

ITEM No ...5.....

REPORT TO: CHILDREN, FAMILIES AND COMMUNITIES COMMITTEE - 23 OCTOBER 2023

REPORT ON: PROGRESS OF COMMUNITY LEARNING AND DEVELOPMENT PLAN 2021-2024

REPORT BY: EXECUTIVE DIRECTOR OF NEIGHBOURHOOD SERVICES

REPORT NO: 281-2023

1. PURPOSE OF REPORT

- 1.1 This report provides the Committee with the annual update on the Community Learning and Development Plan (CLD) Plan 2021-2024. No update was provided to Committee last year due to the impact of Covid and the focus on service recovery.

2. RECOMMENDATIONS

- 2.1 It is recommended that the Committee:

(a) notes the contents of the Community Learning and Development Plan annual report 2022-2023 at Appendix 1 and the summary of key achievements contained in this report;

3. FINANCIAL IMPLICATIONS

- 3.1 The financial implications arising from this strategy will be contained within the existing resources of each relevant service area.

4. BACKGROUND

- 4.1 The Requirements for Community Learning and Development (Scotland) Regulations 2013 are made under section 2 of the Education (Scotland) act 1980. These Regulations place a legal requirement on local authorities to plan, deliver and develop CLD and to provide leadership and direction to maximise the contribution of CLD partners. The requirements for Community Learning and Development (Scotland) Regulations 2013 refer to a duty of care on the Local Authority to secure an adequate and efficient provision of CLD. It requires the Authority to maintain and facilitate a process for identifying the needs and priorities for CLD and to identify whether these are being met. There is a further requirement to publish a 3-year plan identifying what the Authority and its key partners are doing with regards to the provision of CLD in the area.
- 4.2 Dundee's Community Learning and Development Plan was endorsed in November 2021 (Article III of the minute of meeting of the Neighbourhood Services Committee of 22nd November, 2021 and Report No. 296-2021 refers). This plan was developed with key CLD partners in the City, to meet the Requirement for Community Learning and Development (Scotland) Regulations) 2013.
- 4.3 As per Scottish Government guidance the CLD plan focuses on the commitment to work together with local people in achieving the core purpose of CLD activity:
- Improved life chances for people of all ages, through learning, personal development and active citizenship
 - Stronger, more resilient, supportive, influential and inclusive communities

This Plan is a valuable contribution to the Dundee Partnership's commitment to working more closely with people in communities and contains the high-level improvements for partners to ensure that practice in the city maintains the sector leading level of excellence recognised at the last CLD inspection.

- 4.4 The Community Learning and Development Plan 2021-24 was produced through consultation and engagement with key partners and, most importantly, communities. The plan focuses on the high-level partnership areas which brings added value to the CLD partnership working which already exists within Dundee's Community Planning Partnership.
5. The key shared Community Learning and Development priority areas which progress is measured against are:
- Building Stronger Communities
 - Addressing Health Inequalities
 - Improving Outcomes for young people
 - Improving Outcomes for adults
 - Workforce development and practitioner upskilling

A summary of key achievements are listed with the full detail in the annual report attached.

5.1 **Building Stronger Communities**

- Local Fairness initiatives (LFI) have been established in Linlathen and Stobswell and are working to reduce inequalities in some of Dundee's most deprived neighbourhoods. CLD have supported 150 local people to identify priority actions to be addressed in partnership with service providers including action on housing, cost of living and access to community spaces.
- A locality plan (2022-2027) was produced for each of the 8 wards with actions being taken forward by a partnership of communities and services to reduce inequalities in relation to:
Cost of Living
Children & Families
Health & Wellbeing
Climate Change, and
Empowering Communities
- DDC Service areas have increased citizen participation in setting priorities and influencing/deciding on spend through Participatory Budgeting. Examples include a Youth Fund budget with £26,000 being voted on by young people through a partnership with Young Scot. And Dundee's Climate Fund launched in 2022 with £350,000 allocated to climate change projects through a public vote. Overall, we have achieved 90% of our target this year with £3.197m of spend influenced by Participatory Budgeting.
- *What Matters to You* Initiatives were launched in Kirkton and Charleston to improve the lives of children and families in those areas by finding out from families what changes will make the biggest impact on their lives and help our prevention agenda.
- Dundee Alcohol and Drug Partnership devolved £80,000 to Local Community Planning Partnerships, with local CLD teams tasked with ensuring that people with lived experience are on decision-making panels and helping to deliver initiatives.
- The Community Empowerment Team co-ordinated Cost of Living sub-groups in each ward during the winter of 22/23. Over 2000 people attended learning and social activity, each month, ensuring people could keep warm over the winter in a dignified way.

5.2 **Health Inequalities: promoting more positive and equitable health and wellbeing**

- CLD leadership has influenced strategic planning processes to ensure that health inequalities issues are prioritised. The Community Health Team leads the Local Health and Wellbeing Networks, which are recognised as a key mechanism to foster dialogue with communities and operationalise strategic aspirations at a local level. Additionally, the Community Health Team supports a local advisory forum to represent the views of people and communities experiencing barriers to good health.
- The Community Health Team has participated in conversation cafes run by the CLD ESOL team for Ukrainian citizens to identify health and wellbeing needs. The Community Health team's programme is inclusive of people with protected characteristics in general and many participants in our walking groups have a physical disability or learning disability.
- CLD is providing community involvement and coordination for the implementation of the Scottish Government's Partnership Pathfinder Programme. , This brings evaluation expertise from Public Health Scotland to evaluate the city's approach to the cost-of-living crisis and evidence the impact of community interventions in achieving high level strategic priorities. To assist this work, the CLD service is leading on the development of the new Engage Dundee survey to assess need and identify vulnerable populations.
- The Community Health Team's award-winning Poverty Sensitive Practice session has been updated and an on-line training session and e-learning module are now available. A collaboration with the Directorate of Public Health and Ninewells Medical School has resulted in a training-for trainers' session being offered upskilling Health Promotion Officers and university staff to deliver the session and be part of a pool of trainers who can roll out the session in different settings.

5.3 **Improving Outcomes for Young People**

- CLD Youth Teams have supported 2,596 young people directly and have worked in partnership with other youth work services, Education and representatives of local communities and services to provide targeted youth work support at a local and city-wide level, around transition from primary to secondary, health and wellbeing evening diversionary work and skills for learning and life.
- As part of DCC's commitment to UNCRC's Article 12 and the right of participation of young people the CLD Youth Voice team support 4 local Members of the Scottish Youth Parliament (MSYPs) and the Dundee Youth Council, as well as engaging young people in local, citywide and national decision-making processes.
- We have established the Dundee Youth Work Network (DYWN). Regular meetings offer networking for partner organisations and the opportunity to share resources and training with other services allowing the network to use work collaboratively to improve outcomes for young people across the city. In June 23 DYWN members held a joint promotion event in the City Centre to showcase Youth Work which attracted around 1000 young people and adults.
- Local data around anti-social behaviour within the city centre led to a DYWN partnership between Hot Chocolate, CLD Youth Work and the Corner to extend the level of detached work delivered. Additional partners, including Dundee Women's Aid, have expressed interest in supporting detached work and expanding this provision.
- CLD Youth Work is piloting a project, in collaboration with Young Scot, to support young people most affected by the cost of living crisis to test an app which gives a rewards to young people attending youth work provision. This is aimed at easing costs for families with rewards including vouchers for supermarkets. If successful, this will be rolled out across the country.

5.4 Improving Outcomes for Adults – Lifelong Learning

- CLD partners working together provide a range of targeted lifelong learning opportunities. From 1st September 2022 to 31st August 2023, over 1,000 adults participated in a range of learning provided by Dundee City Councils English for Speakers of Other Languages (ESOL) and Adult Literacies and 3rd sector partners such as Lead Scotland, Boomerang, Dundee International Women's Centre and local adult education associations.
- The newly established Adult Learning Network held its first event at Boomerang in January 2023. Learning providers worked together to deliver an event which was attended by over 100 adults, who were able to find out about adult learning, try taster activities and sign up for opportunities.
- Led by the CLD ESOL team, the Dundee and Angus ESOL Partnership, worked together to create learner pathways for Ukrainian arrivals to the city. The Humanitarian partnership created increased opportunities for ESOL learners, including English and cooking and English and wellbeing and worked in partnership with the employability team to help people into work.
- CLD Adult Learning is leading the Multiply programme, providing approximately £1m funding to help adult learners improve their everyday numeracy skills. The Multiply partnership includes CLD adult learning, 3rd sector organisations and Dundee and Angus College.
- Adult Learning Partners across the city are reducing barriers to participation including, for example, through the provision of creche, accessible premises and 1-to-1 support if a learner is not yet ready for a group setting. Funding streams promote access for specific groups through projects such as LEAD Scotland's home-based learning with adults with disabilities or cares, or DIWC work with Black and Minority Ethnic women. Partners will continue to respect and promote access, diversity and inclusion when developing and delivering Multiply provision.

5.5 Learning and Workforce Development

- Regionally, the CLD service works with Fife, Perth and Kinross and Angus Councils and Dundee University through the *Tayside and Fife Professional Learning Alliance* to offer professional learning opportunities that respond to the needs of the CLD workforce and strategic developments within the sector.
- A digital strategy for the CLD service and partners has been completed. CLD partners will continue to work together to respond to the recommendations of the digital strategy in 2023/24.
- A key focus has been the development of leadership and management has been through CLD and its partners taking part in a series of Columba 1400 Values based leadership (VBL) Courses. This is now being rolled out as part of the *What Matters 2 U* programme to include families in priority communities.
- The CLD service contributed to the development and delivery of a national CLD Leadership Programme in collaboration with Education Scotland and Community Learning and Development Managers Scotland. A number of participants from Dundee attended the courses as a leadership upskilling experience.

6. POLICY IMPLICATIONS

- 6.1 This report has been subject to an Integrated Impact Assessment to identify impacts on Equality & Diversity, Fairness & Poverty, Environment and Corporate Risk. An impact, positive or negative, on one or more of these issues was identified. An appropriate senior manager has

checked and agreed with this assessment. A copy of the Integrated Impact Assessment showing the impacts and accompanying benefits of/ mitigating factors for them is included as an Appendix to this report.

7. CONSULTATIONS

- 7.1 The Council Leadership Team were consulted in the preparation of this report and agree with its contents.

8. BACKGROUND PAPERS

- 8.1 None.

Elaine Zwirlein
Executive Director of Neighbourhood Services

Tom Stirling
Head of Communities, Safety & Protection

25 September 2023

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Community Learning & Development (CLD) Plan 2021-2024

Engaging and Empowering Communities

DUNDEE
PARTNERSHIP

Dundee
City Council
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**CHANGING
FOR THE FUTURE**

Annual Report

September 2023

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CLD Plan 2021-2024 Update, September 2023

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Foreword:

Dundee City Council's Community Learning and Development (CLD) Service is responsible for the implementation and oversight of the CLD Plan. The requirements for Community Learning and Development (Scotland) Regulations 2013 refer to a duty of care on the Local Authority to secure an adequate and efficient provision of CLD. It requires the Authority to maintain and facilitate a process for identifying the needs and priorities for CLD and to identify whether these are being met. There is a further requirement to publish a 3-year plan identifying what the Authority and its key partners are doing with regards to the provision of CLD in the area

The Dundee Partnership CLD Plan 2021-24 was produced through consultation and engagement with key partners and, most importantly, communities. The plan focuses on the high-level partnership areas which brings added value to the CLD partnership working which already exists within Dundee's Community Planning Partnership

The [Dundee Partnership CLD Plan 2021 - 2024](#) describes the high-level CLD improvement we have prioritised and sets out how our CLD partners will, with the people of Dundee, build our recovery together.

This report details the progress made by CLD partners on achieving the high-level plan improvements during 2022-23,

Marie Dailly

Service Manager Communities

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The Dundee Partnership's vision for Dundee reflects the consensus in the city which we can all work towards and is set out as follows:



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Key Partnerships Delivering on Dundee's CLD plan:

Partnership	CLD lead	What plan do they have?
Dundee Adult Learning network	Hazel Bell, Adult Learning Lead	<ul style="list-style-type: none"> Dundee CBAL Network - Feb 2023
Dundee Alcohol and Drug Partnership	Sheila Allan, Community Health and Inequalities Manager Dundee Volunteer and Voluntary Action (DVVA)	<ul style="list-style-type: none"> Dundee Alcohol and Drug Partnership Strategic Framework (dundeeprotects.co.uk) <p>Peer review and involvement of people with lived experience around mental health and substance misuse is led by DVVA</p>
Dundee Alliance Group – Children and Families	Marie Dailly, Service Manager - Communities	<ul style="list-style-type: none"> Dundee Alliance Delivery Plan April 2023
Dundee & Angus ESOL Partnership	Aneta McNally, Senior CLD Worker – ESOL	<ul style="list-style-type: none"> Dundee and Angus ESOL Partnership Agreement 22-23.docx Dundee and Angus ESOL Partnership Agreement 23-24.docx
Dundee Partnership Building Stronger Communities Group Children and Families Executive board	Marie Dailly, Service Manager – Communities Nicky MacCrimmon, CLD Manager – Community Empowerment Marie Dailly, Service Manager – Communities	<ul style="list-style-type: none"> Dundee City Plan 2022 - 2032
Dundee Strategic Planning Advisory Group ¹	Sheila Allan, Community Health and Inequalities Manager	<ul style="list-style-type: none"> Plan for Excellence in Health and Social Care (2023-2033)
Dundee Youth Work Network	Jimmy Dodds, CLD Manager Youth work	Dundee Youth Work Network is a grouping of 3 rd sector and Local Authority Youth Work providers. The network was developed to allow provider to come together on a regular basis (Monthly) to be a collective voice for youth work in the city, discuss issues, responses and priorities for both young people and services, share knowledge, practice and training/funding opportunities.
Local Fairness Initiatives	Nicky MacCrimmon, CLD Manager – Community Empowerment	

¹ Formerly known as the Dundee Integrated Strategic Planning Group

Key Partnerships Delivering on Dundee's CLD plan:

Partnership		CLD lead	What plan do they have?
Locality Leadership Group / Local community planning partnerships	Nicky MacCrimmon, CLD Manager – Community Empowerment		<ul style="list-style-type: none"> • Strathmartine Locality Community Plans 22-27 • Lochee Locality Community Plans 22-27 • West End Locality Community Plans 22-27 • Coldside Locality Community Plans 22-27 • Maryfield Locality Community Plans 22-27 • North East Locality Community Plans 22-27 • East End Locality Community Plans 22-27 • The Ferry Locality Community Plans 22-27
Humanitarian Partnership	Marie Dailly, Service Manager - Communities		<ul style="list-style-type: none"> • Community profile resettled refugees 2023.pdf
Mental Health & Wellbeing Strategy Group	Sheila Allan, Community Health and Inequalities Manager		<ul style="list-style-type: none"> • Dundee Mental Health & Wellbeing Strategy 2019-2024 • NHS Tayside (scot.nhs.uk)
Tayside & Fife Professional Learning Alliance	Kirsty Forrester, Strategic Development Officer - CLD		<ul style="list-style-type: none"> • TFPLA CPD Framework 2021-24.docx
What Matters 2 U	Marie Dailly, Service Manager - Communities		<ul style="list-style-type: none"> • Dundee Deepening and Scaling WM2U October 2022

Additional Strategic Plans included in this update:

- [Dundee City Council Plan 2022-2027](#)
- [Dundee Partnership Fairness Action Plan](#)
- [Mainstreaming Equality Outcomes Action Plan 2021 – 2025](#)
- [Neighborhood services recovery plan](#)

Building Stronger Communities

How will we create more resilient, influential and inclusive communities?

CLD Partners will work collaboratively to reduce the effects of inequality & disadvantage.

CLD Partners will broaden the base of community participation & engagement.

CLD Partners will provide opportunities to improve quality of life within communities.

CLD Partners will work collaboratively to publicise and actively promote community facilities



1.1 CLD Partners will work collaboratively to reduce the effects of inequality & disadvantage:

How will we know?

Timescale Lead group

Progress 1st September 2022 – 31st August 2023

1.1.1 CLD Partners will target their work to the most disadvantaged communities including focused pieces of work in Linlathen and Stobswell West	Starting August 2021	DCC, Dundee Partnership	<p>Local Fairness initiatives (LFI) are working to reduce inequalities in some of Dundee's most deprived neighbourhoods. The Linlathen LFI is achieving greater impact due to the complementary work of the Scottish Government sponsored Employability Pathfinder. Joint working and shared leadership with Morgan Academy is proving to be a strength of the work taking place in Stobswell West.</p> <p>Community engagement was conducted in Stobswell West and Linlathen using Narrative Inquiry which is a community engagement exercise which uses peoples' lived experience to identify community priorities. Around 150 people were consulted across the two areas, with a further 30 giving in-depth interviews. Films were then created to show the issues in each community. Reports have been written for both wards with final recommendations for action to be agreed in September 2023. Housing, cost of living and access to community spaces have all featured highly in the research to date. (Linlathen snapshot report Fairness Initiative - Stobswell West Report.pdf)</p>
1.1.2 CLD Partners will use the findings of Engage Dundee 2021 as well as other engagement work to target their work.	June 2024	DCC, Dundee Partnership	<p>.</p> <p>The next Engage Dundee survey has been finalised during summer 2023 and will be carried out in the autumn.</p>
1.1.3 CLD Partnerships will use SIMD ² data to target & prioritise their work.	June 2024	DCC	Local Community Plans are now being enacted across the city with the express aim of reducing inequalities in the most deprived communities.

² SIMD = Scottish Index of Multiple Deprivation

The Local Fairness Initiatives are targeting some of the most deprived areas in the East End and Maryfield wards - Linlathen and Stobswell West. Community engagement in those wards have generated recommendation reports and films which will inform community action plans to reduce inequality - to be agreed in September 2023.

SIMD data was used to identify areas of deprivation in Kirkton and Charleston in the Strathmartine and Lochee wards to prioritise What Matters to You initiatives to improve lives for children and families in those areas. This is at an early engagement stage with around 30 families coming to evening cafes and family fun nights where workers are building trust and relationships in advance of families going on a residential to explore the issues that are important to them.

There has been a shift to focus in on the most deprived areas within West and the Ferry. In the Ferry, the team have focussed in on delivering partnership work in Barnhill through Barnhill Blethers. In the West End there are plans in place to target development work in the Polepark area. The team are working with West End Community Council to extend their boundaries into the northern area of the ward which has poorer outcomes than the areas around Perth Road.

1.2 CLD Partners will broaden the base of community participation & engagement.

How will we know?

Timescale Lead group

Progress 1st September 2022 – 31st August 2023

1.2.1 CLD Partners will ensure that community groups include people with lived experience of inequality and disadvantage.

Reviewed
Annually
DCC,
Dundee
Partnership

CLD resources are targeted at communities within SIMD areas who experience the most disadvantage. We are operating a test of change with two Local Fairness Initiatives, which aims to work in focussed localities with those people who experience the most disadvantage.

The most developed piece of work is in Linlathen, which is consistently in the top 10 most disadvantaged communities in Scotland and where a local action group has been established following a Narrative Inquiry exercise with residents in 2022. The group is currently establishing their priority actions.

Dundee Alcohol and Drugs Partnership have devolved monies to Local Community Planning Partnerships and local CLD teams have been tasked with ensuring that people with lived experience are on decision-making panels and helping to deliver the initiatives the money will pay for. The most advanced example of this is in Coldside where Scotland's first recovery network is being established by local partners to help people with lived experience integrate into community groups.

			Work is being undertaken by the Discover Work partnership as part of the Linlathen Employability pathfinder to identify additional support that can be offered to people in-work who are also struggling with the impact of the Cost-of Living crisis.
1.2.2 CLD Partners will broaden citizen involvement.	Reviewed Annually	DCC, Dundee Partnership	<p>There is ongoing work by CLD teams across the city to support citizens to be involved in a wide variety of community activity and a number of different levels including: participatory budgeting, community action groups, issues-based groups and as local community planning partners.</p> <p>At the most basic level we engage with citizens to find out their experience of community life through broad engagement projects such as Engage Dundee which we are committed to undertaking every 2 years. The Engage Dundee will be carried out in September 2023.</p> <p>CLD teams offer focussed engagement and involvement opportunities for local people through What Matters to You and the Local Fairness Initiatives.</p> <p>The number of citizens helping to respond to local community plan actions is captured and reported on by the CLD service with improvement targets set each year.</p>
1.2.3 CLD Partners will facilitate empowered communities by supporting communities with Participation Requests, Community Asset Transfer & Participatory Budgeting	Reviewed Annually	DCC, Dundee Partnership	<p>Our agreed approach to Participatory Budgeting (PB), building on lessons learned from Dundee Decides, is that PB need to be embedded across different services and budgets. The principles of providing opportunities for citizens to express their views on how resources are spent in communities is central to our way of working in Dundee. A key focus is on embedding citizen participation in decision making and for services to adapt their approach to decision making to reflect a PB approach. There has been widespread involvement across council services in citizen involvement in setting priorities and influencing/deciding on spend.</p> <p>There have been two new PB exercises undertaken up to April 2023.</p> <ul style="list-style-type: none"> • A Youth Fund budget was made available for allocation through PB with £26,000 being voted on by young people through a partnership with Young Scot. See 3.1.1 for details of Dundee's first Youth Participatory Budgeting Exercise • Dundee's Climate Fund was launched in 2022 with £350,000 allocated to climate change projects which went to the public vote and awards being made to the successful projects. Round 1 complete. 13 projects successful. Round 2 in development. <p>Overall, we have achieved 90% of our target this year with £3.197m of spend influenced by PB.</p>

Community Wealth Building is an emerging priority in Dundee. The Community Empowerment team have a lead role in the community wishes and land and assets pillars.

There is a fully functioning Community Asset Transfer (CAT) system in place for groups in Dundee. Future development will ensure that this works well with other mechanisms we have for disposal of assets at less than market value in Dundee. CLD partners plan to take this work forward under the City's Community Wealth Building Strategy.

Preparation to prepare a full CAT application can take a group well over a year to achieve. Since adopting the Community Asset Transfer Strategy in 2017, 53 community organisations have been supported to understand the CAT process. 8 groups are currently being provided with ongoing capacity building to support their pre applications. 2 groups are receiving intensive support to enable them to submit full applications.

Two Groups have been supported to undertake Participation Requests in relation to management of green spaces in Dundee. CLD facilitate the process between the community and appropriate council service. Information on Participation Requests and Improvement Processes is made available at [Participation Requests | Dundee City Council](#)

1.3. CLD Partners will work collaboratively to publicise and actively promote community facilities

How will we know?	Timescale	Lead group	Progress 1 st September 2022 – 31 st August 2023
1.3.1 CLD Partners will support those active within their communities to develop their skills, knowledge & understanding of the wider needs of the community.	Reviewed Annually	DCC, CLD Service	<p>Community activists supported by CLD staff are offered opportunities to develop their skills and knowledge such as training for community councillors on their role as elected community representatives or training for Local Management Group (LMG) trustees on safeguarding.</p> <p>Community centres are, after the pandemic, once again fully open to the public with footfall in centres now back to approaching pre-pandemic levels. £60,000 of Community Resilience Funding has been spent for LMGs to develop taster programmes to support people back.</p> <p>Community groups receive reports about community engagement activity across the city to help inform their own programmes and to help them identify what actions they want to see in their community. Engage Dundee results are broken down to ward level so that community activists can use the information to identify priorities.</p>
1.3.2 CLD Partners will work alongside communities to develop programmes of activities/learning	Reviewed Annually	DCC, CLD Service	In 2022, the Community Empowerment Team led on co-ordinating Cost of Living sub-groups in each ward. The result of this was the Open Doors programme which produced a co-ordinated programme of learning and social activity in each ward to ensure people had a warm space to go to over winter where they would be welcomed and supported in a dignified way.

opportunities within
community facilities.

All DCC community centres and a number of community run centres who receive funding from DCC have learning and social programmes which have been developed by independent charities (LMGs) made up of local people supported by the CLD service.

- In Kirkton CLD support the local management group to run holiday clubs for children, a mothers and toddlers group, the food larder, an older people's craft club, the community café, carpet bowls and Zumba.
- In Hilltown the local management group run music classes, a community cafe and family film nights.
- In West End and the Ferry the CLD service fund Adult Learning Associations (HERA and BERA) run by community volunteers who organise programmes such as French, Italian, photography, pottery and songwriting.

Health Inequalities: promoting more positive and equitable health and wellbeing.

How will we create more positive and equitable health and wellbeing in Dundee's communities?

CLD partners will work together at a local, service and strategic level to reduce the effects of inequality and disadvantage on health and wellbeing.

CLD partners will focus on prevention and early intervention in communities whilst also providing support for recovery.

CLD partners will ensure a locality focus working alongside communities to identify and address local health needs and priorities.

CLD partners will work together to ensure positive pathways and models of support



2.1 CLD Partners will work together at a local, service and strategic level to reduce the effects of inequality and disadvantage on health and wellbeing

How will we know?

Timescale

Lead group

Progress 1st September 2022 – 31st August 2023

2.1.1 CLD partners will target appropriate actions and resources at disadvantaged population groups and communities.

Reviewed
Annually

DHSCP
Strategic
Planning
Advisory
Group

The strategic leadership of the Community Health Inequalities manager with assistance from the Community Health Team Leader has influenced a wide range of local, service and strategic partners to recognise and prioritise the needs of those individuals, geographies and population groups that experience health inequalities due to poverty and other forms of social disadvantage as well as the impact of protected characteristics. This is evidenced through the commitment to local health and wellbeing networks which were adopted formally by the HSCP as the mechanism to engage with disadvantaged communities and localise strategic priorities, the decentralisation of some funding streams e.g., from the Dundee Alcohol and Drug Partnership (ADP), and the commitment to tackling health inequalities in a range of strategic plans including the recently published Plan for Excellence in Health and Social Care and Dundee's City Plan.

Youth work teams have engaged with young girls around 16 days of activism to explore gender-based violence in addition to general wellbeing activity with young people. CLD Youth work have also engaged with young displaced Ukrainian citizens in hotels.

The Community Health Team has participated in conversation cafes run by the CLD ESOL team for Ukrainian citizens to identify health and wellbeing needs and have offered [cooking skills courses](#) in response. The Community Health team's programme is inclusive of people with protected characteristics in general and many participants in the Baxter Park walking group have a physical disability or learning disability.

The CLD ESOL team completed a community profile of displaced people and those with refugee status who are resettled in the city [Community profile resettled refugees 2023](#). This involved completing the

			<p>"social connections" survey based on the Indicators of Integration. As a result, there have been a series of open events with staff from the CLD Community Empowerment Team (CET) and partners in local community centres to introduce resettled people and other migrants to what is on in their area.</p>
2.1.2 CLD partners will develop collective action to tackle health inequalities and their determinants.	Reviewed Annually	DHSCP Strategic Planning Advisory Group	<p>The local health and wellbeing networks (HWBN) operate as subgroups of Local Community Planning Partnerships (LCPPs) and are the adopted mechanism for health partners to engage with communities and localise strategic priorities. HWBN members work together to identify and address local health needs and feed emerging issues up to the HSCP Strategic Planning Group (SPGs) through the Community Health Inequalities Manager and other senior officers with an association to the networks. For example, mental health and wellbeing issues are discussed at the Communities and Inequalities workstream of the Mental Health and Wellbeing SPG and updates are a standing agenda item at SPG meetings. Through these mechanisms, strategic and local partners develop a collective vision and understanding of the needs of communities and can act collectively to address these. HWBNs have recently prioritised men's health as a result of information fed down from the SPG on suicide deaths/risk. It is a notable success that some local people now sit on the HWBNs and are involved directly. The Community Health Inequalities Manager has recently joined the Fairness Leadership Panel providing another connection to collective work around poverty and disadvantage.</p> <p>Narrative Inquiry Research was undertaken for Linlathen and Stobswell West to inform actions for the Local Fairness Initiatives (see 1.1.1).</p> <p>CLD staff have worked with Dundee Health Social Care Partnership (HSCP) to promote opportunities and host events for communities to take part in consultations of the Dundee plan for adults with disabilities.</p> <p>The Community Health Team continues to support the Community Health Advisory Forum to represent the views of people and communities experiencing barriers to good health. The forum participated in consultations on the Dundee HSCP strategic plan and future of GP premises. An event held in June facilitated discussions on how to support people to have a voice in health-related decisions and good health during the current cost of living crisis.</p> <p>CLD Youth work is supporting Dundee Youth Council to engage with strategic leads from Children and Families Service regarding provision of Guidance in schools and some concerns raised by young people during the Youth Council's outreach to local youth work provision.</p>
2.1.3 A health inequalities and CLD perspective will be			<p>The local community plans were influenced by scrutiny and exploration of Public Health Scotland Locality Health Profiles, the findings of the Engage Dundee survey which investigated experience of the pandemic and lockdown, focused engagement on local health needs supported by discussions at local health and wellbeing networks, and direct engagement with local people. The development of the new</p>

included in local and strategic plans			<p>Integration Joint Board's (IJB) <i>Plan for Excellence in Health and Social Care</i> was influenced strongly by a wide range of consultations using a variety of methods throughout 2022/23. This included a focused session with the Community Health Advisory Forum - a new development supported by the Community Health Team. The IJB plan is a positive example of partners understanding and acting on the lived experience of local people and communities. The plan and accompanying involvement report can be found here.</p> <p>It is now routine in Dundee that health inequalities and community engagement are embedded into plans and processes, heavily influenced by the positive involvement of the CLD service and the Community Health Inequalities Manager.</p>
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2.2 CLD Partners will focus on prevention and early intervention in communities whilst also providing support for recovery

How will we know?	Timescale	Lead group	Progress 1 st September 2022 – 31 st August 2023
2.2.1 Partners will use data and intelligence to identify communities and issues of concern	Reviewed annually	DHSCP Strategic Planning Advisory Group	<p>Positive links exist with Public Health (PH) Partners at a local and national level facilitated by the Community Health Inequalities Manager. Locally, PH profiles were used to help formulate the local community plans. At a national level Public Health Scotland is providing support to the Dundee Partnership to evaluate and plan the city's response to the current cost of living crisis through the national Partnership Pathfinder Programme, in which Dundee is a pilot site.</p> <p>Data helps to complement other forms of intelligence, including that available through ongoing community engagement processes. Partnership working with health intelligence and other data officers is taking place in the Local Fairness Initiatives in Stobswell West and Linlathen. Profiling for these areas and innovative data linkage is taking place to identify hot spots of concern and establish new ways of working and targeting services to help improve life circumstances for the most disadvantaged individuals, families, and geographies in Dundee.</p> <p>The planned Engage Dundee survey focuses on experience of the cost-of-living crisis which will provide further evidence of need and enable informed decisions on resources and support to be made.</p>
2.2.2 Partners will provide appropriate health and wellbeing opportunities at a local level relevant to identified need	Reviewed Annually	DHSCP Strategic Planning Advisory Group	<p>See 2.1.1 & 2.1.2</p> <p>Detailed information about our approach to promoting health and wellbeing and tackling health inequalities can be found here.</p>

2.2.3 Partners will ensure that at-risk individuals, groups, and communities are targeted effectively	Reviewed Annually	DHSCP Strategic Planning Advisory Group	<p>Dundee Volunteer & Voluntary Action (DVVA) continue to lead the peer support project for those affected by substance use or who have mental health challenges on behalf of the Health and Social Care Partnership, and this now includes feedback on the implementation of the Medication Assisted Treatment (MAT) standards. SMART recovery groups continue to meet across the city. With the DVVA Peer Support Development Worker post vacant due to recruitment issues, there was a period of reduced activity between 2022 and 2023. A new worker started February 2023.</p> <p>Peer-2-Peer training was delivered during August 2023 in Mill O Mains pavilion in partnership with the Community Health Team. 13 people attended. An in-person city centre event on 11th May attracted over 40 participants and laid the foundations for reconvening the Peer-2-Peer Network.</p> <p>The 4th edition of Recoverzine is ready for publication and gaining a positive reputation as a vehicle for sharing recovery stories and information about community-based supports. This initiative was the pilot phase for <i>Recovery Friendly Dundee</i> which is now being implemented in all Community Regeneration Areas in the city. The learning from a pilot in Lochee helped to gain traction and support for incorporating this as a city-wide approach.</p> <p>Funding has been allocated to every Local Community Planning Partnership over the past two years, following successful funding proposals to the Alcohol and Drug Partnership led by Community Health Team senior officers and assisted Communities Officers. Funding is used to develop and implement local actions which support the key objectives of Recovery Friendly Dundee and the Alcohol and Drug Partnership strategic plan and are developed in partnership between local people and services. Douglas Recovery Support and Fitness is an excellent example of this approach in practice. Sub-groups led by Communities Officers have been formed to progress ideas and actions. In determining priorities in each area, the findings from the Recovery Friendly Dundee Public Attitudes and Solutions survey and the evaluation of year 1 decentralised ADP funding will be drawn upon.</p> <p>An in-person Social Isolation Network meeting was held on the 29th of March 2023 at the Steeple Church. This involved approximately forty agencies in a similar vein to those meetings held pre-pandemic. The meeting was led by Dundee Volunteer and Voluntary Action with support from the DCC Senior Community Planning Officer. It is felt that this action should be marked as complete.</p>
2.2.4 Partners will identify and address barriers to participation	Reviewed Annually	Dundee Integrated Strategic Planning Group	<p>Community health needs and issues are fed into SPGs by the Community Health Inequalities Manager. In particular, the Communities and Inequalities workstream of the Mental Health and Wellbeing SPG focuses its discussion on barriers to good mental health often concerning poverty and other forms of social disadvantage. Members also discuss their understanding of barriers to accessing services for specific client groups such as individuals who require independent advocacy. This has resulted in a range of focused discussion on, for example, access to GP services. Other work has centred around online information about services and the impact of digital exclusion as well as the myriad of information</p>

sources that can confuse people. Issues from this work were discussed with the digital lead for NHS Tayside and work is ongoing to identify an appropriate solution.

At a local level, CLD partners develop interventions with inclusion in mind and community groups and activities are non-stigmatising, low or no cost, and welcoming and friendly. The Open Doors programme as part of the city's response to the cost-of-living crisis has been [evaluated](#) and addressing barriers is part of the learning from this process. The Fairness Leadership Panel has a key role to play in flagging up to Dundee's leaders how best the city can ensure that services and processes are inclusive and easy to access.

The materials from the Community Health Team's Poverty Sensitive Practice were used by Public Health Scotland as part of a suite of online training modules focusing on health inequalities, poverty and stigma. Dundee City Council is acknowledged for its work in pioneering this type of training and links are available to access materials. Given this and recognising that a wide range of other online training materials that have been made available over lockdown, it is proposed that this action is now complete.

2.3 CLD partners will ensure a locality focus working alongside communities to identify and address local health needs and priorities.

<i>How will we know?</i>	<i>Timescale</i>	<i>Lead group</i>	<i>Progress 1st September 2022 – 31st August 2023</i>
2.3.1 Partners will engage with communities on a geographic and issue basis to identify health needs	Reviewed Annually	DHSCP Strategic Planning Advisory Group	Community engagement and involvement is now part of the fabric of Dundee's approach to developing health related plans and services as evidenced through the process of producing the new IJB Plan for Excellence in Health and Social Care; the Alcohol and Drug Partnership (ADP) structure; mental health developments, including the new Community Wellbeing Centre, and the work of the Carers' Partnership. Local health and wellbeing networks play a key role in providing connection to communities and have been formally recognised as one of the mechanisms that will be used by the HSCP. In addition, the new Community Health Advisory Forum acts as a reference group for health partners to engage. This health-related engagement complements and builds on other engagement activity and consultative forums available in Dundee's communities such as the Fairness Leadership panel and Community Regeneration Forums.
2.3.2 Partners will support local involvement in the development and implementation of health-related plans and actions	Reviewed Annually	DHSCP Strategic Planning Advisory Group	See 2.1.3

2.4 CLD Partners will work together to ensure positive pathways and models of support

How will we know?	Timescale	Lead group	Progress 1 st September 2022 – 31 st August 2023
2.4.1 Partners will recognise and adopt CLD values, principles and approaches as a positive route to achieving specific strategic priorities	Reviewed Annually	DHSCP Strategic Planning Advisory Group	<p>The Community Health Inequalities Manager has taken committee reports and presentations to the HSCP CCPG (Community Care and Professional Governance Group), the Strategic Planning and Advisory Group and the Integration Joint Board to raise awareness of local health inequalities, the importance and impact of CLD approaches, and the work of the CLD service and Community Health Team in actioning these values and principles at a local level. This work is positively received and recognised as an important component of the city's approaching to addressing health inequalities and achieving its strategic ambitions.</p> <p>The Community Health Team delivers a range of training and development sessions to encourage partners to adopt these approaches, notably the Poverty Sensitive Practice Session which has recently been updated and refreshed. Partnership working with NHS Tayside Public Health Colleagues has resulted in a commitment for Public Health/ Health Promotion Officers to be trained to deliver the session in Dundee and across Tayside, thus increasing capacity and commitment to this approach. A train the trainer's session is being developed so that a pool of trainers can be skilled up to deliver the Poverty Sensitive Practice session more broadly. A short life working group with NHS Tayside Public Health was established to develop this sustainable model of training for mental health promotion and inequalities sensitive practice to support the wider workforce to improve their practice around this agenda.</p> <p>Relationship have also been built between the Community Health Inequalities Manager and Ninewells Medical School, which resulted in staff being trained to deliver the poverty sensitive practice session to colleagues and medical students.</p> <p>Four 'Introduction to Poverty and Health Inequalities in Dundee' sessions have been delivered this year. Further sessions will be scheduled for the second half of the year.</p> <p>Two Dignity and Right to Food workshop sessions were delivered in September 2022 in partnership with Nourish Scotland, Council Advice Services, Faith in Community Dundee and Maxwell Centre. The sessions were attended by approximately 30 front-line workers, including CLD workers, Community Health Team members and representatives of local food larders. Sessions will be offered to food projects who are members of the Dundee Community Food Network (DCFN), as all members will now be required to uphold Nourish Scotland Dignity Principles or work towards them, as part of the DCFN membership agreement. Additional sessions will be offered throughout 2023/24 initially, with further sessions offered as and when needed.</p>

2.4.2 Partners will adopt social prescribing methodology across the spectrum of approaches to link local people, patients, clients and their carers to services and support.	Reviewed Annually	Dundee Integrated Strategic Planning Group	<p>The Sources of Support social prescribing service was until recently managed by the Community Health Inequalities Manager. The service comprises a team leader, eight link workers and two support workers who take referrals from health professionals in a primary care/GP setting for patients with poor mental health and wellbeing affected by their social circumstances. Link workers support patients to access services, activities and organisations that can help tackle the causes and consequences of their distress. The team moved to telephone consultations during the Covid 19 pandemic, which allowed coverage to extend to all GP practices in the city thereby fulfilling the commitment in the Primary Care Improvement Plan. Link workers use a blended approach to patient consultations and are onsite in practices where permitted and working remotely for the practices that prefer this. Referrals have been submitted from all GP Practices in Dundee and consultations take place face to face and via telephone.</p> <p>In 2021/22 a total of 844 referrals were submitted across all 4 clusters, which is lower than pre-pandemic levels but steadily increasing. Cluster 1 was the highest referrer at 360 patients and cluster 2 the lowest at 69. Clusters 3 and 4 referred 298 and 117 patients respectively. Managers and link workers liaise closely with lower referring practices to promote the service and tested a system of direct online booking for patient appointments in cluster 2, which saw a rise in referrals.</p> <p>Another test of change focused on one GP practice and involved link workers providing support for practice staff, particularly admin workers and receptionists, to refer patients directly to services where appropriate, thus allowing link workers to focus on more complex cases. This has been aided by the production of a service directory which has now been circulated to all practices and placed on the NHS Tayside intranet with hyperlinks to further information.</p> <p>The social prescribing link workers are part of a steering group overseeing mental health support in general practice alongside PALMS (Patient Assessment and Liaison Mental Health Service) and the Spiritual Care Listening Service. This multi-disciplinary approach is in line with the directive from the Scottish Government for enhanced multi-disciplinary teams. Service managers are involved in these developments as well as a range of meetings to progress the Community Wellbeing Centre in Dundee. Effective connections will be established between the link worker team and the Centre.</p> <p>The link worker service transferred to DHSCP operations division early in 2023 in recognition of the need to embed the service more explicitly as a mainstream health and social care service with better links and access to clinical support mechanisms and governance.</p> <p>To support the implementation of social prescribing approaches and methodology across the workforce more broadly, the Community Health Team developed and delivers the Poverty Sensitive Practice session to frontline staff across the system. This training, which received a national award in public service, has been updated and rolled out, as reflected in 2.4.1 above.</p>
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Improving Outcomes for Young People - Work with Young People

How we will improve the way we deliver services to young people, focusing on the needs of the most vulnerable within communities?

CLD Partners will maintain a targeted approach to identify the most vulnerable families & young people within communities.

CLD Partners will implement the Dundee Partnership framework for engagement and participation of young people.

CLD Partners will be responsible for supporting the delivery of the Community & Mental Health Framework

CLD Partners will contribute to supporting 'The Promise' Transformation Programme.



3.1 CLD Partners will maintain a targeted approach to identify the most vulnerable families & young people within communities

How will we know? Timescale Lead group Progress 1st September 2022 – 31st August 2023

3.1.1 CLD Partners will strengthen their collaborative approach to addressing agreed shared priorities, particularly around COVID recovery (mental health & wellbeing; Learning Loss; Transition Work; Young Carers)	2021/2022	Dundee Youth Work Network	<p>There are three CLD youth work teams working in Dundee East, West and Central delivering youth activities across areas with highest SIMD. In addition, there is a citywide team focussed on promoting Youth Voice across the city.</p> <p>From 2022-2023 we have worked with 2,596 young people delivering support and activities through:</p> <ul style="list-style-type: none">• evening diversionary programmes;• volunteering opportunities in local youth work provision;• peer-led programmes;• targeted health and wellbeing programmes;• individualised support;• programmes to develop skills for learning, life and work, particularly around progress through Senior Phase, and;• supported transitions, in the main between Primary and Secondary schools but also at other key transition stages of young people's lives. <p>Throughout 2022-23 CLD have provided holiday activity programmes for 11-18 years olds in local communities over Easter, Summer, and October breaks.</p> <p>As part of DCC's commitment to UNCRC's Article 12 and the right of participation of young people the CLD Youth Voice team support 4 local Members of the Scottish Youth Parliament (MSYPs) and the Dundee Youth Council, as well as engaging young people in local, citywide and national decision-making processes.</p>
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3.1.2 CLD Partners will maximise the use of resources and avoid duplication.	Summer 2021	Dundee Youth Work Network	<p>Maximising the use of resources is a key function of the Dundee Youth Work Network (DYWN) developed in 2021. This is done through ongoing discussions at monthly meetings through updates from each service on developments in their specific area of work. Regular meetings offer networking for partner organisations and the opportunity to share resources and training with other services. For example, recently Barnardo's provided Child Sexual Exploitation Awareness Raising training to network members.</p> <p>Several members of the Network are also on the FORT system, again this helps avoid duplication of resource. This is a regular feature of DYWN discussions and reflected in the approach towards collaborative approaches to funding bids.</p> <p>Ongoing discussions at DYWN around partners joining up delivery and sharing resources and training opportunities.</p> <p>Partners agreed that the DYWN should share information on a wider scale, promoting the work of Youth Work services across the city. In June_2023 the network supported a joint Youth Work promotion and showcase event held in the city centre. The purpose of the event was to showcase the support services give to young people across the city and allow young people and parents to meet and ask questions about the services agencies provide. DYWN members provided information stalls that attracted around 1000 young people and adults.</p> <p>At a strategic and local level, CLD Youth Work teams work in partnership and collaborate with other youth work services, Education and representatives of local communities and services to provide effective youth work support. Targeted group work during the day focusses on collaborative approaches with Education to engage and support young people identified as vulnerable into positive learning programmes. For example, CLD youth teams provide targeted transition support providing seamless engagement particularly during the summer break.</p>

3.1.3 CLD Partners will use/review relevant data sources to ensure they are targeting the most disadvantaged.	September 2021	Dundee Youth Work Network	<p>Strategically, Dundee Youth Network which encompasses the majority of youth work providers in the city, including Hot Chocolate, Feeling Strong, Young Carers, CLD Youth Work, LGBT Youth and many others, are well placed to target the most disadvantaged young people in the city. Each service has relevant data and data management systems pertinent to the young people they engage and work with. Local agency data, backed up by national reports and research, is shared at DYWN in order to highlight developing priority areas of support for partners.</p> <p>There is no shared data base for the network, but partners share developing trends within their service area through monthly meetings. For example, <i>Action for Children</i> recently highlighted changes they were making to their service in order to accommodate changes to their housing stock and profile of their homeless cohort.</p> <p>Local data around anti-social behaviour within the city centre has led to a DYWN partnership between Hot Chocolate, CLD Youth Work and the Corner to extend the level of detached work delivered. Additional partners including Dundee Woman's Aid have expressed interest in supporting detached work and expanding the provision.</p> <p>CLD youth teams continue to focus on the Planet Youth approach, working with two secondary schools and benefitting from national support from Winning Scotland. The Dundee Prevention Framework is now complete and will be available to use shortly from the new Alcohol and Drug Partnership (ADP) web page.</p> <p>CLD Youth Work teams are based in areas of the city with the highest SIMD and priorities for delivering youth work provision are based on national priorities and local data. Key strategic areas that are supported by youth work include improving mental health and wellbeing, developing skills for life learning and work, supporting transitions particularly P7-S1, post school opportunities and providing positive diversionary activities in local communities. CLD are piloting project to support young people most affected by the cost of living and are working with Young Scott to test a rewards points system for young people attending youth work provision.</p> <p>Youth Workers also engage with vulnerable young people during Summer, Easter and October providing vital continual support to local young people. In both 2021 and 2022 over 50 funding bids were awarded through DCC procurement process to a range of local organisations using funding from the Scottish Government. The positive learning experiences from the Multiagency Strategic Approach has continued into 2023, despite no funding being available from Scottish Government. The Strategic Multiagency Group are currently exploring options to continue to provide holiday programme during Summer, Easter and October targeted at disadvantaged children and families by applying for external funding, such as the Whole Family Wellbeing Fund.</p>
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			An increasing number of young people attending local youth work evening provision, some activities are attracting over 100 young people particularly Thursday and Fridays.
3.1.4 CLD Partners will continue to collaborate around external funding bids (e.g., 29,000 Reasons)	Summer 2021	Dundee Youth Work Network	<p>A motivation for setting up the Dundee Youth Work Network was to facilitate greater collaboration around funding bids and the delivery of services. DYWN partner have collaborated on several funding applications, either as a Network or members getting together to discuss applications to external funding. Previously there was a collaboration and agreed delivery around learning loss and funding from the Scottish Government. The most recent collaboration has been around the new Community Support and Youth Diversionary Activities Fund provided by Dundee City Council.</p> <p>DYWN agreed to encourage a more collaborative response to accessing funding by encouraging Local Management groups and other groups to come together to plan proposals that would benefit the whole community rather than competitive approaches to applications. DYWN particularly wanted to support proposals from communities ranked highly on the SIMD by helping them to look for partners to develop collaborative responses.</p>
3.1.5 CLD Partners will review and implement the priorities as identified in new Youth Work Strategy	September 2021	Dundee Youth Work Network	The new Youth Work strategy has yet to be released, once this has been approved, DYWN will consider how we take forward actions across the city.

3.2 CLD Partners will implement the Dundee Partnership framework for engagement and participation of young people.

<i>How will we know?</i>	<i>Timescale</i>	<i>Lead</i>	<i>Progress 1st September 2022 – 31st August 2023</i>
3.2.1 CLD Partners will support young people to express their views & have their voices heard.	Ongoing	Dundee Youth Work Network	<p>This is an on-going action for Youth Work providers within the Dundee Youth Work network with all providers regularly consulting with young people within their own provision to ensure that services continue to meet their needs. In the last quarter CLD Youth Work consulted 416 young people around various issues from the structure and delivery of local programmes to a city-wide evaluation of Dundee Youth Fund processes.</p> <p>DYWN Partners have also supported young people to take part in identifying young people interested in or considering applying to become an MSYP. In the coming months, partners will support young people to exercise their democratic rights by taking part in Dundee's first online voting for the election of local MSYP's, using Young Scot's online portal for the first time to make it easier for young people to vote. The digital approach will enable young people to vote at any time and from any place and partners will</p>

			<p>have more scope to support young people to understand how to vote and make informed choices around candidates.</p> <p>Work has started through the City-wide Pupil Voice group and will be progressed further in the new academic session 2023-24.</p>
3.2.2 CLD Partners will continue to support young people to participate within the democratic process (at a local & citywide level)	August-October 2021	Dundee Youth Work Network	<p>DYWN partners have supported young people to engage in Dundee first Youth Work Participatory Budgeting exercise and, as mentioned above, partners have supported young people to take part in the current process of identifying young people interested in or considering applying to become a local MSYP.</p> <p>See 3.2.1</p>
3.2.3 CLD Partners will consult with young people to find out their ongoing needs during the Covid recovery	August-October 2021	Dundee City Council CLD Service	Action completed – see Dundee CLD plan update – September 2022

3.3.CLD Partners will support the delivery of the Community & Mental Health

<i>How will we know?</i>	<i>Timescale</i>	<i>Lead</i>	<i>Progress 1st September 2022 – 31st August 2023</i>
3.3.1 CLD Partners will provide easily accessible community support for children & young people (as required)	June 2022	Dundee Alliance Group (Cross-Sector Alliance Promise Delivery Group)	<p>The development and maintenance of an Integrated Family Support Hub (IFSH) is a key priority for the Alliance, which is the group bringing together the city council and third sector partners to deliver better outcomes for children and families. The work of the Alliance is underpinned by a CLD approach and driven by the new National Family Support Principles. It is Needs Based in recognising that support should be tailored to fit around each individual family, not be driven by rigid services or structures. It is being designed to cover the full spectrum of available family support from: universal services/community embedded supports, to more tailored support for wellbeing and intensive support (to prevent or in response to statutory interventions). This work aims to provide easily accessible community support.</p> <p>The alliance uses the FORT referral system https://supportandconnectdundee.org/ to provide quick and easy access to community support, with all CLD partners active on the system.</p> <p>CLD youth work and DYWN partners come together monthly to plan accessible community support for children and young people in Dundee.</p>

3.3.2 CLD Partners will establish local community provision	Reviewed annually	Dundee Alliance Group (Cross-Sector Alliance Promise Delivery Group)	<p>CLD partners are working together through the subgroups of the Children and Families Executive board to establish local community provision, examples of key strategic partnership pieces of work progressed in 2022/23 are:</p> <p>Whole Family Wellbeing Fund (WFWF) Implementation of the WFWF to promote transformational change with an emphasis on prevention, community based, whole family support and with community engagement. A partnership event was held to jointly confirm the local context and generate discussion on priorities. Four key themes were identified: workforce development, prevention, commissioning and co-design/community voice. A subgroup, led by Dundee Volunteer and Voluntary Action (DVVA), have taken forward the codesign of bids and community involvement in influencing decision making.</p> <p>What Matters 2 U (WM2U) A steering group is in place with CLD partners as lead. WM2U are concerned with the families who are heard less and who face inequalities and barriers to accessing the help and support at a local level that will help them to thrive, not just survive. WM2U embraces an asset-based perspective and therefore values the important processes that are already in place to enable participation, consultation, and representation. CLD is leading the first phase in in Strathmartine and Lochee with locality-based family involvement at the core. Initially, the Strathmartine LCPP is coordinating an approach involving key statutory and third sector partners alongside local families. Outcomes will also be aligned with wider developments being progressed in the area such as Youth in Iceland, Recovery Cafes and Youth Diversion.</p> <p>Together to Thrive CLD partners are piloting this at a local level. The overarching goal of Together to Thrive is to improve the mental health and wellbeing of children (aged 5-11) with neuro developmental needs, by adapting and redirecting support from specialist mental services to community-based settings. To increase and develop parents' capacity and the confidence of community-based organisations in supporting families with their children's needs.</p> <p>Holiday Provision Strategic Group CLD partners are working together to coordinate local community-based holiday provision targeting children and young people most in need and trying to avoid duplication.</p>
3.3.3 CLD Partners will adopt an early intervention approach to target mental & emotional wellbeing issues	Reviewed annually	Dundee Alliance Group	The Children and Families Executive board is the partnership group which localises the improvement action in the Regional Improvement Collaborative (RIC) and has a focus on early intervention and whole family wellbeing including targeting mental and emotional wellbeing.

CLD partners through transition programmes and School Community Collaboration identify and engage young people in early intervention work around mental and emotional wellbeing issues. An example would be [Positive Minds](#), a peer led training programme with a focus on Mental Health which has run successfully in the East of the city. Once young people have completed the training, they go on to design and deliver sessions to other young people in order to raise awareness of Positive Mental Health. As part of the group young people build their own health and wellbeing and developing their communication and teamwork skills. The sessions are delivered weekly by CLD with input from various partner agencies such as CAMHs and The Corner exploring all aspects of Mental Health. Working in partnership is important when delivering such sensitive subject matter, providing accurate and credible knowledge.

Partnership work with Together to Thrive is a collaborative approach to improving the mental health and wellbeing of children with neuro-developmental needs.

A short life working group has been looking at positive destinations and reviewing services to have early intervention in recognition of the mental and emotional wellbeing issues being of young people and the impact they are having on young people not achieving or sustaining positive destination, a CLD approach is seen as key in addressing this issue.

3.4 CLD Partners will contribute to supporting 'The Promise' Transformation Programme

<i>How will we know?</i>	<i>Timescale</i>	<i>Lead</i>	<i>Progress 1st September 2022 – 31st August 2023</i>
3.4.1 CLD Partners will support the roll-out of the FORT Platform in Dundee	June 2022	Dundee CLD Service	<p>FORT has been rolled out across the city and several partners from the Dundee Youth Work Network are available to be contacted through the system. Referrals to CLD Youth Work have been made by Social Work and Education through the portal. The number of direct referrals to the YW service is still higher than those received through the FORT system, as relationships have been built over years and regular discussions amongst partners often result in youth work referrals. However strategically we are keen to promote and support use of FORT as the priority process for referrals in to CLD Youth Work.</p> <p>FORT training is being delivered on a rolling basis across the partnership and an analysis of the uptake and related data has been conducted.</p>
3.4.2 CLD Partners will maximize targeted support to children and young people at community level (working to ensure the right	Reviewed annually	Dundee Youth Work Network	<p>There is culture of mutual support across partners in the DYWN to try to ensure maximisation of support to young people at a local and citywide level. Going forward there is a desire that the Network look strategically at YW provision across the city to enhance and develop the delivery already taking place but also to look at avoiding duplication and making sure young people have access to the right support from the right agency when required.</p>

support to the right door at the right time)		<p>In partnership with other services, the Council continues to implement Our Promise for Care Experienced Children and Young People. In addition to the new implementation of FORT, a domestic abuse test of change, new kinship care team, Functional Family Therapy, new Young Person's House, additional bedrooms in Young Person's Houses and MRC Mentoring in schools, current projects being developed include WM2U in the 2 locality areas of Strathmartine and Lochee, a review of approaches towards older young people, implementation of the fundings of an AFKA review of internal foster care and coordination of the deployment of Whole Family Wellbeing Funds.</p> <p>Going forwards, key priorities include the deployment of Whole Family Wellbeing Funding with a particular focus on improving preventative support to families with 0–5-year-olds and adolescents; extending kinship support further; and implementing the findings of a review of approaches towards older young people at risk of harm. This will be considered as part of the wider adolescent services review.</p>
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Improving Outcomes for Adults - Lifelong Learning

How we will improve the way we deliver services to adults, focusing on achieving better outcomes for individuals & communities and improved life chances?

CLD Partners work collaboratively to agreed shared priorities.

CLD Partners will target the most disadvantaged within our communities.

CLD Partners will consult with adult learners to improve services.

CLD Partners will collaborate to offer learning opportunities and progression routes for Adult Learners



4.1 CLD Partners work collaboratively to agreed shared priorities

How will we know?	Timescale	Lead	Progress 1 st September 2022 – 31 st August 2023
4.1.1 CLD Partners will strengthen their collaborative approach to addressing agreed shared priorities, particularly around Covid Recovery	June 2022	Dundee Adult Learning Network Dundee and Angus ESOL partnership	<p>Key CLD Partners work together to improve collaboration and create opportunities for adult learners. The Dundee and Angus ESOL Partnership meets regularly to agree priorities, evidenced within the Dundee and Angus ESOL Partnership Agreement.</p> <p>Dundee's Adult Learning Network was established as part of covid recovery across the community-based adult learning (CBAL) sector and co-ordinated by DVVA. Since its inception, the Adult Learning network, membership has grown from 35 to 58 member organisations in 2023. A new CBAL Facebook page is helping to raise awareness and build connections.</p> <p>The Adult Learning network members worked together to organise an awareness raising event in the central area of the city at Boomerang in late January 2023. Over 100 adults attended with 14 CBAL providers offering an AL activity. The next event was held in Douglas, in the East End of the city on the 31st August 2023 – the evaluation of this event has not been compiled at the time of writing.</p> <p>CBAL final poster Jan 2023.pdf Summary of evaluations.docx</p>
4.1.2 CLD Partners will collaborate to offer learning opportunities and progression routes for Adult Learners	Reviewed annually	Dundee Adult Learning Network Dundee and Angus ESOL partnership	<p>Key partners are collaborating to develop and deliver Multiply ensuring that adults with varying needs can access numeracy learning in response to their aspirations. A Multiply network of partners will collaborate to create progression opportunities for adult learners.</p> <p>The ESOL Partnership have made improvements to better coordinate provision, avoid duplication whenever possible, and create a cohesive progression pathway for all learners. DCC ESOL Team continue to focus mostly on Foundation and Beginner levels, including ESOL Literacies work, delivering some Elementary and Pre-Int courses, while the College delivers Elementary, Pre-Int, Intermediate, and Upper-Intermediate. The Dundee International Women's Centre (DIWC) offers similar levels of</p>

			<p>proficiency but for females only. DCC and College ran 3 testing sessions together in late August to finalize the timetable and class lists. All of these actions ensure maximum attendance for learners and plenty choices of location, level of study, and intensity.</p> <p>Collaborative work across the Humanitarian partnership and beyond is resulting in increased opportunities for ESOL learners. ESOL partners in Dundee are in regular contact with the Angus and Fife ESOL Teams for referrals as learners move area, for example when those residing in hotels start a tenancy out with the city.</p>
4.1.3 CLD Partners will review and implement the priorities as identified in new Adult Learning Strategy	Reviewed annually	Dundee Adult Learning Network	<p>Adult Learning Strategy: Expanding and Extending Adult Learning.</p> <p>The aim of the Adult Learning Strategy 2022 to 2027 is to develop more positive pathways for adult learners. Locally a number of strategic partnerships work together to achieve this aim, including Dundee and Angus ESOL Partnership, the Dundee Humanitarian Partnership, Dundee's Community Based Adult Learning Network and the newly established Multiply network.</p> <p>In terms of expanding and extending adult learning, strategic funding has increased adult learning opportunities across sectors. This includes additional Humanitarian funding which expanded essential ESOL provision for Ukrainian learners. Multiply funding has been allocated across sectors to extend the numeracy learning offer, from first level community based to further education and vocational opportunities. Additional funding is allocated to 3rd sector partners including Lead Scotland, Dundee International Women's' Centre and DVVA to expand their learning offer, including ICT and home-based literacy provision.</p> <p>Although the focus of the AL Strategy is on community-based adult learning, it may be helpful to consider strengthening connections locally between community-based, further and higher education providers and other relevant services such as Skills Development Scotland. Improved connections can help to further expand and extend adult learning locally.</p> <p>Adult Learning Strategy: CLD partners Connecting the Adult Learning Journey.</p> <p>Partners work well together locally to ensure learners have access to information, advice and guidance as part of their learning journey. The AL network undertook a mapping exercise to identify CBAL providers/provision across the city, findings of which were shared across the network to improve awareness. The network organised an event for local adults to come along and find out more about local opportunities and similar events are planned for other areas across the city.</p> <p>ESOL Gateway provision ensures that learners receive advice, guidance and information from the CLD ESOL team about adult learning and community provision across the city to help them settle and build connections whilst developing language skills and confidence.</p>

Multiply partners will work together to connect the adult numeracy learning journey, ensuring that progression opportunities are explored and developed.

Improved collaboration between community-based, further and higher education partners and relevant partners such as Skills Development Scotland may further support fair access to learning and progression.

Adult Learning Strategy: Access, Diversity and Inclusion.
 Adult Learning Partners across the city work to reduce barriers to participation including, for example, through the provision of creche, accessible premises and 1-to-1 support if a learner is not yet ready for a group setting. Funding streams detailed elsewhere promote access for specific groups through projects such as LEAD Scotland's home-based learning with adults with disabilities or cares, or DIWC work with Black and Minority Ethnic women. Partners will continue to respect and promote access, diversity and inclusion when developing and delivering Multiply provision.

4.2 CLD Partners will target the most disadvantaged within our communities

<i>How will we know?</i>	<i>Timescale</i>	<i>Lead</i>	<i>Progress 1st September 2022 – 31st August 2023</i>
4.2.1 Use of SIMD data to target those who would benefit most from engaging with services.	Reviewed annually	Dundee Adult Learning Network	Post-COVID the Literacies team were relocated from a central base to work within areas of deprivation linked to SIMD data. By delivering adult literacies in community centres and integrating more into local areas, provision is more accessible to local people. Literacies provision has consistently engaged approximately 60% learners from SIMD households and the team will continue to use SIMD data to target potential learners.
4.2.2 Use of Home Office data to target those who would benefit from engaging with services	Reviewed annually	Humanitarian Partnership	The Adult Learning ESOL team have pulled together the first ever community profile of refugees living in the city. You can view it here Community profile resettled refugees 2023

4.3 CLD Partners will consult with adult learners to improve services

How will we know?	Timescale	Lead	Progress 1 st September 2022 – 31 st August 2023
4.3.1 Adult Learners will inform and shape their learning.	Reviewed annually	Dundee Adult Learning Network Dundee and Angus ESOL partnership	<p>Adult learning providers, including literacies and ESOL negotiate learning goals on an ongoing basis. Dundee and Angus ESOL learners were consulted by the Dundee and Angus ESOL partnership in June 2023 about their experiences of learning English in the city, the findings from which were used to shape provision.</p> <p>It would be helpful to capture and share practice in this area across the Adult Learning and Multiply networks and propose this as an area for collaboration from 2023 to 2024.</p>
4.3.2 Adult Learners will develop their own learning programmes	Reviewed annually	BERA, HERA	<p>Community led adult learning associations in the East and West of the city run community-based adult learning programmes. The Harris Education and Recreation Association moved online during the COVID pandemic, resulting in falling numbers and committee members, but have managed to resume a full and vibrant programme for adults in the East of the city (HERA).</p> <p>The Broughty Ferry Education and Recreation Association (BERA) flourished as a result of moving online, with only one class (jewellery making) returning to the school after the pandemic. The others are delivered by Zoom and run continuously. Meditation, yoga and Spanish run throughout the year with only short breaks when the tutors take a holiday.</p>
4.3.3 Upskill Adult Learners to better engage with ICT (low & higher levels).	Reviewed annually	Dundee Adult Learning Network Dundee and Angus ESOL partnership	<p>Dundee City Council provides funding for Adult Learning Network members in the 3rd sector to develop and deliver ICT provision across the city. Lead Scotland, Dundee International Women's' Centre and Brooksbank provide 1-to-1 and group ICT provision, including learning at home opportunities for disabled learners. Post covid, the expansion of CLD Literacies provision has resulted in ICT groups in Menzieshill, Finmill, Mill O'Mains, Hilltown and Douglas. AL network partners supported adults to secure Connecting Scotland devices. The Aphasia group supports adults with aphasia to upskill in ICT, having secured funding from Open Funding for 50 plus and Nine Trades. The combined approach of expansion of equipment and locations has improved access to ICT support for adult learners across the city.</p> <p>The challenge going forward will be to ensure that staff across sectors are skilled and confident to deliver quality provision with up-to-date equipment and subsequently a digital strategy for the CLD service and partners has been developed and is available here.</p>

4.4 CLD Partners will collaborate to offer progression routes for Adult Learners

How will we know?	Timescale	Lead	Progress 1 st September 2022 – 31 st August 2023
<p>4.4.1</p> <p>CLD Partners will strengthen their collaborative approach to improve pathways to employment, further education, involvement within their local communities</p>	August 2023	<p>Dundee Adult Learning Network</p> <p>Dundee & Angus ESOL Partnership</p>	<p>Dundee and Angus ESOL partnership have agreed a clear framework to respond to the Ukrainian crisis and work together create a learner pathway for new arrivals. Collaborative work across the Humanitarian partnership and beyond is resulting in increased opportunities for ESOL learners. The AL network mapped provision and this has improved connections and awareness of al provision. The network has also resulted in specific collaborations to improve the learner experience (e.g., Literacies staff and Boomerang joint project).</p> <p>The Multiply partnership will deliver numeracy at varying levels in response to adults' needs, including community-based providers, DCC CLD and Dundee and Angus College. The new partnership will look specifically at how members delivering Multiply might share learning and improve existing or create new pathways for numeracy learners.</p>

Learning and Workforce Development

How we will improve the way we develop our workforce

CLD Partners will collaborate to identify relevant workforce development needs - produce a 3-year workforce development plan which will be monitored & evaluated annually.

CLD Partners will develop and deliver learning opportunities for CLD staff based on identified need, with specific focus on the CLD Standards Council's Workforce Development Action Plan priorities of, Building Leadership Capacity; Management skills; Digital skills; CLD Competences and CLD Code of Ethics.

CLD Partners will promote a strong professional identity.

CLD Partners will continue to implement the recommendations from the 'Working with Scotland's Communities – CLD Workforce Study 2018', led by Education Scotland



5.1 CLD Partners will collaborate to agree skills/professional learning opportunities, as identified, for workforce

How will we know?	Timescale	Lead	Progress 1 st September 2022 – 31 st August 2023
5.1.1 Regional Partners work together to identify shared learning needs – produce a workforce development plan.	Reviewed annually.	Tayside and Fife Professional Learning Alliance (TFPLA)	The Tayside and Fife Professional Learning Network CPD Framework 2021-2024 is updated annually to ensure that it continues to be responsive to the needs of the sector.
5.1.2 Increase in the number of partner organisations engaged in planning & delivery of CLD professional learning opportunities, including the Tayside Regional Improvement Collaborative, Third sector organisations and FE providers.	Reviewed annually	Tayside and Fife Professional Learning Alliance (TFPLA)	<p>TFPLA have identified the need to increase the participation of 3rd sector colleagues in the alliance. In 2023/24 we will work with local and regional youth work, adult learning and community development networks to expand our network.</p> <p>The newly formed Dundee adult learning network will work together to support the CPD needs of the sector: Dundee CBAL Network - Revised Feb 2023 as evidenced here Summary of evaluations</p> <p>The Dundee Youth Work Network come together regularly to identify areas of common concern and shared responses DYWN Meeting 270223, DYWN Meeting 290323, DYWN Notes May 2023</p> <p>The Community Health Team have developed and updated the Poverty Sensitive Practice Session, also developing a training for trainers course in partnership with Directorate of Public Health. See 2.4.1 for more information.</p>

			<p>The Directorate of Public Health training team, the Community Health Inequalities Manager, and the Community Health Team established a short life working group to develop a sustainable model of training for mental health promotion and inequalities sensitive practice. This will result in a new programme that builds the capacity of the public, volunteers, and professionals to be part of the wider public mental health workforce.</p> <p>Within Children and Families, The Tayside Regional Improvement Collaborative have developed the Emotional Mental Health and Wellbeing Strategy and Toolkit, alongside targeted Children's Mental Health and Wellbeing funded initiatives.</p>
5.1.3 Coordinate a strategic grouping to consider further progression pathways/accredited learning opportunities	August 2021	<p>CLD Standards Council FE/HE group.</p> <p>Tayside and Fife Professional Learning Alliance (TFPLA)</p>	<p>CLD Standards Council FE/HE group will take forward this. Representatives from TFPLA feed into the grouping and vice versa.</p> <p>Regionally TFPLA are working together to deliver PDA in youth work.</p>

5.2 CLD Partners will develop/deliver a range of learning opportunities to CLD staff based on identified need, to meet priorities agreed across CLD Partnerships.

<i>How will we know?</i>	<i>Timescale</i>	<i>Lead</i>	<i>Progress 1st September 2022 – 31st August 2023</i>
5.2.1 Learning opportunities developed and delivered across CLD Partners	Reviewed June 2022	Tayside and Fife Professional Learning Alliance (TFPLA)	<p>Post COVID regional and local CPD networks are beginning to resume opportunities for face-to-face professional learning. Regional youth work and adult learning events have been held in 2023. Locally youth work and adult learning partnerships have met to identify the needs of the sector with some shared training opportunities offered. Reports can be accessed via the links below:</p> <p>TS&F AL network report June 23</p> <p>Tayside and Fife Youth Event 9.3.23</p> <p>TFPLA CPD Framework 2021-24</p>
5.2.2 Increased participation in learning opportunities across CLD Partners, particularly from third sector orgs.	Reviewed June 2022	Tayside and Fife Professional Learning Alliance (TFPLA)	<p>As well as opportunities developed through local networks, in 2023/24 TSFPLA will partner with the CLD Standards Council for Scotland to offer local member meet ups which will help us to promote the alliance and identify the needs of the sector.</p> <p>TFPLA have an action in our CPD framework for 2023/24 to increase participation of 3rd sector colleagues in alliance.</p>

5.2.3 Monitor & evaluate the impact on practice, from CLD participants	Reviewed June 2022	Tayside and Fife Professional Learning Alliance (TFPLA)	TFPLA evaluate and gather feedback about the impact of CLD professional opportunities from participants. For example, feedback from online sessions held during the annual winter learning festival show that professional learning opportunities met the needs of the sector Tayside and Fife evaluation responses as of 200223
5.2.4 Further develop the pathway for students, staff, partners & volunteers to access accredited learning opportunities which will facilitate career progression.	Annually Jan (start of process)	CLD Standards Council FE/HE group. Tayside and Fife Professional Learning Alliance (TFPLA)	CLD standards council Further Education and Higher Education (FE/HE) group are taking this forward. Regionally we continue to offer support to access professional training for staff working in the CLD sector through the TFPLA. Staff across TFPLA are working on delivering the PDA youth work.

5.3 CLD Partners will promote a strong professional identity.

<i>How will we know?</i>	<i>Timescale</i>	<i>Lead</i>	<i>Progress 1st September 2022 – 31st August 2023</i>
5.3.1 All Tayside & Fife Professional Learning Alliance learning opportunities will support and promote membership of the CLD Standards Council.	Ongoing	Tayside and Fife Professional Learning Alliance (TFPLA)	Membership promoted at all events
5.3.2 Professional identity is strengthened by opportunities to share good practice with CLD Partners at a local and regional level.	Ongoing	Tayside and Fife Professional Learning Alliance (TFPLA)	Feedback from TFPLA Adult Learning and youth work events and local Adult Learning and Youth Work Networks show that practitioners enjoy the opportunity to come together to network and share practice.

5.3.3 Theory underpinning professional practice is highlighted through further development of Praxis Lunches (COMMedtalks) between CLD academics and students; CLD Practitioners; volunteers and community activists.	Monthly meetings	Dundee University/DCC	The Praxis Lunch seminars series have been running for the past six years. There is representation from students, academics, practitioners from local authority and voluntary organisations and CLDSC. They have been hosted in a range of settings, including community centres, University of Dundee and University of Edinburgh. They have also been online and hybrid sessions. The last series in April to June 2023 covered the topics of citizen panels, trauma informed youth work spaces and deliberative democracy. The seminars are a joint initiative between CLD at DCC and the University of Dundee.
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5.4 CLD Partners will continue to implement the recommendations from the 'Working with Scotland's Communities – CLD Workforce Study 2018'

How will we know?	Timescale	Lead	Progress 1 st September 2022 – 31 st August 2023
5.4.1 Further develop the digital skills of the CLD workforce, particularly around Covid recovery and online learning.	Ongoing	DCC, SCVO Digital Skills Team, YouthLink Scotland	<p>Colleagues from learning and organisational development have supported the development of digital skills for the CLD service. You can read about this work here. In addition, CLD staff working for DCC can access regular support and training both face to face and online.</p> <p>Many practitioners across the city attended the Youth Link Scotland Digital Youth Work Conference in Dundee in February 2023, while practitioners working in health, social work, FE, HE, adult learning and community development attended the SCVO Digital Team Dundee event in April 2023.</p> <p>A digital strategy for the CLD service and partners has been completed and is available here. CLD partners will continue to work together to respond to the recommendations of the digital strategy in 2023/24. The key findings of this report are:</p> <ul style="list-style-type: none"> • During the COVID pandemic, the Communities service demonstrated agility by quickly pivoting to providing online learning and support to communities in very difficult circumstances. Post covid, the Communities service has gone back to predominantly working face to face with learners and community groups. • To empower and enable people to fully participate in an increasingly digital online society, the opportunity to develop and improve digital skills should be incorporated into all CLD provision as much as possible. Choice over engaging face to face or online should be incorporated into provision whenever practicable as part of an inclusive learning offer. • Most of the CLD workforce have good and improving digital skills. The use of M365 tools is increasing. Use of other platforms and tools to support learning is limited, but there are

			<p>pockets of good practice to be shared. At present there are 15 Digital Champions within the Communities service who can share and support learning across teams.</p> <ul style="list-style-type: none"> As the Council and other public bodies move forward on the digitisation of services at pace, it will become increasingly important that people in more disadvantaged communities are not left behind. A place-based approach to digital inclusion can be developed to ensure best use of resources and skills across local providers. <p>The recommendations of the report are:</p> <ul style="list-style-type: none"> CLD partners use digital skills development as a means of addressing inequalities. CLD partners embed digital methodologies in the CLD learning offer. CLD partners develop the learning culture and opportunities for staff digital skills development. CLD partners take a place-based approach to digital inclusion with key partner providers.
5.4.2 Develop high quality student placement/internship opportunities.	Annually	Dundee University/DCC Tayside and Fife Professional Learning Alliance (TFPLA)	Action Completed – see update September 2022.
5.4.3 Work collaboratively with University of Dundee to offer learning resources that support new and existing placement supervisors	Ongoing	Dundee University/DCC Tayside and Fife Professional Learning Alliance (TFPLA)	Ongoing engagement and work with the University continues. Workshop was provided to give an overview of the BA (Hons) Community Education course, placements & internships, the role of the supervisor. Time for discussion & questions was also included. As well as the outcomes noted above, this workshop provided an opportunity to learn more about all aspects of the BA (Hons) Community Education programme and to increase placement offers across Tayside and Fife. See TFPLA report 2022/23
5.4.4 Develop learning opportunities that embed leadership and management skills	Completed	CLD Managers Scotland Education Scotland Tayside and Fife Professional	A key focus for the development of leadership and managements has been through CLD and its partners taking part in a series of Columba 1400 Values based leadership (VBL) Courses. CLD practitioners and partners from Social Work, Education, Housing, Police, NHS and voluntary sector have taken part in VBL sessions and residentials. This is now being rolled out as part of what matters 2 U to include families in communities.

		Learning Alliance (TFPLA)	
5.4.5 Implement the CLD in Leadership Programme	Completed	CLD Managers Scotland Education Scotland Tayside and Fife Professional Learning Alliance (TFPLA)	CLD partners including Education Scotland and Community Learning and Development Mangers Scotland have worked together to develop and implement a CLD leadership programme which has been rolled out to anyone on a CLD leadership role. Dundee contributed to the development and delivery of this, as well as sending participants along to attend the courses as a leadership upskilling experience.
5.4.6 Create opportunities for reflective practice and professional learning.	Monthly/ annually	DCC, CLD Standards Council, Education Scotland Tayside and Fife Professional Learning Alliance (TFPLA)	TFPLA winter learning festival events are widely promoted and available to practitioners across Scotland. Like all of the events and actions described above, these provide opportunities for reflective practice and professional learning. The impact of some these opportunities is captured here .

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Appendices

Appendix 1: CLD actions in strategic plans linked to Dundee's CLD Plan

City Plan outcomes linked to the CLD plan:

- DPCityPlan-C-2.3 Target and support groups of young people at risk from early initiation into alcohol/drug use.
- DPCityPlan-C-2.9 Improve access to mutual-aid and peer-support recovery groups to help people avoid relapse.
- DPCityPlan-C-3.1 Increase delivery of mental health awareness training
- DPCityPlan-C-3.10 Expand and scale up the Making Recovery Real Network approach in localities
- DPCityPlan-C-3.12 Increase Crisis and Suicide prevention training to front-line staff and communities
- DPCityPlan-E-2.1 Review and relaunch local community planning partnerships
- DPCityPlan-E-2.3 Increase community asset transfer
- CityPlan_Jobs_1.1 Deliver an extensive community wealth building strategy, ensuring the maximum level of investment possible is retained within Dundee to support local jobs.
- CityPlan_Inc_1.2 Implement the recommendations of The Promise to deliver the Scottish Government's commitment to care for Scotland's most vulnerable children and give them the best possible childhood.
- CityPlan_Edu_1.1 Increase the percentage of care experienced young people in positive destinations

Council Plan outcomes linked to the CLD plan:

- CP 2022-27 020 Percentage of spend allocated by Participatory Budgeting
- CouncilPlan_Cli_1.3 Deliver Scotland's first council-led green participatory budgeting initiative – Dundee Climate Fund
- CouncilPlan_CP_1.3 Build on the United Nations Convention on the Rights of the Child #MakeItRight campaign encouraging young people to know about their rights under the UNCRC, and for adults and the public sector to help safeguard those rights
- CouncilPlan_CP_1.7 Monitor progress of the Local Fairness Initiatives to ensure support and engagement across council services, as well as implementing changes to services or policies, as appropriate
- CouncilPlan_Ec_4 Increase and enhance employment pathways, in particular supporting around 11,000 unemployed or economically inactive people towards job seeking and 16-19 year olds into positive destinations
- CouncilPlan_Emp_2 Maximise participatory budgeting in all forms
- CouncilPlan_Emp_3 Increase community ownership of Council owned assets
- CouncilPlan_BRE_1 Number of Dundee Citizens contributing to local community plan outcomes
- LACDPI02 Digital literacy sessions (Delivered Quarterly)

Equalities Action Plan outcomes linked to the CLD plan:

- EO-21-25-1.10b Community Learning & Development will support refugees and asylum seekers to gain language and other skills to enable them to build new lives in Dundee.
- EO-21-25-3.1c Implement Our Promise for Care Experienced Children, Young People and Care Leavers 2021-23.
- EO-21-25-4.3c Focus Community Learning & Development Youth Work activities on the needs of the most vulnerable within communities
- EO-21-25-4.3d Strengthen Community Learning & Development Partners' collaborative approach to addressing agreed shared priorities, particularly around COVID recovery (mental health & wellbeing; Learning Loss; Transition Work and Young Carers)
- EO-21-25-6.2a Develop and implement engagement strategy and series of events with community groups representing those with protected characteristics
- EO-21-25-6.2b Identify key priority areas with these groups and appropriate activities and implement actions through community learning and development plans
- EO-21-25-7.1a Use SIMD data to target & prioritise partnership work

- EO-21-25-7.1c Target work to the most disadvantaged communities including focused local fairness initiatives in Linlathen and Stobswell West
- EO-21-25-7.1b Use the findings of Engage Dundee 2021 as well as other engagement work to target our work
- EO-21-25-7.1a Use SIMD data to target & prioritise partnership work
- EO-21-25-7.2b Re-develop and deliver Poverty and Sensitivity Training to relevant staff and partner organisations; who support equalities mainstreaming work.

Dundee Partnership Fairness Action Plan 2022-2023 outcomes linked to the CLD plan:

- DPFA03.B14 Ensure that services are informed by individuals with lived experience, through the collation of Feedback and information, and provision of research findings and reports.
- DPFA03.E1 Re-model mental health and wellbeing community services by developing early intervention services and crisis care models, including services delivered from GP Practice and 'peer navigation' services within acute hospital and accident and emergency setting
- DPFA03.E3 Developing a city wide approach to social prescribing and enhancing skills of health professionals (or staff) working in GP practices to use social prescribing approaches
- DPFA03.F4 Expand Poverty Sensitive Practice Training
- DPFA03.F8 Undertake research to understand the stigma and challenges experienced by people struggling against in work poverty
- DPFA03.F10 Develop and Implement Recovery Friendly Lochee Initiative
- DPFA03.F14 Review and co-ordinate local activity to tackle loneliness and social exclusion
- DPFA04.C.2 Implement learning from "What matters to you"
- DPFA04.C.3 Set up a support hub within Morgan Academy where services can do outreach to support families e.g. money advice, employability etc. This will include a trial of welfare rights supports also
- DPFA04.E.1 Deliver training on FORT to schools that will lead to increased referrals
- DPFA03.E8 Re-start the face to face drop in service for care experienced young people to allow for support, guidance and discussion to improve overall wellbeing
- DPFA04.F.3 Develop youth activities via CLD youth workers teams
- DPFA04.F.4 Develop activities and learning from Summer of Play
- DPFA04.F.6 Expand delivery of Dignity and Right To Food awareness sessions for service providers who work with clients facing food insecurity
- DPFA04.F.7 Expand the awareness of "Responding to Poverty and Health Inequalities in Dundee" training delivered by Community Health Team in partnership with DCC Community Planning Team

Neighbourhood Services Plan outcomes linked to the CLD plan:

- NSPI001 Develop stronger more resilient, supportive, influential and inclusive communities and improve life chances for people of all ages through learning, personal development and active citizenship by targeting the most vulnerable and hard to reach citizens within local communities.

Neighbourhood Services Recovery Plan outcomes linked to the CLD plan:

- NSRP05 Refugee Programme - expectation is that approx. 4-6 families to arrive each year once normal services resumed.
- NSRP06 Implement city wide engagement strategy including 3-year cycle of Engage Dundee – Local Community Plans – Engage Dundee – Plan reviews
- NSRP07 Currently engaging with Dundee Association of Local Management Group to develop the service recovery plans their programmes in community centres, once all services can open.
- NSRP08 Supporting network of Community groups including CCs, DFTA CRF and NRS to look at their role beyond lockdown. Look at external funding and income generation for LMGs
- NSRP09 Review of ESOL & Literacies Team as part of service re design.
- NSRP10 The Recovery Friendly agenda is taken forward in local communities in a safe manner and includes new actions relevant to the impact of the pandemic on people in recovery.

Children and Families Service Plan

- CFSP1009 % of Care Experienced Leavers Entering a Positive Destination
- CHN21 % of 16-19 Year Olds participating in Education, Training or Employment

Appendix 2: Dundee's CLD Plan and associated Pentana codes

Building Stronger Communities

How will we know?	Pentana indicator
1.1.1 CLD Partners will target their work to the most disadvantaged communities including focused pieces of work in Linlathen and West Stobswell.	<ul style="list-style-type: none"> • NSPI001 Develop stronger more resilient, supportive, influential and inclusive communities and improve life chances for people of all ages through learning, personal development and active citizenship by targeting the most vulnerable and hard to reach citizens within local communities • EO-21-25-7.1c Target work to the most disadvantaged communities including focused local fairness initiatives in Linlathen and Stobswell West • CouncilPlan_CP_1.7 Monitor progress of the Local Fairness Initiatives to ensure support and engagement across council services, as well as implementing changes to services or policies, as appropriate • DPFA04.F.6 Expand delivery of Dignity and Right To Food awareness sessions for service providers who work with clients facing food insecurity
1.1.2 CLD Partners will use the findings of Engage Dundee 2021 as well as other engagement work to target their work.	<ul style="list-style-type: none"> • EO-21-25-7.1b Use the findings of Engage Dundee 2021 as well as other engagement work to target our work • NSRP06 Implement city wide engagement strategy including 3-year cycle of Engage Dundee – Local Community Plans – Engage Dundee – Plan reviews
1.1.3 CLD Partnerships will use SIMD data to target & prioritise their work.	<ul style="list-style-type: none"> • EO-21-25-7.1a Use SIMD data to target & prioritise partnership work • 3PA BOApr23004a Number of individuals in Maryfield from the SIMD data zones in the 20% most deprived in Scotland accessing the food larder. • 3PA BOApr23004b Value of food provision being distributed through the larder to individuals in Maryfield from the SIMD data zones in the 20% most deprived in Scotland • 3PAU12Apr2301 Number of food provision sessions for participants from Linlathen and Mid-Craigie
1.2.1 CLD Partners will ensure that community groups include people with lived experience of inequality and disadvantage	<ul style="list-style-type: none"> • DCLDP_1.2.1 CLD Partners will ensure that community groups include people with lived experience of inequality and disadvantage • DPFA03.B14 Ensure that services are informed by individuals with lived experience, through the collation of Feedback and information, and provision of research findings and reports. • DPFA03.F8 Undertake research to understand the stigma and challenges experienced by people struggling against in work poverty
1.2.2. CLD Partners will broaden citizen involvement	<ul style="list-style-type: none"> • DCLDP_1.2.2 CLD Partners will broaden citizen involvement • DPCityPlan-E-2.1 Review and relaunch local community planning partnerships • CouncilPlan_BRE1 Number of Dundee Citizens contributing to local community plan outcomes
1.2.3 CLD Partners will facilitate empowered communities by supporting communities with Participation Requests, Community Asset Transfer & Participatory Budgeting	<ul style="list-style-type: none"> • DPCityPlan-E-2.3 Increase community asset transfer • CityPlan_Jobs_1.1 Deliver an extensive community wealth building strategy, ensuring the maximum level of investment possible is retained within Dundee to support local jobs. • CouncilPlan_Cli_1.3 Deliver Scotland's first council-led green participatory budgeting initiative – Dundee Climate Fund • CouncilPlan_Emp_2 Maximise participatory budgeting in all forms • CouncilPlan_Emp_3 Increase community ownership of Council owned assets • CP 2022-27 020 Percentage of spend allocated by Participatory Budgeting
1.3.1 CLD Partners will support those active within their communities to develop their skills, knowledge & understanding of the wider needs of the community.	<ul style="list-style-type: none"> • DCLDP_1.3.1 CLD Partners will support those active within their communities to develop their skills, knowledge & understanding of the wider needs of the community. • NSRP07 Currently engaging with Dundee Association of Local Management Group to develop the service recovery plans their programmes in community centres, once all services can open. • NSRP08 Supporting network of Community groups including CCs, DFTA CRF and NRS to look at their role beyond lockdown. Look at external funding and income generation for LMGs
1.3.2 CLD Partners will work alongside communities to	<ul style="list-style-type: none"> • DCLDP_1.3.2 CLD Partners will work alongside communities to develop programmes of activities/learning opportunities within community facilities.

develop programmes of activities/learning opportunities within community facilities.	
2. Health Inequalities: promoting more positive and equitable health and wellbeing	
How will we know?	Pentana indicator
2.1.1 CLD partners will target appropriate actions and resources at disadvantaged population groups and communities	<ul style="list-style-type: none"> • DCLDP_2.1.1 CLD partners will target appropriate actions and resources at disadvantaged population groups and communities • EO-21-25-6.2a Develop and implement engagement strategy and series of events with community groups representing those with protected characteristics
2.1.2 CLD partners will develop collective action to tackle health inequalities and their determinants	<ul style="list-style-type: none"> • DCLDP_2.1.2 CLD partners will develop collective action to tackle health inequalities and their determinants • EO-21-25-6.2b Identify key priority areas with these groups and appropriate activities and implement actions through community learning and development plans
2.1.3 A health inequalities and CLD perspective will be included in local and strategic plans	<ul style="list-style-type: none"> • DCLDP_2.1.3 A health inequalities and CLD perspective will be included in local and strategic plans
2.2.1 Partners will use data and intelligence to identify communities and issues of concern	<ul style="list-style-type: none"> • DCLDP_2.2.1 Partners will use data and intelligence to identify communities and issues of concern
2.2.2 Partners will provide appropriate health and wellbeing opportunities at a local level relevant to identified need	<ul style="list-style-type: none"> • DCLDP_2.2.2 Partners will provide appropriate health and wellbeing opportunities at a local level relevant to identified need
2.2.3 Partners will ensure that at-risk individuals, groups, and communities are targeted effectively	<ul style="list-style-type: none"> • NSRP10 The Recovery Friendly agenda is taken forward in local communities in a safe manner and includes new actions relevant to the impact of the pandemic on people in recovery • DPFA03.F10 Develop and Implement Recovery Friendly Lochee Initiative • DPCityPlan-C-2.9 Improve access to mutual-aid and peer-support recovery groups to help people avoid relapse. • DPCityPlan-C-3.10 Expand and scale up the Making Recovery Real Network approach in localities • DPFA03.F14 Review and co-ordinate local activity to tackle loneliness and social exclusion

How will we know?	Pentana indicator
2.2.4 Partners will identify and address barriers to participation	<ul style="list-style-type: none"> DCLDP_2.2.4 Partners will identify and address barriers to participation DPFA03.F4 Expand Poverty Sensitive Practice Training 3PA DI005Apr22 Number of Parents and Carers who are enabled to participate in DCC-funded ESOL learning through the provision of free crèche sessions. 3PA DI006Apr22 Number of free creche sessions provided to enable parents and Carers to participate in DCC-funded ESOL learning 3PA LE05 Number of individuals that report overcoming barriers
2.3.1 Partners will engage with communities on a geographic and issue basis to identify health needs	DCLDP_2.3.1 Partners will engage with communities on a geographic and issue basis to identify health needs
2.3.2 Partners will support local involvement in the development and implementation of health-related plans and actions	DCLDP_2.3.2 Partners will support local involvement in the development and implementation of health-related plans and actions
2.4.1 Partners will recognise and adopt CLD values, principles and approaches as a positive route to achieving specific strategic priorities	<ul style="list-style-type: none"> DCLDP_2.4.1 Partners will recognise and adopt CLD values, principles and approaches as a positive route to achieving specific strategic priorities EO-21-25-7.2b Re-develop and deliver Poverty and Sensitivity Training to relevant staff and partner organisations; who support equalities mainstreaming work.
2.4.2 Partners will adopt social prescribing methodology across the spectrum of approaches to link local people, patients, clients and their carers to services and support.	<ul style="list-style-type: none"> DPFA03.E3 Developing a city wide approach to social prescribing and enhancing skills of health professionals (or staff) working in GP practices to use social prescribing approaches DPFA04.F7 Expand the awareness of "Responding to Poverty and Health Inequalities in Dundee" training delivered by Community Health Team in partnership with DCC Community Planning Team

3. Improving Outcomes for Young People - Work with young people

How will we know?	Pentana indicator
3.1.1 CLD Partners will strengthen their collaborative approach to addressing agreed shared priorities, particularly around COVID recovery (mental health & wellbeing; Learning Loss; Transition Work; Young Carers)	<ul style="list-style-type: none"> DPFA04.F3 Develop youth activities via CLD youth workers teams EO-21-25-4.3d Strengthen Community Learning & Development Partners' collaborative approach to addressing agreed shared priorities, particularly around COVID recovery (mental health & wellbeing; Learning Loss; Transition Work and Young Carers)
3.1.2 CLD Partners will maximise the use of resources and avoid duplication	<ul style="list-style-type: none"> EO-21-25-4.3c Focus Community Learning & Development Youth Work activities on the needs of the most vulnerable within communities DCLDP_3.1.2 Dundee Youth Work Network will maximise the use of resources and avoid duplication
3.1.3 CLD Partners will use/review relevant data sources to ensure they are targeting the most disadvantaged.	<ul style="list-style-type: none"> EO-21-25-4.3c Focus Community Learning & Development Youth Work activities on the needs of the most vulnerable within communities DPCityPlan-C-2.3 Target and support groups of young people at risk from early initiation into alcohol/drug use. DCLDP_3.1.3 CLD partners will use/review relevant data sources to ensure they are targeting the most disadvantaged. DPFA04.F4 Develop activities and learning from Summer of Play

How will we know?	Pentana indicator
3.1.4 CLD Partners will continue to collaborate around external funding bids (e.g. 29,000 Reasons)	<ul style="list-style-type: none"> DCLDP_3.1.4 CLD Partners will continue to collaborate around external funding bids (e.g. 29,000 Reasons)
3.1.5 CLD Partners will review and implement the priorities as identified in new Youth Work Strategy	<ul style="list-style-type: none"> DCLDP_3.1.5 CLD Partners will review and implement the priorities as identified in new Youth Work Strategy
3.2.1 CLD Partners will support young people to express their views & have their voices heard	<ul style="list-style-type: none"> DCLDP_3.2.1 CLD Partners will support young people to express their views & have their voices heard CouncilPlan_CP_1.3 Build on the United Nations Convention on the Rights of the Child #MakeItRight campaign encouraging young people to know about their rights under the UNCRC, and for adults and the public sector to help safeguard those rights
3.2.2. CLD Partners will continue to support young people to participate within the democratic process (at a local & citywide level)	<ul style="list-style-type: none"> DCLDP_3.2.2 CLD Partners will continue to support young people to participate within the democratic process (at a local & citywide level)
3.2.3. CLD Partners will consult with young people to find out their ongoing needs during the Covid recovery	<ul style="list-style-type: none"> DCLDP_3.2.3 CLD Partners will consult with young people to find out their ongoing needs during the Covid recovery
3.3.1 CLD Partners will provide easily accessible community support for children & young people (as required)	<ul style="list-style-type: none"> DCLDP_3.3.1 CLD Partners will provide easily accessible community support for children & young people (as required)
3.3.2 CLD Partners will establish local community provision	<ul style="list-style-type: none"> DCLDP_3.3.2 CLD Partners will establish local community provision
3.3.3 CLD Partners will adopt an early intervention approach to target mental & emotional wellbeing issues	<ul style="list-style-type: none"> DCLDP_3.3.3 CLD Partners will adopt an early intervention approach to target mental & emotional wellbeing issues
3.4.1 CLD Partners will support the roll-out of the FORT Platform in Dundee	<ul style="list-style-type: none"> DCLDP_3.4.1 CLD Partners will support the roll-out of the FORT Platform in Dundee DPFA04.E.1 Deliver training on FORT to schools that will lead to increased referrals
3.4.2 CLD Partners will maximize targeted support to children and young people at community level (working to ensure the right support to the right door at the right time)	<ul style="list-style-type: none"> DCLDP_3.4.2 CLD Partners will maximize targeted support to children and young people at community level (working to ensure the right support to the right door at the right time) CityPlan_Inc_1.2 Implement the recommendations of The Promise to deliver the Scottish Government's commitment to care for Scotland's most vulnerable children and give them the best possible childhood. CityPlan_Edu_1.1 Increase the percentage of care experienced young people in positive destinations EO-21-25-3.1c Implement Our Promise for Care Experienced Children, Young People and Care Leavers 2021-23 DPFA03.E8 Re-start the face to face drop in service for care experienced young people to allow for support, guidance and discussion to improve overall wellbeing CFSPI009 % of Care Experienced Leavers Entering a Positive Destination

4. Improving Outcomes for Adults - Lifelong Learning

How will we know?	Pentana indicator
4.1.1. CLD Partners will strengthen their collaborative approach to addressing agreed shared priorities, particularly around Covid Recovery	<ul style="list-style-type: none"> DCLDP_4.1.1. CLD Partners will strengthen their collaborative approach to addressing agreed shared priorities, particularly around Covid Recovery
4.1.2 CLD Partners will collaborate to offer learning opportunities and progression routes for Adult Learners	<ul style="list-style-type: none"> DCLDP_4.1.2a Adult Learning Network will collaborate to offer learning opportunities and progression routes for Adult Learners DCLDP_4.1.2b Dundee and Angus ESOL Partnership will collaborate to offer learning opportunities and progression routes for Adult Learners
4.1.3 CLD Partners will review and implement the priorities as identified in new Adult Learning Strategy	<ul style="list-style-type: none"> DCLDP_4.1.3.1 Adult Learning Strategy: Expanding and Extending Adult Learning DCLDP_4.1.3.2 Adult Learning Strategy: CLD partners Connecting the Adult Learning Journey DCLDP_4.1.3.3 Adult Learning Strategy: Access, Diversity and Inclusion
4.2.1 Use of SIMD data to target those who would benefit most from engaging with services	<ul style="list-style-type: none"> DCLDP_4.2.1 Use of SIMD data to target those who would benefit most from engaging with services
4.2.2 Use of Home Office data to target those who would benefit from engaging with services	<ul style="list-style-type: none"> EO-21-25-1.10b Community Learning & Development will support refugees and asylum seekers to gain language and other skills to enable them to build new lives in Dundee. NSRP05_Refugee Programme - expectation is that approx. 4-6 families to arrive each year once normal services resumed.
4.3.1 Adult Learners will inform and shape their learning	<ul style="list-style-type: none"> DCLDP_4.3.1 Adult Learners will inform and shape their learning 3PA LE02 Number of action plans co-produced with learners
4.3.2 Adult Learners will develop their own learning programmes	<ul style="list-style-type: none"> 3PA BERA003 Number of committee members involved in planning, organisation and ongoing support of programmes. 3PA BERA001 Number of weeks of programmes delivered. 3PA BERA002 Number of participants attending programmes. 3PA HERA003 Number of committee members involved in planning, organisation and ongoing support of programmes. 3PA HERA001 Number of weeks of programmes delivered. 3PA HERA002 Number of participants attending programmes.
4.3.3 Upskill Adult Learners to better engage with ICT (low & higher levels).	<ul style="list-style-type: none"> DCLDP_4.3.3a Upskill Adult Learners to better engage with ICT (low & higher levels) DCLDP_4.3.3b Develop a digital strategy for the CLD service and its partners, identifying strengths and areas for improvement. LACDPI02 Digital literacy sessions (Delivered Quarterly)
4.4.1 CLD Partners will strengthen their collaborative approach to improve pathways to employment, further education, involvement within their local communities	<ul style="list-style-type: none"> DCLDP_4.4.1 CLD Partners will strengthen their collaborative approach to improve pathways to employment, further education, involvement within their local communities DPFA04.C.2 Implement learning from "What matters to you" DPFA04.C.3 Set up a support hub within Morgan Academy where services can do outreach to support families e.g. money advice, employability etc. This will include a trial of welfare rights supports also

5. Learning and Workforce Development

How will we know?	Pentana indicator
5.1.1 Regional Partners work together to identify shared learning needs – produce a workforce development plan	DCLDP_5.1.1 Regional Partners work together to identify shared learning needs – produce a workforce development plan
5.1.2 Increase in the number of partner organisations engaged in planning & delivery of CLD professional learning opportunities, including the Tayside Regional Improvement Collaborative, Third sector organisations and FE providers.	<ul style="list-style-type: none"> DCLDP_5.1.2 Increase in the number of partner organisations engaged in planning & delivery of CLD professional learning opportunities, including the Tayside Regional Improvement Collaborative, Third sector organisations and FE providers. DPCityPlan-C-3.1 Increase delivery of mental health awareness training DPCityPlan-C-3.12 Increase Crisis and Suicide prevention training to front-line staff and communities
5.1.3 Coordinate a strategic grouping to consider further progression pathways/accredited learning opportunities	<ul style="list-style-type: none"> DCLDP_5.1.3 Coordinate a strategic grouping to consider further progression pathways/accredited learning opportunities CLD Standards Council FE/HE group will take forward this.
5.2.1 Learning opportunities developed and delivered across CLD Partners	<ul style="list-style-type: none"> DCLDP_5.2.1 Learning opportunities developed and delivered across CLD Partners
5.2.2 Increased participation in learning opportunities across CLD Partners, particularly from third sector orgs.	<ul style="list-style-type: none"> DCLDP_5.2.2 Increased participation in learning opportunities across CLD Partners, particularly from third sector orgs.
5.2.3 Monitor & evaluate the impact on practice, from CLD participants	<ul style="list-style-type: none"> DCLDP_5.2.3 Monitor & evaluate the impact on practice, from CLD participants
5.2.4 Further develop the pathway for students, staff, partners & volunteers to access accredited learning opportunities which will facilitate career progression.	<ul style="list-style-type: none"> DCLDP_5.2.4 Further develop the pathway for students, staff, partners & volunteers to access accredited learning opportunities which will facilitate career progression.
5.3.1 All Tayside & Fife Professional Learning Alliance learning opportunities will support and promote membership of the CLD Standards Council.	<ul style="list-style-type: none"> DCLDP_5.3.1 All Tayside & Fife Professional Learning Alliance learning opportunities will support and promote membership of the CLD Standards Council.
5.3.2 Professional identity is strengthened by opportunities to share good practice with CLD Partners at a local and regional level.	<ul style="list-style-type: none"> DCLDP_5.3.2 Professional identity is strengthened by opportunities to share good practice with CLD Partners at a local and regional level.
5.3.3 Theory underpinning professional practice is highlighted through further development of Praxis Lunches (COMMedtalks) between CLD academics and students; CLD Practitioners; volunteers and community activists.	<ul style="list-style-type: none"> DCLDP_5.3.3 Theory underpinning professional practice is highlighted through further development of Praxis Lunches (COMMedtalks) between CLD academics and students; CLD Practitioners; volunteers and community activists.

5.4.1 Further develop the digital skills of the CLD workforce, particularly around Covid recovery and online learning.	<ul style="list-style-type: none"> • DCLDP_5.4.1 Further develop the digital skills of the CLD workforce, particularly around Covid recovery and online learning. • DCLDP_4.3.3b Develop a digital strategy for the CLD service and its partners, identifying strengths and areas for improvement.
5.4.2 Develop high quality student placement/internship opportunities	<ul style="list-style-type: none"> • DCLDP_5.4.2 Develop high quality student placement/internship opportunities
5.4.3 Work collaboratively with University of Dundee to offer learning resources that support new and existing placement supervisors	<ul style="list-style-type: none"> • DCLDP_5.4.3 Work collaboratively with University of Dundee to offer learning resources that support new and existing placement supervisors
5.4.4 Develop learning opportunities that embed leadership and management skills	<ul style="list-style-type: none"> • DCLDP_5.4.4 Develop learning opportunities that embed leadership and management skills
5.4.5 Implement the CLD in Leadership Programme	<ul style="list-style-type: none"> • DCLDP_5.4.5 Implement the CLD in Leadership Programme
5.4.6 Create opportunities for reflective practice and professional learning.	<ul style="list-style-type: none"> • DCLDP_5.4.6 Create opportunities for reflective practice and professional learning.

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Integrated Impact Assessment

Committee Report Number: 281-2023

Document Title: PROGRESS OF COMMUNITY LEARNING AND DEVELOPMENT PLAN 2021-2024

Document Type: Strategy

Description:

Committee report providing annual progress on implementation of the plan

Intended Outcome:

To meet statutory reporting requirements and update elected members and public on progress of plan

Period Covered: 01/11/2021 to 01/09/2024

Monitoring:

6 monthly reporting through pentana

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Equality, Diversity and Human Rights

Impacts & Implications

Age: Positive

Positive impact on young people -A youth work providers network has been established to bring youth work providers together to identify gaps and work together to fill them.

Disability: Positive

Targeted support has been provided to people with disabilities through CLD partners working together.

Gender Reassignment: No Impact

Marriage & Civil Partnership: No Impact

Pregnancy & Maternity: No Impact

Race / Ethnicity: Positive

CLD has provided positive support to Refugees and displaced persons resettlement and English for Speakers of other languages and provided funding to third party organisations such as Dundee International women's centre (DIWC).

Religion or Belief: No Impact

Sex: Positive

Additional support to address barriers around childcare, local venues and dedicated support to DIWC have made participation for women easier.

Sexual Orientation: No Impact

Are any Human Rights not covered by the Equalities questions above impacted by this report?

No

Fairness & Poverty

Geographic Impacts & Implications

Strathmartine:	Positive
Lochee:	Positive
Coldside:	Positive
Maryfield:	Positive
North East:	Positive
East End:	Positive
The Ferry:	No Impact
West End:	No Impact

Positive Implications: The CLD plan and statutory guidance requires resources to be targeted towards highest level of need.

Household Group Impacts and Implications

Looked After Children & Care Leavers: No Impact

Carers: Positive

Dundee Carers are a member of the youth work and adult learning networks and working in partnership with CLD have developed initiatives around numeracy and adult achievement awards directed at carers.

Lone Parent Families: No Impact

Single Female Households with Children: No Impact

Greater number of children and/or young children: Positive

Increased provision for young people has happened via partnership working and the development of the Youth fund as a participatory budgeting exercise.

Pensioners - single / couple: No Impact

Unskilled workers or unemployed: No Impact

Serious & enduring mental health problems: Positive

Positive contribution by CLD to the communities inequalities strand of mental health and wellbeing strategic group identifying and addressing needs and setting up the Community Health Advisory forum to represent the views of people and communities experiencing barriers to good health.

Homeless: No Impact

Drug and/or alcohol problems: Positive

CLD has been responsible for working with communities to look at developed spend at a locality level for recovery allocated from the HSCP to Local Community Planning sub groups.

Offenders & Ex-offenders: No Impact

Socio Economic Disadvantage Impacts & Implications

Employment Status: Positive

Positive partnership working with employability team, especially for refugees and displaced persons.

Education & Skills: Positive

Youth work partnership with schools targeted at young people at risk of not being able to maintain attendance at school. Adult literacies is working with people who haven't achieved at school and is developing their literacy, numeracy and ICT skills.

Income: Positive

Open doors, food larder provision and community centre programmes have targeted those most at risk of being income deprived.

Caring Responsibilities (including Childcare): No Impact

Affordability and accessibility of services: Positive

Low, no cost or grant funded provision addresses issues of affordability and additional support around creche, venues, timing of groups all address accessibility barriers.

Fuel Poverty: No Impact

Cost of Living / Poverty Premium: No Impact

Connectivity / Internet Access: No Impact

Income / Benefit Advice / Income Maximisation: No Impact

Employment Opportunities: No Impact

Education: Positive

Over 1,000 adults benefited from adult learning programmes.

Health: Positive

Health inequalities groups operate in every area to help people understand causes of poor health and take action to improve health outcomes.

Life Expectancy: Not Known

This is not measured from CLD

Mental Health: Positive

Community based mental health interventions have been delivered

Overweight / Obesity: No Impact

Child Health: No Impact

Neighbourhood Satisfaction: Not Known

This information is no longer collated

Transport: No Impact

Environment

Climate Change Impacts

Mitigating Greenhouse Gases: No Impact

Adapting to the effects of climate change: Positive

CLD have supported the climate fund Participatory budgeting which aims to support originations make positive change to address climate issues.

Resource Use Impacts

Energy efficiency & consumption: No Impact

Prevention, reduction, re-use, recovery or recycling of waste: No Impact

Sustainable Procurement: No Impact

Transport Impacts

Accessible transport provision: No Impact

Sustainable modes of transport: No Impact

Natural Environment Impacts

Air, land & water quality: No Impact

Biodiversity: No Impact

Open & green spaces: No Impact

Built Environment Impacts

Built Heritage: No Impact

Housing: No Impact

Is the proposal subject to a Strategic
Environmental Assessment (SEA)?

No further action is required as it does not qualify as a Plan, Programme or Strategy as defined by the Environment Assessment (Scotland) Act 2005.

Corporate Risk

Corporate Risk Impacts

Political Reputational Risk: Positive

This plan update provides the high level partnership action and achievements of CLD.

Economic/Financial Sustainability / Security & Equipment: No Impact

Social Impact / Safety of Staff & Clients: No Impact

Technological / Business or Service Interruption: No Impact

Environmental: No Impact

Legal / Statutory Obligations: Positive

This report complies with the statutory requirement on the City Council, as the lead, to report on the annual progress of the plan towards achieving the plan outcomes.

Organisational / Staffing & Competence: Positive

Workforce learning and development improvements are a required outcome area for inclusion in the plan and this report identifies actions taken to develop the workforce.

Corporate Risk Implications & Mitigation:

The risk implications associated with the subject matter of this report are "business as normal" risks and any increase to the level of risk to the Council is minimal. This is due either to the risk being inherently low or as a result of the risk being transferred in full or in part to another party on a fair and equitable basis. The subject matter is routine and has happened many times before without significant impact.