local community?

To do this they will evaluate using the following quality indicators from the new framework:

- 1.1 Improvements in performance
- 4.1 Impact on the local community
- 5.1 Delivering the learning offer with learners
- 9.2 Leadership and direction.

They will also review

- 3.1 Impact on staff and volunteers.

To assist with the self-evaluation process and in line with other policies and strategies, the CLD SIG have committed to undertake a risk assessment of the plan.

3 REVIEW OF THE DELIVERY PLAN

The review of progress in year 1 of the Delivery Plan largely draws on information provided to the Sub-groups by CLD Partners, for collation and analysis by the CLD Service. The review assigns a RAG status to each component of the Delivery Plan:

Red action required
 Amber some slippage
 Green on target

The tables below focus on the Where do we want to be? and How will we know we are getting there? components of the Delivery Plan. A short summary of progress is provided as well as assessment of the RAG status of each component.

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 do we want to be?	How will we know we are getting there?	Progress	RAG Status
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	Increased no. of assessment activities combining needs and strengths Decrease no. needs only assessment activities	2014-15 : 21 needs assessment activities reported, 6 of which needs only 2015-16: 25 needs assessments undertaken, 4 of which needs only	Green
	Increased no. of jointly planned needs and strengths assessment activities	2014-2015: 15 of 21 needs assessments jointly planned 2015-2016:17 of 25 needs assessments jointly planned	Green
	Increased no. sets of findings shared	2014-2015: 13 of 21 needs assessments shared 2015-2016: all 25 needs assessment made available to all Partners via CLD SIG	Green

1.2 Knowing and understanding our communities

Where do we want to be?	How will we know we are getting there?	Progress	RAG Status
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 requirement of CE Act 2015) leading to action to improve outcomes and strengthen communities	Common approach and profiling mechanism agreed Number of profiles developed Increased evidence of profiles in use to inform action and locality planning	Well-being localities and their constituent, communities and neighbourhoods have been agreed. Information gathered to inform initiatives such as the Attainment Challenge and Community Safety Profiles developed by Safer Communities & Police Scotland are being shared and used to inform action. CVS Inverclyde is piloting a community profile with a local Community Association.	Green

1.3 Building on the strengths of our communities, working together to improve life chances and the quality of community life

Where do we want to be?	How will we know we are getting there?	Progress	RAG Status
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.	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.	An Asset Based Community Development Self-Assessment Tool developed by CVS Inverclyde has been piloted and is now being completed by CLD Partners this will provide a baseline for 2015-2016.	Green

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 do we want to be?	How will we know we are getting there?	Progress	RAG Status
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 learning and support available	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.	The majority of public sector programmes are now accessible through Inverclyde Life. The website is to be relaunched and will be more user friendly and interactive. Training for staff and promotion of the site is in abeyance pending new format going live.	Green

2.2 Creating learning and development pathways and supporting people along them

Where do we want to be?	How will we know we are getting there?	Progress	RAG Status
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/communities	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	Following the decision to separately identify pathways for individual learners and pathways through CLD programmes, Partners have been asked to complete one of two questionnaires, one for those who do not provide CLD but have service users who might benefit from participation in CLD and the other to be completed by CLD providers. This will provide a baseline for 2015-2016.	Green

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

Where do we want to be?	How will we know we are getting there?	Progress	RAG Status
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.	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	The development of guidance is in abeyance pending anticipated changes to our community planning infrastructure associated with the Community Empowerment Act Family learning. The CLD SIG has prioritised the following for co-ordination and review in the shorter term: Family Learning; Wider accreditation; Health and well-being	Amber

4 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. 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 has asked that a workforce development plan be produced.

In the first year of the plan, a range of training and workforce development opportunities were offered to staff and volunteers by CLD Partners. There is increasing evidence of Partners sharing these opportunities with other Partners in the form of joint training, for example, in the context of the Attainment Challenge.

It will be important to secure an overview of the training available during the second year of the plan and to use this information to identify gaps in provision and/or access for groups of staff and volunteers. The workforce development plan will be formulated on the basis of this information and the needs identified. The process of producing the workforce development plan will also assist Partners to self-evaluate the following ahead of any inspection:

- 3.1 **Impact on staff and volunteers:** The extent to which staff and volunteers are supported to reflect on and improve their practice through regular access to relevant, high quality learning and development activities and are developing leadership capacity.

5 CONCLUSIONS AND RECOMMENDATIONS

Good progress has been made across the majority of actions within the 3 year plan.

It is recommended that, through the CLD SIG, the following actions are prioritised and/or completed and progress reported at their January 2017 meeting:

- (a) a risk assessment of the plan is undertaken as agreed
- (b) 2015-2016 baseline information for 1.2, 1.3 and 2.2 is completed
- (c) the planning and co-ordination of CLD is integrated within the emerging Local Outcome Improvement Planning infrastructure
- (d) a workforce development review is progressed and a draft plan initiated.