

WORKING AND LEARNING TOGETHER WITH COMMUNITIES

A Community Learning and Development Strategy for Dundee

2015-18



COMMUNITY LEARNING AND DEVELOPMENT STRATEGY

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1. FOREWORD

Community Learning and Development (CLD) has an important role to play in the future delivery of public services in Dundee. CLD is an evidence based approach, focussed on early intervention and prevention. CLD is skilled and organised learning and social development work with individuals and groups in communities with a particular focus on learning for adults, learning with young people and community capacity building. Partners will be encouraged to adopt a community development approach which embraces community engagement and community capacity building.

CLD organisations in Dundee provide services which reach out into communities to deliver learning opportunities and support people in community and voluntary groups to take action. The Dundee Partnership seeks to empower communities and local service providers to work together to identify and address local needs and in so doing make the best possible use of resources available. The partnership will build on the assets of individuals, families and communities to combat the economic challenges affecting Dundee including poverty, deprivation and inequality.

CLD can help transform the way public services are delivered by:- working with individuals and communities to strengthen their ability to engage in the planning and delivery of public services; supporting communities to achieve outcomes based on the identification of local needs; identifying barriers to lifelong learning, active citizenship and social inclusion and developing strategies to overcome these; and developing a workforce with the necessary skills and competencies to work with communities.

The main aim of Community Learning and Development is to help communities tackle real issues in their lives through community action and community based learning. These issues could include employability, health and well-being, community safety, the environment and a whole range of other topics. CLD can prevent more costly longer term interventions by working in and with communities, and by reaching out to people who might otherwise place a greater demand on public services.

CLD has a particularly important role to play in supporting individuals, families and communities through key transitions from the early years, through primary school and secondary education to post school destinations, into the world of adult learning, family life and work. CLD also has a role in supporting older people to live healthy, active and independent lives through learning, employment and volunteering. CLD in Dundee will also support communities experiencing significant regeneration or environmental change by building local groups capacity to engage in local community planning.

This CLD Strategy is very much welcomed by the Dundee Partnership for the significant contribution it can make to the quality of life for people living, working and visiting the city and I look forward to hearing about the positive changes that arise from the implementation of this strategy.

Ken Guild
Leader of Dundee City Council

2. INTRODUCTION

The Dundee Community Learning and Development Strategy for the period 2010-12 described the new relationship at that time between National and Local Government agreed in the Contract signed off by COSLA and the Scottish Government and set out the priorities for Community Learning and Development (CLD), in terms of Adult Learning, Youth Work and Community Capacity Building.

Since then, the Scottish Government published the CLD Strategic Guidance for Community Planning Partnerships in June 2012 and the CLD Regulations (Scotland) 2013.

The CLD Strategic Guidance emphasises the important role CLD has to play in the future delivery of public services, CLD's contribution to early intervention and prevention and its ability to empower people both individually and collectively to make positive changes to their lives through learning. The Guidance identified CLD's specific focus as:-

- **Improving life chances for people of all ages through learning, personal development and active citizenship.**
- **Supporting the development of stronger, more resilient, influential and inclusive communities.**

This will be achieved by:-

- Building an in-depth understanding of people's needs, strengths and aspirations through local community planning
- Working with communities to identify and address issues at an early stage
- Identifying barriers to participation and strategies to overcome these
- Engaging communities in the planning and delivery of public services
- Working with communities to develop infrastructure

The CLD Regulations (Scotland) 2013 aim to:-

- ensure communities across Scotland, particularly those who are disadvantaged, have access to the CLD support they need.
- strengthen coordination between the full range of CLD providers, ensuring community planning partnerships, local authorities and other providers of public services respond appropriately to the expectations set out by the CLD Strategic Guidance.
- reinforce the role of communities and learners in the assessment, planning and evaluation processes to enable them to shape CLD provision.
- make the role and contribution of CLD more visible.

More detailed information on the CLD Regulations/Strategic Guidance can be found on the Education Scotland website at:-

<http://www.educationscotland.gov.uk/communitylearninganddevelopment/about/ssi/index.asp>

In response to the CLD Regulations/Guidance, the Dundee Partnership has produced this CLD Strategy for the period 2015-18 based on:-

- The identification of target individuals and groups.
- Consideration of the needs of those target individuals and groups.

- An assessment of the degree to which these needs are already being met.
- Identification of the barriers to the adequate and efficient delivery of CLD.

The CLD Strategic Guidance also states CPPs should ensure CLD has a core role in delivering outcomes for communities. This will depend on maximising the contribution of the following partners;

- Services in local authorities and government bodies with an identified CLD remit, and in voluntary sector organisations publicly funded for this purpose. These services should be closely aligned with education, culture, sport, leisure and library services and should use the resulting synergies to deliver agreed outcomes;
- Those – often in the voluntary sector – in settings such as community health, housing, social enterprise, anti-poverty work, equalities or sustainable development;
- Other public service organisations such as colleges and universities, the NHS and Skills Development Scotland;
- Local communities or communities of interest, for example ethnic minorities or people with disabilities, concerned with shaping CLD services in order to deliver the outcomes that are important to them.

This Strategy sets out the national/local policy within which CLD operates in Dundee, the CLD priorities in relation to the Dundee Partnership/Single Outcome Agreement themes and the ways in which these priorities will be delivered. The Strategy clarifies the Dundee Partnership's CLD Workforce Development priorities for the next 3 years and the ways in which the impact of this CLD Strategy will be measured.

3. CLD NATIONAL POLICY CONTEXT

3.1 Community Planning

A clear and consistent commitment to the broad thrust of CLD is at the heart of the national agenda for public service reform. Much of this stems from the work of the Christie Commission which reported in June 2011. Amongst the priorities it identified were:

- Recognising that effective services must be designed with and for people and communities
- Maximising scarce resources by utilising all available resources from the public, private and third sectors, individuals, groups and communities
- Working closely with individuals and communities to understand their needs, maximise talents and resources, support self reliance, and build resilience
- Making provision in the proposed Community Empowerment and Renewal Bill to embed community participation in the design and delivery of services

In its response, *Reviewing Scotland's Public Services*, the Scottish Government confirmed a commitment to listening, engaging and responding to the needs and aspirations of Scotland's people. It also spelled out its asset-based vision for greater community empowerment and capacity building.

“We will empower local communities and local service providers to work together to develop practical solutions that make best use of all the resources available. The focus of public spending and action must build on the assets and potential of the individual, the family and the community rather than being dictated by organisational structures and boundaries. Public services must work harder to involve people everywhere in the redesign and reshaping of their activities - and we will develop workforce capabilities to deliver that aim.”

Community planning is one of the primary and most influential processes by which public services are shaped and delivered in Scotland. The national commitment to Community Planning Partnerships as a vehicle for bringing together all stakeholders in agreeing the Single Outcome Agreement for an area is strong and the principles of CLD were reinforced in the joint Scottish Government/COSLA Statement of Ambition which was published in March 2012.

Communities have high expectations of public services and have a key role to play in helping to shape and coproduce better outcomes within their communities. If Community Planning Partnerships are to unlock that potential, their foundations must be built on a strong understanding of their communities, and provide genuine opportunities to consult, engage and involve them. CPPs must be able to engage closely with the needs and aspirations of their communities, within the context of local and national democratic control, with strategic oversight of other specific arrangements and accountabilities for key aspects of public service delivery.

3.2 National Youth Work Strategy

The National Youth Work Strategy, launched in 2014 and titled “Our Ambitions for Improving the Life Chances of Young people in Scotland”, was developed in the context of the Strategic Guidance for CLD and the Children and Young People (Scotland) Bill.

The National Youth Work Strategy aims to ensure that we build on partnerships to enable the delivery of effective Youth Work. The strategy sets out five ambitions. These are:

- a) Scotland is the best place in which to be young and to grow up.
- b) Young people are at the heart of policy
- c) The value of youth work is recognised
- d) Workforce capacity is developed
- e) Impact is measured

The Children and Young People Bill makes provisions over a wide range of children’s services policy. The main areas of the Bill which are of immediate relevance to CLD are:

- Requirement on local authorities and health boards to develop joint children’s services plans in cooperation with a range of service providers
- Requirement to identify a ‘named person’ for every child
- Requirement for a ‘child’s plan’ where targeted intervention is necessary
- Creation of a statutory definition of ‘wellbeing’

These areas of the Bill are largely concerned with the statutory implementation of elements of Getting it Right for Every Child (GIRFEC). GIRFEC grew out of concerns that service provision needed to be better integrated, more efficient and better focussed on the child. In Dundee, CLD Youth Work is fully involved in the implementation of GIRFEC through participation in the GIRFEC Implementation Group and the Team Around the Child development across the city.

3.3 Adult Learning in Scotland – Statement of Ambition

The Adult Learning Statement of Ambition (2014) was launched by the Scottish Government and is built on the work of the National Strategic Forum for Adult Learning. It sets out the Scottish Government’s ambitions to achieve transformational change through learning and is built on three core principles:

- Adult Learning is lifelong beginning in the early years, supported by Curriculum for Excellence and covering the whole age span of post compulsory education.
- Adult Learning is life-wide. It covers personal work, family and community aspects of living
- Adult Learning is learner centred. The educational process builds around the interests and motives of the learner.

The ambitions of the Statement are that:

- Scotland becomes recognised globally as the most creative engaged learning society
- Every adult in Scotland will have the right to access learning to meet their educational needs and their aspirations
- Adult Learning in Scotland and the outcomes that learners achieve will be world leading

The Statement of Ambition has community learning principles at its core, it aims to build on the assets and potential of the individual family and community to realise their own strengths and assets, develop capacity and contribute to their own economic and social development. It supports communities to influence change and co-produce service and is underpinned by the Community Learning and Development Competence Framework and Code of Ethics. It is supported by the Scottish Social Practice Model where adults' life experiences are acknowledged and built on to create a successful learning experience and have effective guidance built in all stages of the process.

Adult Learning is seen as essential to empower and support adults in Scotland to develop the confidence, skills and knowledge necessary to play an active and productive role in personal, community and societal levels. It is acknowledging that adults' past experience of learning may encourage or discourage further engagement in learning activities. Challenges due to financial hardship, age, abilities, cultural or social background are acknowledged and a commitment is given to ensuring that there is targeting and support given to all to access learning opportunities.

3.4 Community Empowerment (Scotland) Bill 2015

Aim of the Bill

The Community Empowerment (Scotland) Bill reflects the policy principles of subsidiarity and community empowerment improving outcomes for communities and provides a strategic framework which will:

- Empower community bodies through the ownership of land and buildings and strengthening their voices in the decisions that matter to them; and
- Support an increase in the pace and scale of Public Service Reform by cementing the focus on achieving outcomes and improving the process of community planning.

Community Empowerment

When people feel they can influence what happens in their community and can contribute to delivering change, there can be many benefits. Communities can often achieve significant improvements by doing things for themselves, because they know what will work for them. They become more confident and resilient; there are often opportunities for people to gain new skills and for increased employment as well as improved access to services and support. These in turn can lead to improvements in a wide range of areas such as crime, health, and reducing inequalities. Community empowerment can therefore have an important impact on a range of outcomes in the Government's National Performance Framework

<http://www.scotland.gov.uk/About/Performance/purposestratobjis>

Community Planning

At local level, Community Planning Partnerships (CPPs) have a key role to play in shaping and delivering change. Community planning is the process by which key public service providers work together and with communities to plan and provide services within a local authority area. The key strategy document for each CPP is the Single Outcome Agreement (SOA) which provides a shared plan aimed at reducing inequalities and delivering better outcomes for communities. The strength of Local Community Planning and Community Engagement structures in Dundee will be an asset when responding to the requirements of the Bill.

Asset Transfer

Dundee City Council's Community Asset Transfer Strategy was approved at the Policy and Resources Committee on 19th August 2013. The aim of this strategy is to set out a transparent, positive and proactive framework that enables and manages the transfer of assets from Dundee City Council to Voluntary and Community Organisations (VCOs) in order to bring about long term social, economic and environmental benefits to the community.

Participation Requests

The Community Empowerment Bill provides the opportunity for community bodies to request involvement in processes that lead to better outcomes for communities. The Dundee Partnership will need to establish a framework to deal with participation requests.

Conclusion

The relevance of the Community Empowerment Bill (Scotland) for Dundee's CLD Strategy is the need to continue to invest in community engagement/ community capacity building support to enable Dundee citizens to take advantage of the opportunities presented by the legislation (see Building Stronger Communities priorities, section 6.7).

4. CLD STRATEGY – LOCAL POLICY CONTEXT

4.1 The Dundee Partnership

In the Single Outcome Agreement <http://www.dundeepartnership.co.uk/content/single-outcome-agreement> for Dundee, the Dundee Partnership explicitly establishes the importance of ensuring that communities have a voice in representing their needs and participating meaningfully in partnership arrangements. For many years this has been the focus of determined efforts by Dundee City Council, individual community planning partners and the Dundee Partnership as a whole.

4.2 Local Community Planning

The most meaningful expression of Community Planning is seen at the **neighbourhood level** as strategic outcomes meet the local needs of individuals, families and communities.

Local Community Planning Partnerships (LCPPs) are now well established in each of the 8 multi-member wards and continue to flourish. These are the way in which the national and Dundee outcomes are combined with priorities emerging from local areas to shape local and city-wide action. They bring together elected members, community representatives and partner agencies with the common purpose of improving services and communities. Their co-produced plans translate the strategic priorities for the city into actions which can be achieved within localities. Crucially, though, they also provide the means by which local people's own priorities for action are brought into the partnership's planning processes. In doing this, we form the desired connection from national outcomes to local, community and neighbourhood based outcomes and activity.

4.3 Community Engagement

In its most recent assessment, Audit Scotland confirmed that the Dundee Partnership is founded on a sound approach to Community Engagement and has a strong track record of working with local communities and taking a systematic approach to finding out the needs and concerns of residents. Across the Partnership, there is an ever-increasing appetite for effective Community Engagement as partners, groups and organisations seek to improve their policies and services in response to local needs.

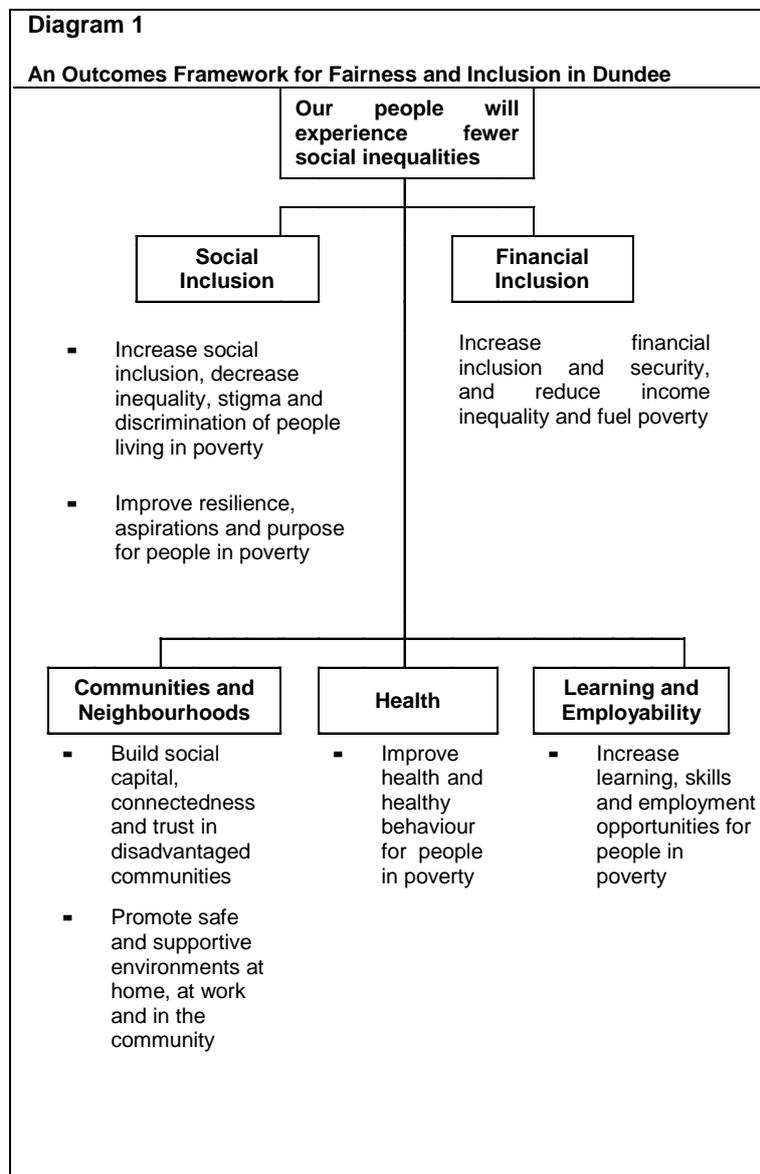
While the Partnership is keen to develop community engagement generally, it is important that this activity is co-ordinated to ensure that effort is joined up where possible and that duplication is avoided. To achieve this, a cross-agency group has developed and co-ordinated a succession of community engagement action plans over the last five years. The last of these was superseded by the planning and development of this CLD strategy which has a broader scope and integrates a fuller range of partners and strategic agendas.

4.4 Making a Decisive Shift to Prevention

The Dundee Partnership has signed off an ambitious approach to prevention and recovery that reflects the original aims of the Christie Commission. It offers a framework (see Appendix 1) for understanding the contribution that prevention, early action and recovery-based activities can make to improving lives and outcomes of communities in Dundee. The framework, and the direction of travel it sets, clearly supports the national CLD objectives of improving life chances and strengthening and building communities. In particular, it describes the characteristics of effective recovery work which include working closely with communities in targeted, locality and asset based approaches through co-production and partnership with communities themselves. This is acknowledged as essential if we are to realise the recovery of the most deprived and vulnerable people in our city.

4.5 Tackling Poverty and Deprivation through the Dundee Fairness Strategy

The Dundee Fairness Strategy and action plan were adopted in June 2012 built on a broad outcome framework underpinned by the work of NHS Health Scotland's evidence based mental wellbeing outcomes (see Diagram 1). As its long term outcome, the strategy aims to ensure that *all our people will experience fewer social inequalities* and a number of the outcomes set out in the framework below are entirely consistent with the CLD approach and could not be achieved without strong, trusting and capacity relationships which build trust, confidence and capacity.



5. COMMUNITY NEEDS ASSESSMENT

5.1 About Dundee

Over the last 10 years, the economic prospects of Dundee have improved. Indeed the city now stands on the cusp of economic regeneration which only occurs once in a generation or longer. The potential impact of securing offshore renewables, manufacturing and the V&A in Dundee can be seen as genuinely transformational and these will build on the cities strengths in Life Sciences, Digital Media and the Creative Industries.

At the same time however, the levels of poverty, deprivation and substance misuse in the city continue to exist. The big challenge for Dundee will be to achieve greater fairness in the city by ensuring that people from the community regeneration priority areas are able to benefit from the future developments in Dundee and by supporting people as they experience the impact of Welfare Reform, the difficult economic climate and ongoing inequalities.

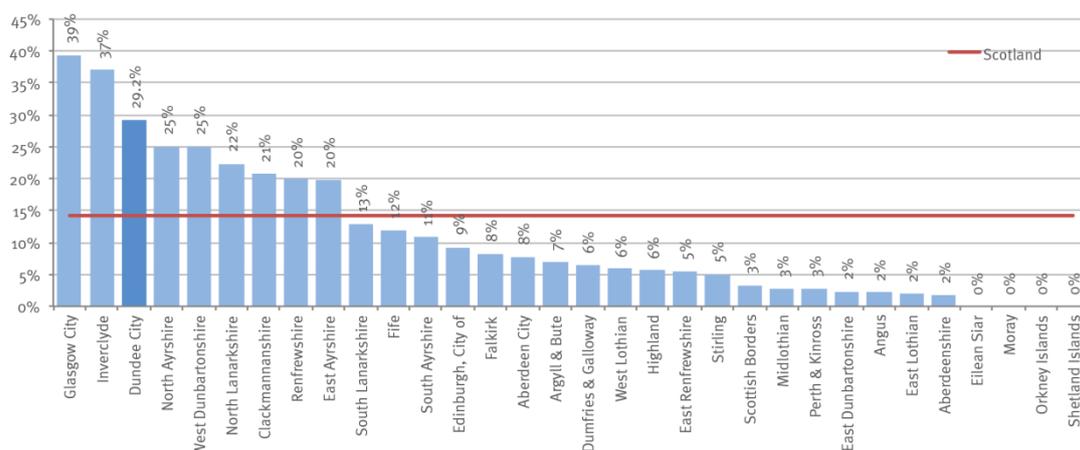
The Dundee CLD Strategy seeks to deliver an asset based approach, building on the vibrant community and voluntary sector that exists in the city and the excellent engagement of young people, adults and community groups in identifying and addressing local needs across the city.

5.2 Scottish Index of Multiple Deprivation (SIMD) Analysis

To assist in closing the significant inequalities gap which exists in Dundee, Community Learning and Development resources are largely deployed within areas of greatest deprivation. There are also significant areas of the city which do not fit into the most deprived areas based on the SIMD 2012 analysis. One of the resulting impacts of this is that areas which do not have significant levels of deprivation can experience unmet need. The map in Appendix 2 highlights the high concentrations of deprivation in six out of the eight multi-member Wards in the city.

- The level of employment deprivation in Dundee City is greater than that in Scotland as a whole. In the SIMD 2012 employment domain, 17.0% of the population of Dundee City aged 16-60/64 were employment deprived. This compares to 12.8% across Scotland as a whole.
- The level of income deprivation in Dundee City is greater than that in Scotland as a whole. In the SIMD 2012 income domain, 17.8% of the population of Dundee City were income deprived. This compares to 13.4% across Scotland as a whole.
- In the health domain in SIMD 2012 35 (19.6%) of Dundee City's 179 data zones were found in the 15% most deprived data zones in Scotland, compared to 38 (21.2%) in 2009, 43 (24%) in 2006 and 54 (30.2%) in 2004.
- In the education domain in SIMD 2012, 48 (26.8%) of Dundee City's 179 data zones were found in the 15% most deprived data zones in Scotland, compared to 53 (29.6%) in 2009, 55 (30.7%) in 2006 and 48 (26.8%) in 2004.
- In the crime domain in SIMD 2012, 40 (22.3%) of Dundee City's 179 data zones were found in the 15% most deprived data zones in Scotland, compared to 30 (16.8%) in 2009 and 32 (17.9%) in 2006.
- In the housing domain in SIMD 2012, 67 (37.4%) of Dundee City's 179 data zones were found in the 15% most deprived data zones in Scotland

Chart 1: Percentage Population Living within the 15% Most Deprived (SIMD 2012)



The SIMD 2012 stated that of the 144,290 people estimated to be living in Dundee City 42,125 people lived in data zones ranked within the 15% Most Deprived in Scotland. This is just under 30% of the population and Chart 1 shows that of all 32 Local Authorities, Dundee City has the third largest percentage of its population living in the 15% Most Deprived areas.

More detailed data about Dundee can be found at:

<http://www.dundeepartnership.co.uk/content/dcc-wards-fairness-profiles-2013>

<http://www.dundeepartnership.co.uk/content/about-dundee-2014>

5.3 Community Profiles

Community Profiles for each of the 8 multi-member Ward and Community Areas containing detailed local SIMD analyses for the period 2006-12 were updated to include Census data in 2014. This provides a detailed breakdown of the characteristics of each multi-member Ward in Dundee and the 54 community areas aligned with them. This information, will be used by partners to target CLD provision towards the areas of greatest need, it can be found at: <http://www.dundeepartnership.co.uk/content/local-community-planning>.

5.4 Evidence of CLD Needs

The data analysis outlined above gives a clear picture of some of the challenges which CLD and partner organisations face in closing the inequalities gap in the city. Sources of further evidence of need are outlined below:

- *Local Community Plans* based on extensive community engagement have been created for each of the eight multi member wards in Dundee.
- *Consultation with Dundee Partnership Theme Groups* – each of the Dundee Partnership Theme Groups continue to gather evidence relating to their particular theme to inform practice and resource allocation. Eg the Dartington Survey reflects upon the degree to which current targeted service provision meets the needs of children in the wider community and considers implications for prevention, early intervention and targeting of services to identified need.
- *Dundee Partnership Community Conferences* – the Dundee Partnership has hosted Community Conferences on a biannual basis since 2010. Community representatives from across the city meet to discuss how best to tackle areas of common concern eg Poverty, Welfare Reform, Fairness, Alcohol and Drugs Misuse. <http://www.dundeepartnership.co.uk/content/dundee-partnership-community-conferences>

- *Consultation with target individuals and groups* – Community Engagement events are held in each multi-member Ward on a regular basis and supports members of local communities to become engaged in refining existing services and the design of new services.
- *Local Learning Partnerships (LLPs)* have been established across the city which bring stakeholders together to identify local needs and develop more joined up approaches to the planning and delivery of public services.
- All of the above, in addition to feedback from CLD participants and service users, have helped to shape the priorities detailed in Section 6.

5.5 Unmet CLD Need

With almost 30% of Dundee's population living in the worst 15% SIMD data zones, inevitably there are areas of unmet need. The key areas of unmet need emerging from stakeholder consultations include:

- Investment in CLD work with children aged 5-11 years
- Young people's involvement in community decision making
- Succession planning for active community members involved in local organisations
- Access to additional learning support for groups of people with protected characteristics eg Deaf people, LGBT groups, people with learning disabilities, offenders and older people.
- Intergenerational work and learning support for parents with children who have emotional and behaviour problems.
- Additional support for people of all ages experiencing mental health difficulties.
- Growing demand for digital literacy/employability skills to cope with the impact of Welfare Reform.
- The need for increased access to volunteering, accreditation and progression.
- Lack of learning opportunities that promote emotional and spiritual well-being, mindfulness and resilience.

The CLD Strategic Partnership Group will consider the extent to which CLD can contribute to these areas of unmet need can be addressed during the period 2015-18.

6. COMMUNITY LEARNING AND DEVELOPMENT PRIORITIES 2015-18

6.1 EMPLOYABILITY

Employability is featured in the Work and Enterprise theme group and within the Dundee Partnership Single Outcome Agreement in **Outcome 1 –Dundee will be an internationally recognised city at the heart of a vibrant region with more and better employment opportunities for our people.** Community Learning and Development contributes to delivering this high level outcome through direct CLD service delivery and by working with individuals and Communities to identify and address employability needs, development skills and identify progression routes. The following CLD priorities have been identified for SOA Outcome 1.

Improving the life chances for people of all ages through learning, personal development and active citizenship by:

- Providing community based and learner influenced employability support, including; guidance, Jobshops and IT4 work
- Providing a range of community based learning opportunities for young people and adults, linked to their needs, with a focus on literacies, core skills, volunteering and employability resulting in positive outcomes

- Increasing pre-vocational and vocational learning opportunities, linked to the local labour market information, to assist young people and adults transition to employment
- Increasing digital literacy skills to help with digital demands of employability
- Maintain support for school leavers/senior phase to develop the range of available training/employment opportunities
- Continuing to develop Adult Literacy Learning as part of the strategic implementation of literacies 2020
- Targeting of learning opportunities at people with no or low level qualifications.
- Continue to improve opportunities for young people and adults to gain accreditation

Building stronger, more resilient, influential and inclusive communities by:

- Ensuring local communities needs are identified and they have access to organisations to develop the skills and support measures to obtain employment
- Providing access to support and learning to improve financial capability
- Supporting the network of community services at a local and city-wide level for welfare/money/legal advice
- Strengthening volunteering opportunities as a route towards employment
- Exploring /enterprise start up support specifically for Opportunities for All young people including mentoring
- Addressing inequalities faced by individual and communities ,ensuring vulnerable groups are supported to addressing barriers to employment
- Providing support measures, particularly in priority SIMD areas, to address barriers to employability
- Supporting social or recreational activities which provide people with the opportunity to build confidence, self esteem and social contact
- Supporting learning and capacity building around the transfer of assets to communities to develop social enterprise opportunities
- Establishing Local Learning Partnerships in order to achieve a more coordinated approach to the development of learning/employability opportunities based on a shared assessment of need in local ward areas.

Performance Management

The CLD contribution to Employability will be assessed in relation to the following SOA indicators;

Indicator	2015 Baseline	2018 Target
Percentage (and number) of the working age population in employment	61.8% 60,100	72% 68,000
Percentage (and number) Of 16-24 year olds claiming jobseekers allowance	4.2% 1,005	6.8% 1,500
Percentage of school leavers in positive and sustained destinations.	91.3%	92%
Number of unemployed people that have progressed to employment as a result of their participation in Council funded or operated employability activities	732	1,200
Number of people receiving community based adult guidance	822	1,000

6.2 LEARNING AND CULTURE

Learning and Culture is featured in the Dundee Partnership Single Outcome Agreement in **Outcome 2 – Our People will be better educated and skilled in a city renowned for learning and culture.** Community Learning and Development has a key role to play in delivering this high level outcome through direct CLD service delivery and by working with individuals and Communities to identify and address need. The following CLD priorities have been identified for SOA Outcome 1.

Improving the life chances for people of all ages through learning, personal development and active citizenship by:

- Provision of learning support and guidance in communities.
- Providing a range of community based learning range of opportunities linked to needs of local community with a focus on literacies, employability, family learning, health and wellbeing
- Increasing digital literacy skills to help with demands of Welfare Reform job search, benefit claims and the general the move to key documentations online
- Promoting learning through engagement in English for Speakers of Other Languages (ESOL) classes
- Continuing to develop Adult Learning through the implementation of Literacies 2020 and the Adult Learning Statement of Ambition
- Targeting of learning opportunities at people with no or low level qualifications.
- Continue to improve opportunities for young people and adults to gain accreditation

Building stronger, more resilient, influential and inclusive communities by:

- Addressing inequalities faced by individuals and communities ,ensuring learning is inclusive, addressing barriers to participation both cultural and financial
- Maximising the potential of learning opportunities which are created when people are already involved in their communities
- Contributing to the cultural sectors' Community Engagement Strategy
- Supporting the development of community based and community led cultural activities including Gaelic Language medium, where there is an identified need
- Providing low or no cost family learning activities in priority SIMD areas, particularly during school holidays
- Supporting the work of GIRFEC and the Early Years collaborative through family learning opportunities, building the capacity of families and communities as early educators
- Working with individuals and community groups to secure the Learners voice in identifying and designing the learning experience.
- Developing volunteering opportunities
- Supporting social or recreational activities which provide people with the opportunity to build confidence, self esteem and social contact.
- Working in partnership with communities to maintain and create Adult Learning Associations which provide a wide range of learning and cultural opportunities and builds the capacity of the community to deliver services
- Promoting community participation in local learning events, activities and campaigns

Performance Management

The following performance measures drawn from Dundee's Single Outcome Agreement will be used to measure CLD impact on learning and culture:

Indicator	2015 Baseline	2018 Target
Number of adult learners.	3641	3800
Percentage (and number) of adult learners - from Community Regeneration Areas.	56%	60%
Percentage of Learners engaged in CLD courses who report an increase in confidence	85%	85%
Number of people receiving community based Adult Guidance	822	1,000
Number of adults taking up literacy learning	1,896	1,900
Number of English for Speakers of Other languages learners	400	450
Number of people attending cultural events within community Centres	17,784	18,400
Number of cultural events held within Community centres	196	205

6.3 CHILDREN AND YOUNG PEOPLE

Work with Children and Young People is aimed at enabling young people to build self-esteem and confidence, sustain and maintain personal and social relationships, create learning and skills development opportunities, develop capacity for positive decision making and support young people to develop a wider world view.

CLD priorities have been identified for SOA Outcome1+ 3 as follows:

Dundee will be an internationally recognised city at the heart of a vibrant region with more and better employment opportunities for our people.

Our children and young people will be safe, healthy, achieving, nurtured, active, respected, responsible and included.

Improving the life chances for people of all ages through learning, personal development and active citizenship by:

- Supporting young people to become active citizens by taking on roles which involve them as representatives of their peers.
- Providing learning opportunities which support the development of skills for life, learning and work for young people.
- Developing programmes of support, which promote greater resilience, for children and young people experiencing issues with mental health and wellbeing.
- Supporting children and young people to take greater responsibility for their own safety, including online safety and risk taking behaviour
- Continuing to support young people to achieve their full potential, building their ambitions and aspirations, and in so doing have their achievements recognised and recorded.

Building stronger, more resilient, influential and inclusive communities by:

- Supporting children and young people to overcome social, educational, physical and economical inequalities and be accepted as part of the community in which they live and learn.
- Supporting children and young people to volunteer in their communities and participate in community affairs.
- Providing opportunities for children and young people to develop leadership skills and peer led programmes/campaigns.
- Working with children and young people to build their confidence, capacity, and skills to identify and address the issues affecting their lives.
- Involving children, young people and families in the planning and delivery of public services

Performance Management

The following performance measures drawn from Dundee's Single Outcome Agreement will be used to measure CLD impact on Children and Young People:

Indicator	2015 Baseline	2018 Target
No. of young people in employability programmes	330	350
The number of young people achieving nationally accredited achievement awards.	715	900
No. of individual participants who take up peer mentoring or other volunteering opportunities	650	800
No. of individual young people engaged and influencing local and national developments.	220	400
No. of individual young people accessing health and well-being information and services through CLD Youth Work programmes.	15000	15000

6.4 HEALTH AND WELLBEING

Health and well-being is featured in the Dundee Partnership Single Outcome Agreement, **Outcome 4- People in Dundee will have improved physical and mental well-being and will experience fewer health inequalities.** Community Learning and Development has a key role to play in delivering this high level outcome through direct CLD service delivery and by working with Communities to identify and address local community health and well-being issues.

The CLD priorities for health and well-being have been identified through the Healthy Dundee Thematic Partnership Group, Local Community Planning Consultations, Dundee Partnership Citizen's Survey, Equally Well Consultations and research. Healthy Dundee are working together to improve physical and mental well-being as well as reducing health inequalities. These CLD priorities and key issues will continue to be addressed as the integration of Health and Social Care moves forward.

Improving the life chances for people of all ages through learning, personal development and active citizenship by:

- Engaging with disadvantaged communities to develop easily accessible and affordable healthy living opportunities to improve mental, physical and social well-being.
- Delivering training opportunities including "Mind Yer Heid Plus" and "Poverty and Stigma" sessions to frontline staff to increase awareness of mental wellbeing and health inequalities.
- Developing and promoting "My Well-being" web pages to raise awareness of sources of support in Dundee to improve mental well-being.
- Developing knowledge and confidence in parents to improve children and young people's emotional and social development through play, physical activity and healthy eating.
- Identifying local health inequalities and supporting vulnerable people to make informed positive choices.

Building stronger, more resilient, influential and inclusive communities by:

- Supporting local health and well-being networks to provide opportunities for stakeholders to work together on identified community mental wellbeing needs.

- Raising awareness of local well-being issues and the role that services can play in addressing these.
- Supporting Tests of Change to explore new ways of working that can be sustained through using existing resources.
- Co-ordinating community engagement with a wide range of stakeholders to build relationships with vulnerable people.
- Working in partnership with local people to provide healthy activity groups and to build community capacity through training volunteers and community groups.
- Supporting the social prescribing scheme to improve the mental wellbeing of vulnerable individuals.
- Developing referral pathways which increases access to a wide range of services and support for vulnerable adults and young people.

Performance Management

The following performance measures drawn from Dundee's Single Outcome Agreement will be used to measure CLD impact on Health & Well-being:

Indicator	2015 Baseline	2018 Target
No. of Community Regeneration Areas with Equally Well support.	6	Maintain
No. of patients being referred to and engaging with Social Prescribing Scheme.	200	Maintain
No. of staff involved in mental wellbeing and inequalities sensitive practice training sessions.	150	Maintain
No. of page views to My Wellbeing Dundee City Council website.	16588	24000
No. of participants attending DHLI physical activity programmes.	1200	Maintain
No. of participants attending a one off health related session or short course.	1200	Maintain
No. of individuals given advice at health information points.	625	Maintain

6.5 RESHAPING CARE FOR OLDER PEOPLE

Reshaping Care is featured in the Dundee Partnership Single Outcome Agreement Outcome 5 which states ***people in Dundee are able to live independently and access support when they need it.***

We know that an ageing population and the effects of deprivation combine to increase the demands on health and social care services. People are living longer with increased ill-health and frailty and people in areas of multiple deprivation are likely to experience the long term conditions associated with ageing at an earlier stage.

We also know that older people are assets in our communities and older people actually provide far more care than they receive. Helping to support, sustain and grow this capacity is essential if we are to achieve better outcomes for older people.

Community Learning and Development has a key role to play in co-production and community capacity building by working with older people, their carers and the third sector to build an approach to providing care, based on co-production principles, to develop new community driven models of care provision, and to help older people maintain their independence wherever possible.

The CLD priorities for older people have been identified through the needs assessments, gap demand analysis, referral data, health data, census information, community profiles, CAN consultation events, consultation and engagement with older people and people with alzheimers and dementia, uptake of OPEN Funding, service providers identify gaps and Older People Strategic Planning Group.

CLD priorities have been identified for SOA Outcome 5 as follows:

Improving the life chances for people of all ages through learning, personal development and active citizenship by:

- Working with individuals and community groups to build their confidence, skills and capacity to develop community based activities through co-production.
- Co-producing men's group work and Men's Shed Initiatives to develop learning opportunities and address social isolation issues
- Co-producing a range of community based activities which provide opportunities for socialisation
- Developing a volunteer community group which supports older adults to maintain hobbies and access new activities by providing 1:1 support
- Promoting and increasing the number of older adults volunteering
- Supporting participation of older people in strategic planning
- Exploring options for intergeneration work
- Developing accessible community transport services which address the needs of older people

Building stronger, more resilient, influential and inclusive communities by:

- Developing community based programmes which will help to maintain skills; support relevant self help and care and increase social interactions
- Encouraging a culture of peer support and brief interventions to bring about improvements at an individual and community level
- Developing a programme of individual and community support to encourage and enable older adults to maintain healthy life styles choices such as stopping smoking and reducing alcohol intake
- Ensuring minority groups are included in ongoing engagement processes and identify and address any relevant issues
- Building community resilience by developing intergenerational activities and developing social networking opportunities for times of bereavement, retirement and ill health
- Developing a local programme which promotes a positive message of ageing
- Further developing dementia care services to provide a range of activities for both individuals and their carers
- Exploring opportunities for developing a dementia friendly city

Performance Management

The following performance measures drawn from Dundee's Single Outcome Agreement will be used to measure CLD impact on Reshaping Care for Older People

Indicator	2015 Baseline	2018 Target
No. of small capacity building/co-production grants awarded through TSI	23	69
No. of Men's Sheds/Group	2	6
No. of participants in Community Companion.	Baselines to be established	Increase by 20%
No. of active customers for Dundee Community Cars	50	200
No. of journeys	140	560
No of older people representation via Change Fund & Integrated Care Fund Monitoring Group, Older People's SPG and Dundee Health & Social Care SPG	2 for each	No. maintained
No of attendees at Positive Aging Events	150	No. maintained

6.6 COMMUNITY SAFETY

Community Safety is featured in the Dundee Partnership Single Outcome Agreement in **Outcome 6 – Our Communities will be safe and feel safe**. Community Learning and Development has a key role to play in delivering this high level outcome through direct CLD service delivery and by working with Communities to identify and address local community safety issues.

The CLD priorities for Community Safety have been identified through the Dundee Community Safety Partnership's Strategic Assessment, Local Community Plans/Community Profiles, and dialogue with community planning partners, consultation with local community groups and focus group meetings with a wide range of community safety stakeholders. CLD priorities have been identified for SOA Outcome 6 as follows:

Improving the life chances for people of all ages through learning, personal development and active citizenship by:

- Targeting E-Safety learning opportunities towards vulnerable individuals and groups.
- Creating a broad range of positive engagement opportunities to divert young people from crime and anti-social behaviour.
- Developing peer mentoring approaches to support young people to make informed choices and reduce risk taking behaviour.
- Developing a preventative approach to reducing re-offending based on a community learning and development approach.

Building stronger, more resilient, influential and inclusive communities by:

- Working with individuals and community groups to build their confidence, skills and capacity to identify and address local community safety issues.
- Promoting community participation in local community safety groups, events, activities and campaigns.
- Developing an educational programme with schools and community groups around the current threat posed to the UK by terrorism and raising awareness about the mechanisms for reporting concerns.

- Building community resilience by developing intergenerational activities, peer mentoring/support networks and personal safety education programmes.
- Working with communities and partner agencies to develop Dundee City as a “Safe Place” for people with learning disabilities and other vulnerable groups eg older people, ethnic minorities, the LGBT community etc.

Performance Management

The following performance measures drawn from Dundee’s Single Outcome Agreement will be used to measure CLD impact on Community Safety:

Indicator	2015 Baseline	2018 Target
No. of young people participating in youth diversionary activities.	3000	3500
No. of children participating in the Safe Taysider Programme	1300	All P7 pupils
No. of adults participating in E-Safety Learning Events	280	300
No. of young people participating in E-Safety Learning Events	290	300
No. of CONTEST Prevent events/activities	20	25

6.7 BUILDING STRONGER COMMUNITIES

The Building Stronger Communities strategic theme group is accountable for the delivery of three complementary aspects of the Dundee Single Outcome Agreement:

Outcome 7 Dundee will be a fair and socially inclusive city

Outcome 8 Our people will live in strong, popular and attractive communities

Outcome 9 Our communities will have high quality and accessible local services and facilities

The CLD priorities for building stronger communities have been agreed in collaboration with Local Community Planning Partnerships; Community Regeneration Forums; Community Conference participants; Community Planning Partners with a localities focus; Third sector organisations including registered social landlords.

CLD priorities have been identified and aligned with the SOA intermediate outcomes as follows:

Improving the life chances for people of all ages through learning, personal development and active citizenship by:

- Co-producing local community engagement strategies with community representatives
- Supporting people to respond to welfare reform through developing financial capability skills, digital inclusion opportunities and online skills, and additional benefit advice
- Promoting financial capability for young people
- Increasing capacity of local groups to influence and improve services provided by all community planning partners
- Developing capacity building support for local people and groups
- Supporting Equally Well approach to improve wellbeing in communities
- Developing volunteering opportunities and supporting volunteers
- Providing outdoor learning and training opportunities
- Developing local community centres and libraries as local public service contact points and provide facilities to combat digital exclusion.

Building stronger, more resilient, influential and inclusive communities by:

- Supporting Local Community Planning Partnerships and implementing local community plans.
- Reducing the impact of poverty by tackling stigma in agencies, services and communities
- Providing capacity building support for community neighbourhood representative structures including community councils
- Targeting capacity building initiatives to community regeneration areas
- Increasing opportunities to participate in community festivals and celebrations
- Creating new community facilities and improving existing facilities and community centres
- Promoting community leadership in design, planning and management of local community and partnership facilities
- Supporting local groups to acquire community assets following introduction of a new asset transfer policy and mechanisms
- Promoting community leadership to secure local environmental awards (such as Beautiful Scotland awards)
- Expanding community role in management and maintenance of local green spaces through Friends Of groups

Performance Management

The following performance measures drawn from Dundee Single Outcome Agreement will be used to measure CLD impact on social inequalities & strong communities with high quality services and facilities.

Indicator	2015 Baseline	2018 Target
Number of community groups accessing grants, buildings and/or equipment	70	80
Number of individuals provided with personal support, training and development.	240	265
Number of community groups receiving capacity building support (long-term).	90	93
Number of community groups receiving capacity building support (short-term).	58	70
Number of Community Councils and Neighbourhood Representative Structures supported	8	9
Number of volunteers supporting community centre programmes.	130	142
Number of festivals and other community events facilitated with the support of the Community Regeneration Team.	15	18
Number of users of community centres.	390,000	maintain
Number of attendees at Community Engagement events.	7,459	8,000
Number of community members regularly involved in Regeneration Forums.	72	75
Percentage of Local Community Plan outputs delivered	90%	90%
Number of sessions provided through Partnership Agreements within community centres.	2,689	2,820

6.8 ENVIRONMENT AND SUSTAINABILITY

Environment and Sustainability features in the Dundee Partnership's Single Outcome Agreement in Outcome 10 – **Our people will live in a low carbon sustainable city.** Community Learning and Development has a key role in delivering this high level outcome in engaging communities to develop skills and building community capacity to identify and actively improve their environment.

The CLD priorities for Environment and Sustainability have been identified through a number of stakeholders including the Community Regeneration Forums, LCPPs, Friends Group meetings, Allotment Associations, Community Engagement Group, residents and the Council's Environment and Education Departments. CLD priorities have been identified and aligned with the SOA intermediate outcomes as follows:

Improving the life chances for people of all ages through learning, personal development and active citizenship by:

- Supporting and encouraging community groups to enter into appropriate national environmental award/recognition schemes to improve the image and perception of the city.
- Supporting and increasing the activity of community groups involved in the management and maintenance of open spaces including community clean ups and Neighbourhood Environmental Action Teams.
- Supporting community participation in public climate change and energy efficiency awareness campaigns.
- Promoting participation in the international Eco Schools programme to promote environmental awareness via the school curriculum.
- Streamlining current community learning and development activities to provide a more targeted approach to waste education and to promote the "Towards Zero Waste" message.

Building stronger, more resilient, influential and inclusive communities by:

- Working with community groups and Local Community Planning Partnerships to improve standard of play provision and open space
- Working with partners to plan and deliver a programme of outdoor activities and events for the Central Waterfront open spaces.
- Developing a strategy for the development of community allotments and gardens within the community regeneration areas.
- Work with individuals and community groups to promote recycling activities and increase the number of accessible community recycling facilities across the city.
- Developing community capacity in the delivery of the Dundee Travel Active Strategy to achieve health benefits as well as reduce the need for city centre parking.

Performance Management

The following performance measures drawn from Dundee's Single Outcome Agreement will be used to measure CLD impact on Environment:

Indicator	2015 Baseline	2018 Target
Percentage of adults giving up time to volunteer in the last 12 months	13%	20%
Percentage of children walking or cycling to school	53%	60%
Percentage of journeys to work made by public or active transport	39%	40%
Percentage of schools achieving Eco-Schools Scotland accreditation at: a) Bronze level; b) Silver level; c) Green Flag level	74% 43% 12%	a) 80% b) 60% c) 20%

7. WORKING AND LEARNING TOGETHER WITH COMMUNITIES IN DUNDEE

7.1 Ethos and Values

Successful Community Learning and Development is planned for and delivered in partnership with the main local stakeholders. It is based on a set of core values which have been identified by the CLD Standards Council as:

- *Self-determination* – respecting the individual and valuing the rights of people to make their own choices
- *Inclusion* – valuing equality of both opportunity and outcome, and challenging discriminatory practice
- *Empowering* – increasing the ability of individuals and groups to influence issues that affect them and their communities through individual and/or collective action
- *Working collaboratively* – maximising collaborative working relationships in partnership between the many agencies which contribute to CLD, including collaboration with participants, learners and communities
- *Promotion of learning as a lifelong activity* – ensuring that individuals are aware of a range of learning opportunities and are able to access relevant options at any stage of their life.

The Community Learning and Development Code of Ethics is part of the foundation of a professional practice, together with the values and principles and competences for CLD practitioners. The code has been developed using an inclusive, participatory process which has been developed with and for the CLD sector. The code of ethics recognises CLD as a field of professional practice made up of Adult Learning, Community Development and Youth Work professions. It acknowledges their practices and constituents may differ but that they have in common a commitment to the communities they serve and that the principles should be informed by a core and common set of ethics.

http://www.cldstandardscouncil.org.uk/files/CLD_Code_of_Ethics.pdf

Equity, Empowerment, Duty of Care, avoid corruption, transparency, confidentiality; co-operation, professional development, self awareness, boundaries, self care.

7.2 Community Development Approach

Community development aims to make sure that local people are involved in defining and taking action on the issues that affect their lives. It seeks to involve those who are usually excluded from decision-making processes and to challenge discrimination and inequality.

Community development is about building active and sustainable communities based on social justice and mutual respect. It is about changing power structures to remove the barriers that prevent people from participating in the issues that affect their lives.

Community Capacity Building

Community Capacity Building (CCB) is one of the 'twin pillars' of community development. The other pillar is Community Engagement. Most of the beneficial changes in communities come about through the process of engagement, whereby communities are able to respond to opportunities, or deal with problems, by bringing them to the attention of those with the ability to respond and carrying out agreed plans of action.

Engagement cannot take place unless the community has the capacity and the recognition required to engage in such discussions. Also, the most excluded groups and communities are most often the ones with the least capacity to do so. Communities with capacity are confident, organised, cohesive and influential, and mean that community members are likely to enjoy a

better quality of life. This means they can deal more effectively with public bodies to come up with solutions to problems or opportunities; that they can do more to set up and run projects or initiatives, and that they can encourage people to support each other. A good working definition of CCB is:

"Activities, resources and support that strengthen the skills, abilities and confidence of people and community groups to take effective action and leading roles in the development of communities" (Strengthening Communities, S Skinner, CDF publications, 2006)

Community Engagement

The National Standards for Community Engagement define community engagement as:

'Developing and sustaining a working relationship between one or more public body and one or more community group, to help them both to understand and act on the needs or issues that the community experiences' (see <http://www.scdc.org.uk/what/national-standards>).

It is now accepted that public services that involve their users are likely to be of higher quality and more relevant to the communities they serve. The Scottish Government has built the principle of community engagement into policy and guidance to public services. This is most notable for Community Planning through which the Local Government Scotland Act requires partners to work together to engage communities in the planning and delivery of public services.

This will be achieved by refreshing the Dundee Partnership Community Engagement Model (see Appendix 3) and ensuring that community engagement is joined up at local neighbourhood level through the Local Community Planning Partnerships.

7.3 CLD Service Delivery Model

7.3.1 Competent Practice

The Community Learning and Development Standards Council, in partnership with key stakeholders, refreshed the CLD competences in recognition of the changing sector and new challenges and opportunities, which have influenced the needs of practitioners; organisations and learning providers. The competences are a key part of the quality assurance process for Community Learning and Development workers. They are used for reflection, personal development, organisational development and to design learning programmes. They are a benchmark to identify current practice levels and future learning needs.



The CLD Standards Council is remitted by the current Secretary of Education and Lifelong Learning to deliver a professional approval structure for qualifications, courses and development opportunities for becoming involved in CLD. The Standards Council have established a professional registration system which is available to practitioners currently delivering CLD practice. Registration application forms can be found at <http://www.cldstandardscouncil.org.uk/Registration/Registration>

Develop and establish a model of supported induction CPD and training opportunities.

7.3.2 Who delivers CLD in Dundee?

CLD in Dundee is delivered primarily by the Local Authority and in the voluntary and community sectors. However, partnership working with other stakeholders such as the NHS, Dundee and Angus College, the Universities, Skills Development Scotland, Leisure and Culture Dundee, Police Scotland and the Scottish Fire and Rescue Service, bring together a range of skills and expertise that help deliver positive outcomes for communities. The most important collaboration of all is partnership working with Communities. This includes the involvement of communities in the planning and delivery of CLD services and working together to co-produce responses to community needs and issues through local community planning.

Education Scotland are currently working together with the CLD Standards Council on a CLD Workforce Survey which will further define who is responsible for delivering CLD as a competency based approach both in Dundee and across Scotland. The results from the survey will be published on the Education Scotland website at www.educationscotland.gov.uk

7.3.3 How will CLD be delivered in Dundee?

Partners will aim to work together in Dundee to deliver CLD priorities identified in the strategy through:

- Community development (building the capacity of communities to meet their own needs and engaging with and influencing decision makers)
- Local community planning
- Youth work and family learning and other early intervention work with children, young people and families
- Community based adult learning, including literacies and English for speakers of other languages
- Volunteer development
- Learning for vulnerable and disadvantaged groups in the community
- Learning support and guidance

7.4 Barriers to the Adequate and Efficient Delivery of CLD in Dundee

The main barrier to the adequate and efficient delivery of CLD in Dundee is the increasing demand for the service at the same time as resources are diminishing. The onset of Welfare Reform and the fact that over 42,000 people in Dundee live in the worst 15% SIMD zones (See Appendix 2) makes it very difficult to meet the CLD needs of those suffering from poverty, deprivation and social isolation during a period of austerity when budgets are cut and there are less staffing resources available to meet demand. This means that CLD can no longer be delivered as a universal service. Increasingly, services will be targeted towards the areas of greatest need, ie the community regeneration priority areas.

Partnerships with the voluntary sector are key to the delivery of CLD, particularly in the non SIMD priority areas. This however, depends on voluntary effort which is often difficult to sustain. These barriers will be addressed by working in partnership with community and voluntary sector organisations to build their capacity to identify and address the CLD needs of target individuals and groups.

8. CLD IN ACTION – MAKING A DIFFERENCE

In order to bring the CLD Strategy to life, the following case studies have been produced to illustrate the impact of CLD on the lives of children, families and communities.

8.1 EMPLOYABILITY - THE S WORD CAFE

The S Word is a hospitality and catering sector training programme for 16-18 year olds based in The Shore in Dundee. The training is delivered as part of Skills Development Scotland's Employability Fund. Over the course of a year, around 50 young people access the training and are enabled to develop skills in food preparation, basic cooking and an introduction to health and safety, food handling and essential kitchen skills. Successful learners are accredited with the Certificate of Work Readiness, basic first aid, elementary food and hygiene, elementary health and safety and essentials of catering. The vast majority of the training takes place within the Tay S Tay community cafe within the Shore in Dundee's City Centre.

The S Word has always developed successful and innovative approaches to supporting young people develop their personal social and employability skills as well as a strong customer focus by developing a Community Café that gives trainees access to real time work experience and a real working environment.

The S Word meets all its employability and social outcomes and the impact of the programme can be seen in the numbers of young people who progress from the training into employment, not only in the hospitality sector but in retail and Care. Many trainees also progress into advanced programmes within Further and Higher education.



8.2 LEARNING AND CULTURE – MITCHELL ST. OPTIONS AND CHOICES GROUP

Dundee City Council's Adult Learning Service engages with adults looking to return to learning with a focus on employability. This is achieved by providing targeted support and guidance towards people living in the most disadvantaged communities in Dundee and helping them to make positive changes in their lives. The outcomes derived from the type of work included involvement in further learning, increased skills and confidence and improved quality of life. An example of this type of provision is the 6 weeks Options and Choices course which is run at Mitchell Street Centre, Dundee. The course is targeted towards people who are unemployed and is designed to encourage participants to identify their personal qualities and skills, their career goals and to explore the options available to help them achieve their longer term aspirations.

All the participants reported increased confidence and skills and motivation to progress their learning and development. The Options and Choices Course provided some participants with their first opportunity for accredited learning since leaving school, and an adult guidance service supported their progression on to other things. Of the 14 people who attended the last course, six found work, four moved on to further education, three continued their learning journeys with other groups and one person got involved in voluntary work.



8.3 CHILDREN AND YOUNG PEOPLE – HOT CHOCOLATE TRUST

Hot Chocolate Trust is a grassroots youth work organisation based in the Steeple Church, Dundee.

In October 2001 a few volunteers went out on the grass beside the church to get to know some of the young people who regularly congregated there. They didn't have a plan in mind beyond building relationships and finding out what the young people might want to do together. Because it was cold they took hot chocolate with them to share...

For 14 years now Hot Chocolate Trust has been successfully engaging and supporting vulnerable and disadvantaged young people aged 12-21 who congregate in the city centre and in different ways have become marginalized from their wider community.

These young people (around 300 each year) commonly face issues such as homelessness, unemployment, debt, mental health issues; often engage in or are affected by high risk behaviours; frequently do not engage with any forms of support other than Hot Chocolate; and many struggle in making the transition to adulthood. They are also incredibly intelligent, articulate, creative, compassionate, energetic and full of potential.

Through a small team of passionate staff, and a large team of dedicated volunteers (including former Hot Chocolate young people), Hot Chocolate builds long-term genuine relationships, develops a safe place with the young people that feels like 'home' and 'family' (the young people's own words), and offers creative opportunities to develop skills, expand worldviews, and increase self-worth. Hot Chocolate does not put on services *for* young people, but grows a community *with* young people by giving them the trust and responsibility for developing their own programmes and interests.

Young people are involved in planning and participating in drop-in sessions incorporating art, music, sport and cooking (3 per week), regular responsive group work, and individual support with a youth worker. There are also a few residential weekends each year, creative projects during school holidays, street work, and 'Youth Team': a supported and accredited volunteering programme.



8.4 HEALTH AND WELL-BEING – THE COLDSIDE CAFÉ

In 2013, Equally Well undertook community engagement within the SIMD 5% most deprived streets in the Coldside ward. Findings showed that issues affecting wellbeing included social isolation, poverty, and lack of community facilities. In response, a steering group of local people and workers was convened to discuss the possibility of developing a community café in the area, where local people could gather socially, gain access to services, and buy healthy food at affordable prices. The venture is led by Coldside Parish Church and funding was awarded from a variety of sources to develop a café in the church hall and employ a part time co-ordinator.

The café opened in April 2015 and is supported by volunteers. Further funding has been awarded to employ a community development worker to expand the café further and develop a range of additional activities to support disadvantaged local people. The outcomes show that by using a CLD approach to identify local wellbeing issues and build the capacity of local partners to work differently and in partnership with one another, new services and activities can be developed that empower the community to address its own needs. The community café is already providing a range of benefits for local people and for the volunteers who help run it. For example, volunteers have reported a reduction in social isolation, an increase in sense of purpose, and development of new skills to help increase employability.

Café customers have benefitted from new social networks and knowledge of available services, and the café has provided food for families during the school holiday periods. In addition, there is increased use of the church facilities by a wide variety of groups and individuals not entering the building previously. This initiative benefits from a visionary and committed multi-agency steering group that continues to go from strength to strength.



8.5 RE-SHAPING CARE FOR THE ELDERLY – NAE LIMITS 60+ ASSOCIATION

Nae Limits is a group of volunteers who came together due to an interest in providing social opportunities for older people in the community. The group applied for Small Grants funding to cover the initial start up costs of the group. The award meant they could hire meeting space for the committee and hospitality. It has allowed the management committee to meet regularly, produce their constitution, code of conduct and to facilitate the organising of events. Events included Celebrating Volunteering, Reminiscence, Nostalgia and Bygone Years. They also held a Development Day supported by the Re-Shaping Care Team which looked at committee skills and plans for the year ahead.

The Celebrating Volunteering Event aimed to encourage new volunteer to the group and was attended by volunteers and potential volunteers. Five young people expressed an interest in getting involved and are now volunteering making the group intergenerational.

The volunteers have gained experience and skills through organising and facilitating the events. Nae Limits has received further small grants funding and will use the skills gained to host two pilot consultation events in the form of tea dances. They will ask attendees to identify activities of interest and therefore shape future events provided by the group. This will increase choice and further reduce social isolation for older people.



8.6 COMMUNITY SAFETY – KIRKTON ACTIVE YOUTH

Strathmartine Active Youth (SAY) started in August 2013 initially as a partnership between Community Learning and Development and Kick it Kick Off, in response to community safety issues raised locally at the Local Community Planning Partnership, for which a sub group was established – Kirkton Issues Group.

A programme was developed which included a football drop-in programme run by CLD workers at St. Paul's AstroTurf which now operates on two evenings a week, for Primary 6's + 7's and 11-14 year olds on Mondays and Wednesday from 6:30pm-8:00pm for 15+. At the moment there are on average between 70 and 80 young people attending every week across the three sessions.

The aim and outcome of project is to reduce levels of anti-social behaviour, improve levels of physical activity and increase employability opportunities for local young people. To successfully reduce anti-social behaviour in the area, staff have worked with a range of partners – Police Scotland; Community Safety Wardens; ASBT; SACRO & Social Work Department to ensure that staff were effectively targeting the right young people to engage in diversionary learning opportunities.

Another key development within Strathmartine Active Youth has been local young people taking up volunteer opportunities within the project. There are currently 5 young volunteers who access the 15+ group on a Wednesday evening but come back on a Monday evenings to support the session for the younger groups in the local community.



8.7 BUILDING STRONGER COMMUNITIES – THE WHITFIELD DEVELOPMENT GROUP

This representative resident's group has operated since 2007 when a plan for the latest Whitfield regeneration initiative was launched by Dundee City Council. It has evolved and changed over the years as members have changed. This has brought challenges to CLD staff in increasing capacity with a membership that change regularly. An annual development/action plan has been integrated into the WDG operation so that new members can see how the previous year's operation has fared, before participating in dialogue about what the group should do in the coming year, in line with analysis of the results of consultation/ community engagement events. This has helped to identify the priorities for the group's operation for the following year.

In addition, support to initiate themed sub groups around key local priorities has been provided. The groups have been established as satellite sub groups that welcome individuals with an interest in the topic, but who might not necessarily want to join the main committee. This has allowed fresh ideas to be considered and ensured regular participation from the wider community.

These working groups have been provided with a range of learning opportunities and options to enhance the members' knowledge. Members have chosen to participate in workshops/ field visits on a diverse range of subjects. The WDG has been able to use this learning to influence change and enhance the regeneration plan, particularly in the creation of the open/ green space plan for the area, within which the group invested in making their own difference to the area by securing funding from the BIG lottery fund for a £250,000 neighbourhood park.



8.8 ENVIRONMENT/SUSTAINABILITY – THE FRIENDS OF DUNDEE LAW

For a number of years there have been complaints regarding the state of the Dundee Law. The paths and steps have become overgrown and are in poor state of repair. There was no proper signage and little directional information available.

In 2010, the Coldsides Community Forum organised a campaign to address these issues. Forum members consulted with local users of the Law Hill and secured community work support from the local Community Regeneration Team and technical support from the Council's Environment Department. This generated a number of ideas that led to the development of an action plan. The Forum hosted a public meeting which led to the establishment of the Friends of Dundee Law Group.

The Friends of Dundee Law held its launch event in May 2012. The event included dog training sessions, nature walks, Forest Schools and Children's activities.

Volunteers have since retained an active involvement in improving the environment around the Law and this was rewarded by £80k of funding from the Heritage Lottery Fund which contribute to the overall project costs of £350k.

This initiative is based on a community development approach which built community capacity to address an issue of local concern and achieved a positive environmental impact.



9. BUILDING A CLD WORKFORCE FOR THE FUTURE

The Strategy recognises that Community Learning and Development service delivery is delivered by a wide range of practitioners in diverse settings in both paid and voluntary capacities. CLD has recognised, coherent and distinct set of practices defined by clearly identified competencies and values which are at the core of good practice (see Sections 7.1 and 7.3).

All CLD practitioners should be prepared to continually add to their skills, whether it be formally through a learning programme or informally through the development of experience and knowledge. In a profession centred on learning and development, encouraging a learning ethos is critical.

To support CPD and the development of a learning culture within the sector, the CLD Strategic Partnership will continue to build on existing strengths, develop capacity and adopt a model of continuous improvement, ensuring that paid staff and volunteers are supported to provide the best outcomes for communities. This will be achieved by:

- Developing a clear and coherent framework to support volunteers, which includes a commitment and access to CPD.
- Facilitating the sharing of information about workforce development opportunities and good practice across the CLD sector in Dundee.
- Developing greater awareness and application of the CLD competencies across the sector.
- Promoting iDevelop as a resource to support workforce development.
- Creating pathways for accreditation and progression within CLD.
- Working in partnership with the Fife and Tayside Local Authorities to identify workforce development needs and deliver a programme of CLD Upskilling opportunities.
- Promoting the registration of CLD practitioners with the CLD Standards Council.
- Ensuring that quality improvement is embedded in self evaluation/improvement planning practice.
- Raising awareness of the principles and values embedded in the Community Development approach and the importance of a commitment to social justice.
- Committing protected time for CPD activity across the CLD sector's workforce.

10. CLD STRATEGY IMPLEMENTATION/CO-ORDINATION

A Community Learning and Development Strategic Partnership will be established to oversee the implementation of the CLD Strategy. The CLD Partnership remit is detailed in Appendix 4. The Partnership will take responsibility for developing tools and a framework to support the implementation, monitoring and evaluation of the CLD Strategy during the period 2015-18. The CLD Strategic Partnership will also bring together a wider range of stakeholders twice a year to enable partners to better understand and deliver the CLD Strategy. Strategy implementation will also be supported by the Dundee Partnership, Voluntary Sector Forums and Local Learning Partnerships as follows:

The Dundee Partnership

The Dundee Partnership will continue to co-ordinate opportunities for engagement with communities through:

- **formal decision making** groups (where community representatives sit as equal partners);

- **strategic theme groups** (either through direct membership or in dedicated relationships with groups and networks providing community representation and leadership);
- **local community planning partnerships**;
- budget holding **community regeneration forums** (where elected local representatives allocate funding to projects which promote community wellbeing and capacity building; &
- bi-annual **community conferences** addressing key strategic challenges facing the city such as job creation, tackling poverty and welfare changes, recovery from substance misuse etc.

Voluntary Sector Forums

A number of networks and forums have been established in the city to strengthen the voice of communities of interest, geographic communities, service users, carers and third sector organisations, enabling them to engage in decision making.

They are best placed to build on the assets of a community and deliver solutions tailored to the needs of service users, unpaid carers and participants, including those most marginalised in society. By using a CLD approach these forums increase the ability of individuals and groups to influence issues that affect them, their families and their communities. Through individual and/or collective action they effect change in services and public policy. Building connections and supporting relationship leads to innovative solutions within and across sectors, such as early intervention, preventative and crisis services that reduce repeated interventions. Third Sector networks and forum are recognised as representative structures to reach voluntary and community organisations, communities of interest, service users, unpaid carers and participants. They play an increasing role at all levels of community planning, the co-design, delivery and evaluation of services and Dundee's delivery of SOA's.

Local Learning Partnerships

Local Learning Partnerships (LLPs) have been established across all 8 multi-member elected wards. The concept of LLPs originated from the Curriculum for Excellence. LLPs aim to bring partners together at a local area level to provide a coherent package of learning and support for individual learners and target groups in the context of local needs and circumstance. LLPs will therefore have an important role in implementing the CLD Strategy at a local neighbourhood level. There have been some examples of excellent partnership working developed through LLPs but a more consistent approach is needed to joint planning, service delivery, self evaluation and improvement planning. In implementing the CLD Strategy, LLPs will be expected to take account of the CLD Strategic priorities identified in this document alongside local needs assessment data to plan and deliver an appropriate range of CLD outcomes for children, families and communities.

11. MEASURING IMPACT AND PERFORMANCE REPORTING

Mechanism for measuring the impact of the CLD Strategy will be developed by the CLD Strategic Partnership and implemented by the Dundee Partnership Theme Groups. Lead Officers will be identified to gather data to measure progress against the baselines identified for each of the performance indicators set against each of the Dundee Partnership Themes. Performance will be reported annually to the Dundee Partnership Management /Co-ordinating Groups.

The CLD Strategic Partnership will take responsibility for developing a framework and set of tools, to enable LLPs to evaluate the impact of the CLD Strategy at local area level. Partnership approaches to self evaluation and improvement planning at a local area level will be established. LLPs will be encouraged to focus their self evaluations on:

- How well partners are working together to improve learning, increase life chances and promote well being and;

- How well partners are working together to improve the quality of service in their learning community areas

The output from LLPs self evaluation/improvement planning processes will be fed back into the planning cycle and the evidence of impact will be made available for external inspection by Education Scotland.

12. EQUALITIES AND DIVERSITY

The community learning and development approach has equality at its centre. Promoting equality and diversity is crucial for all providers of community learning and development, along with all other service providers, to ensure that everyone is treated fairly, with dignity and respect, and that the learning and support opportunities provided are open to all. CLD activity involves working closely with equalities groups. This is extremely valuable in helping us to understand the disadvantages and inequalities faced by different communities. This can help raise awareness and encourage action to address inequality particularly in relation to 'protected characteristics'. CLD can provide a valuable setting for working with all communities to tackle stereotypes, prejudice and negative attitudes.

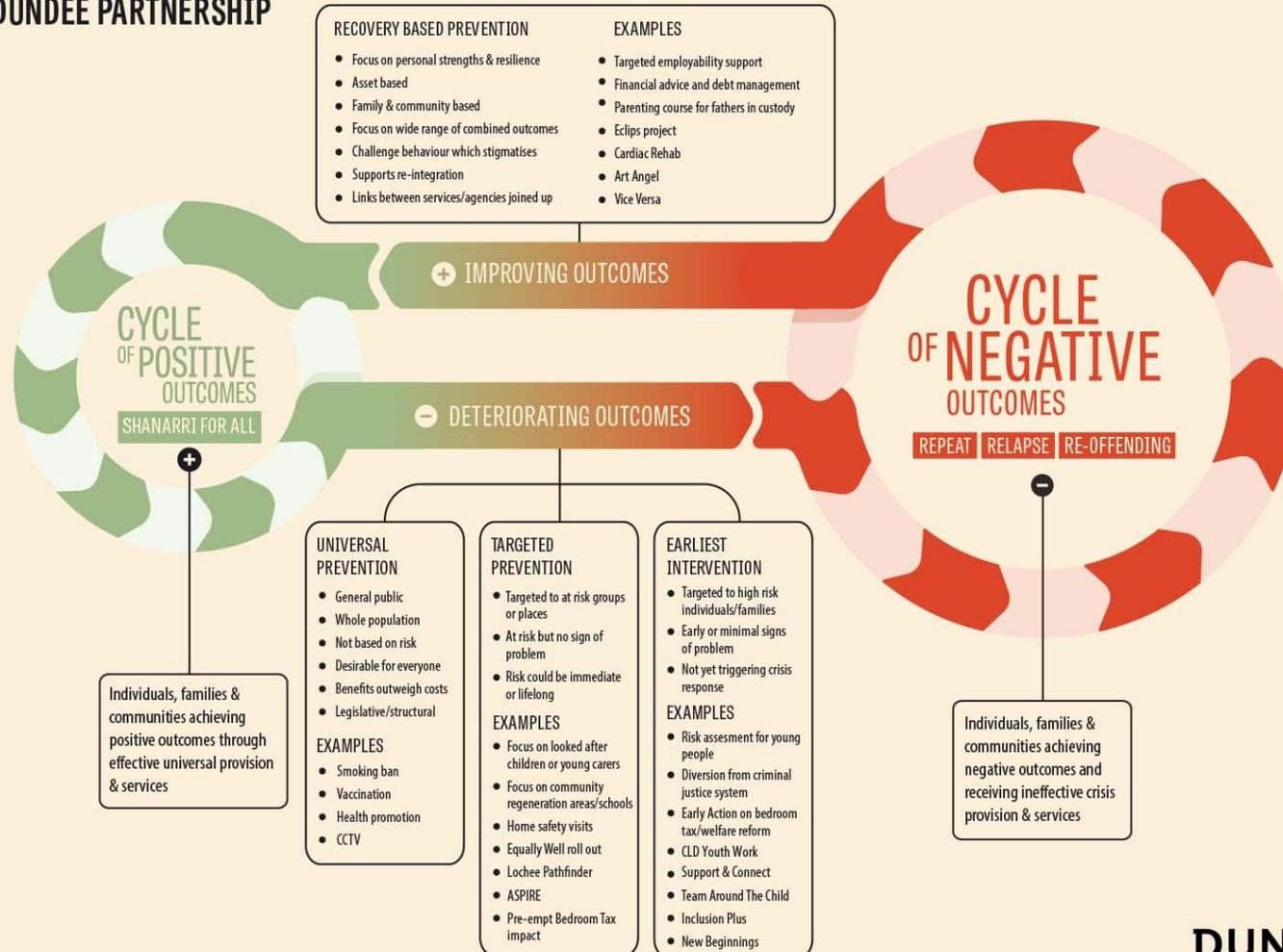
In Dundee, the vision is for community planning partners to demonstrate the mainstreaming of equality and ensure that all individuals benefit equally from public services. Within this context an integrated partnership approach will consider:

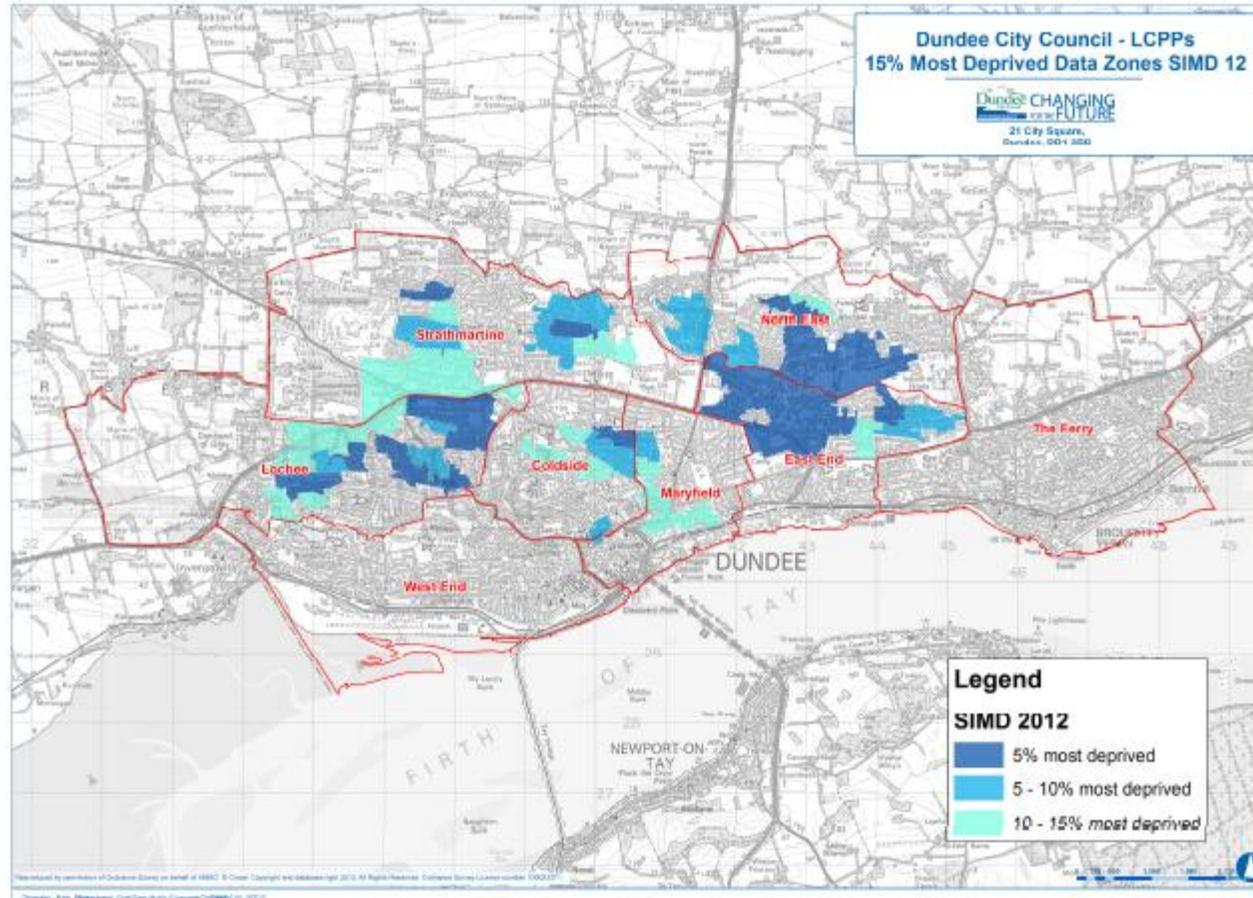
- Reviewing partners equalities monitoring arrangements to better inform the future planning and delivery of CLD services
- Producing a strategy to effectively engage with equalities groups
- Developing joint opportunities to equalities training to help share learning and experience across partnership agencies.

13. CONSULTATION

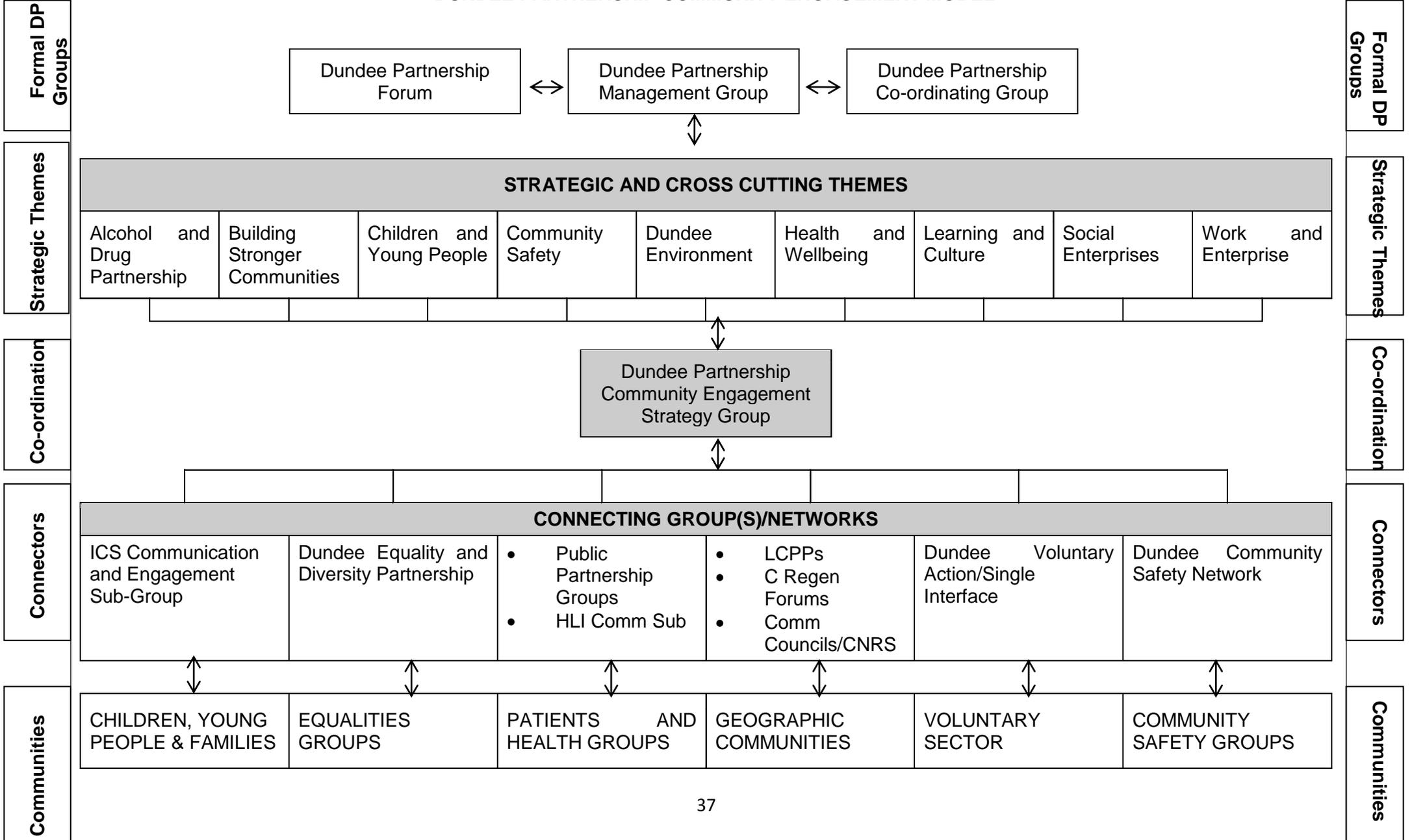
A wide range of stakeholder from the Public, Community and Voluntary Sections have been consulted on the development of this strategy. The consultation has been progressed through the Dundee Partnership Theme Groups, Community and Voluntary Sector Networks, two stakeholder events involving over 300 representatives from partners agencies and a community conference. A full list of consultees are detailed in Appendix 5.

PREVENTION FRAMEWORK FOR DUNDEE PARTNERSHIP





DUNDEE PARTNERSHIP COMMUNITY ENGAGEMENT MODEL



APPENDIX 4

CLD STRATEGIC PARTNERSHIP GROUP

Remit

- Involve key stakeholders in the further development, implementation and evaluation of the CLD Strategy.
- Develop a framework to support the coordination/delivery of the CLD Strategy.
- Establish the role of the Local Community Planning Partnerships/Local Learning Partnerships and thematic partnerships in the implementation of the CLD Strategy.
- Establish a framework to support joint planning, delivery, self evaluation and improvement planning at local area level.
- Develop a system to evaluate the impact of the CLD Strategy and report performance to the Dundee Partnership.
- Support CLD Strategy Implementation by refreshing the Dundee Partnership Community Engagement Model.

Bring together a wider range of stakeholders twice a year to;

- Provide key strategic support and implementing the CLD Regulations and Guidance.
- Identify and address cross cutting issues across the Dundee Partnership theme groups.
- Identify and address CLD Workforce Development Needs.
- Increase the profile of CLD in Dundee and promote the important role it has to play in early intervention/prevention in the future delivery of public services.
- Consider the extent to which the CLD Sector in Dundee can respond to the areas of unmet need identified in the CLD Strategy.

LIST OF CONSULTEES

Aberlour Child Care Trust: Scotland's
 Children's Charity
 Abertay Housing Association
 Action for Children
 Alcohol and Drugs Partnership
 Alcohol Tayside
 Alzheimer Scotland
 Ardler Village Trust
 Balmoral Tenants & Residents Association
 Barnardos
 Caledonia Housing Association
 Charleston Tenants & Residents Association
 Coldside Regeneration Forum
 Community Spirit Action Group
 Craigowl Communities
 Creative Learning Dundee Rep
 Crown Office and Procurator Fiscal Service
 Deaf Links – Tayside Deaf Hub
 Douglas Community Centre
 Dundee Contemporary Arts
 Dundee and Angus College
 Dundee Carers Centre
 Dundee City Council: Chief Executive
 Dundee City Council: City Development
 Dundee City Council: Communities
 Dundee City Council: Corporate Planning
 Dundee City Council: Education
 Dundee City Council: Environment
 Dundee City Council: Housing
 Dundee City Council: Integrated Children's Services
 Dundee City Council: Social Work
 Dundee City Council: Support Services
 Dundee City Council: Welfare Reform
 Dundee Heritage Trust
 Dundee Pensioners Forum
 Dundee Rep
 Dundee Schools
 Dundee Social Enterprise Network
 Dundee West Communities Association
 Dundee Voluntary Action
 Dundee Youth Council
 Equally Well
 Faith in Community Dundee
 Fintry Community Council
 Friends of Broughty Ferry Library
 Hillcrest Housing Association
 Homegroup
 Leisure and Culture Dundee
 LGBT Youth Scotland
 Local Community Planning Partnership
 Lochee Parish Church Cafe
 Lochee Regeneration Forum
 Maryfield Regeneration Forum
 Nae Limits 60+
 NHS Tayside
 North East Regeneration Forum
 Police Scotland
 Rock Solid
 SACRO
 Sanctuary Housing
 Scottish Enterprise
 Scottish Fire and Rescue Service
 Scottish Children's Reporter Administration
 Servite Housing Association
 Skills Development Scotland
 St Ninians Church
 St Ninians Stay and Play
 Strathmartine Regeneration Forum
 Scottish Fire and Rescue Service
 The Attic
 Under 12's Project
 Venture Trust
 V&A Dundee
 Volunteer Centre Dundee
 Whitfield Community Project LMG
 Whitfield Development Group
 Women's Rape and Sexual Abuse Centre