

Community Learning & Development (CLD) Plan 2021-2024

Engaging and Empowering Communities



Foreword

Working together to improve life chances for people of all ages, including young people in particular, through learning, personal development and active citizenship. Building stronger, healthier, more resilient, supportive and influential communities.

March 2020, the Covid pandemic, changed life for everyone and it is acknowledged that the harms of covid have not been felt equally and that our response to the impact of this pandemic, as we move into recovery, must recognise this. As CLD partners we need to build on the work we have started during covid and develop this to support the emerging needs around people's mental health and wellbeing, take actions to tackle existing inequalities and protect people on low incomes, prioritise marginalized groups and support children, young people, families and communities hardest hit.

We recognise that although we have faced many difficulties over the past year, one of the overwhelming messages of hope has been the response from CLD partners and communities in coming together to help and support each other. We have seen record numbers of volunteers come forward, city wide food provision being rolled out, delivery of medicines, telephone and on-line support and help with the vaccine roll out. We have accessed Connecting Scotland monies and supported communities and learners to move online and through our network of community facilities-maintained access in communities for the most vulnerable. CLD partners have made sure people in communities continued to be involved in the life and decisions of the city, mainly through participating in online forums. The City Council and partners have continued to look at ways to involve people in communities and have sought to identify issues and gain feedback on the impact of lockdown and Covid.

This CLD plan has been drawn up with extensive engagement from the community which has been ongoing throughout the pandemic and will continue during the lifetime of this plan. As a result of this engagement, we have good information from all sections of the community on what the negative and positive impacts have been and we are using this as a starting point to plan our recovery and involve the citizens of Dundee in decisions about shaping the future, ensuring we all work together to provide adequate and efficient CLD support to assist disadvantaged communities to recover from the Covid-19 pandemic.

CLD practitioners were recognised as key workers during the pandemic, continuing to engage with young people, families, adult learners and community organisations, particularly in our most disadvantaged communities and it is recognised CLD has a vital role to play in supporting communities rebuilding from the pandemic and responding to the new challenges ahead. This plan captures 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.



Introduction

Dundee is a city built on the resilience and creativity of those who live and work in it. It is people working together to make positive change which creates a strong sense of community. This has never been tested more than it has in the past 18 months. Through the collective efforts of Dundee's people, private, public and third sector partners working to regenerate and renew the city, coming together as Dundee's Community Planning Partnership, we look to move forward into recovery.

This collective effort has never been more relevant than it is now. The City and its people will work together to identify and address priorities and plan recovery to build back from a world wide pandemic. Dundee Partnership is committed to developing closer relationships with its services and communities by working better together with people of all ages, engaging with them as genuine partners in the city's recovery.

This CLD Plan has been developed within the framework of Dundee Partnership and the City Plan (Local Outcome Improvement Plan). Achieving social inclusion and justice remains the area of the city's vision where the greatest progress is required. The 2020 Scottish Index of Multiple Deprivation shows that 70 out of the 188 data zones in Dundee are in the 20% most deprived in Scotland. 37% of Dundee's population live within these areas, and 66% of those people are of working age. This plan aims to target our high level CLD actions to address inequalities.

It is not intended to articulate the totality of CLD activity across the city, which is wide ranging and is already detailed within other specific plans and strategies. This CLD Plan will focus on the high level priorities for CLD Partners which will bring added value to the collaborative working which exists within Dundee's CPP. The key priority areas (Appendix 1) details how CLD Partners within the city will co-ordinate, strengthen and enhance support for high quality Community Learning & Development during the life of the plan.

This plan will ensure that partnerships are strengthened providing positive outcomes for communities and individuals. CLD leaders are pro-active in developing, promoting and sustaining partnership and collaborative working, embedding a CLD approach to achieve these positive outcomes.

The City Plan (LOIP):

“Dundee will have a strong and sustainable city economy that will provide jobs for the people of Dundee, retain more graduates and make the city a magnet for new talent, offer real choice and opportunity in a city that has tackled the root causes of social and economic exclusion, creating a community which is healthy, safe, confident, educated and empowered, be a vibrant and attractive city with an excellent quality of life where people choose to live, learn, work and visit”

- Dundee Partnership - City Plan for Dundee 2017 to 2026

Impact of COVID 19

More than £1.2m was used during 2020/2021 as part of Dundee City Councils, Supporting People Programme, which focussed on food related support and helping those at financial risk with fuel and discretionary housing payments. A further £834,000 of funding has been allocated to address health & social inequalities.

“It will go into promoting integrated advice and support through community-based services, local and voluntary supports to tackle social isolation and low-level anxiety as we move out of lockdown and additional capacity for domestic abuse services to address increased demand arising from lockdown.”

During the pandemic the equivalent of 3.7m meals were provided, there have been 728 deliveries of three months-worth of free period products, 5,406 children benefitted from winter payments and 6,531 children benefitted from spring payments. More than 6,750 crisis grants were awarded and 1,541 community care grants were allocated. A total of £2.3m of free school meals were funded, feeding an average of 6,203 children a week.

“Any gaps that we identify will be targeted and the sheer effort and scale of the work that has gone on so far will be translated into building back better.”

In an effort to better understand and tackle the recovery process, it has been broken down into four connected themes – people, economy, infrastructure and environment, with a focus on community engagement, child poverty and fairness along with a community wealth building strategy.

- Above quotes from Cllr. Alexander



Cllr John Alexander
Leader of Dundee City Council

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Requirements for CLD

CLD Plans – legislative background

The Requirements for Community Learning and Development (Scotland) Regulations 2013 are subordinate legislation made under section 2 of the Education (Scotland) Act 1980 which requires each education authority to secure adequate and efficient provision for school and further education, which includes community learning and development. Every local authority must conform when discharging its obligations under the 1980 Act.

The Requirements for Community Learning and Development (Scotland) Regulations 2013 apply to every local authority and include the following requirements:

Regulation 2: to secure community learning and development

Regulation 4: to publish plans every 3 years containing information about the provision of community learning and development

CLD Plans should recognize the integration and impact of CLD practice provided by the CLD workforce within the local authority, schools, colleges, third sector and other community planning partners. The aim of CLD Plans is to:

- Co-ordinate the provision of CLD with stakeholders;
- Describe the actions that will be taken by the local authority to provide and co-ordinate CLD between 1 September 2021 and 31 August 2024;
- Describe the actions that will be taken by partners to provide and co-ordinate CLD between 1 September 2021 and 31 August 2024;
- Describe any needs for providing CLD that will not be met between 1 September 2021 and 31 August 2024.

The development of CLD Plans requires a collaborative approach to the co-ordination and delivery of CLD in communities, schools and third sector organisations and should be developed through consultation with partners and learners, with a particular emphasis on people who are vulnerable or marginalised.

CLD Partners will:

- Ensure communities across Scotland – particularly those which are disadvantaged – have access to the CLD support they need;
- Strengthen co-ordination between the full range of CLD providers, ensuring that CPP's, local authorities and other providers of public services respond appropriately to the expectations set by the CLD Strategic Guidance;
- Reinforce the role of communities and learners in assessment, planning and evaluation processes, enabling them to shape CLD provision; and
- Articulate the important role and contribution of CLD and make it more visible

Fundamental to the practice of CLD are the values of:

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

CLD Standards Council



Competent Practitioner



CLD Strategy 18 – 21 Update

Dundee's Community Learning and Development Strategy for the period 2018 to 2021 included the following high level priorities:

1. Strengthening Partnership Working
2. Community Engagement
3. Learning & Workforce Development

Due to the global pandemic, CLD Strategy partners focussed efforts on supporting the people of Dundee by helping those most in need. Extensive collaborative working led to the development of a range of responses which prioritised individual and community need during covid. Examples included food deliveries and helplines which provided much needed support during lockdown and beyond.

Despite the challenges of covid, the following outcomes were achieved during the period of the 2018 to 2021 CLD Strategy:

Strengthening Partnership Working

Local Community Planning Partnerships exist within each of the 8 wards in the city and worked collaboratively and with local people to improve lives and communities. A review of Local Learning Partnerships resulted in refreshed joint actions including improving free school meal uptake and expanding provision to support children in their transition from P7 to S1. An evaluation of the existing Local Community Plans and processes is underway, the findings of which will inform and improve current practice.

The CLD strategy resulted in the development of **Dundee City's Engagement and Participation Framework** which has been adopted by the Dundee Partnership to further promote good practice in engagement across the city.

Community Engagement

Dundee's approach to engagement **Engage Dundee** is now embedded within the Dundee Partnership's approach to connecting with the people of the city. Building on success of the initial award winning Engage Dundee in 2018, the approach was used during 2020 to engage with people around covid related issues and Engage 2021 is currently underway to inform future actions related to recovery going forward.

Learning & Workforce Development

Dundee hosted the World Community Development Conference in 2019 with over 400 local, national and international delegates attending. In terms of local activity a wide range of learning opportunities were delivered, including monthly praxis lunch sessions presented in partnership with the University of Dundee. The Tayside and Fife Professional Learning Alliance responded to the challenges and opportunities presented by covid by equipping CLD practitioners with the digital skills required to respond to the pandemic. This enabled CLD practitioners to connect with each other and to deliver essential online learning for participants. Practitioners registered with the CLD Standards Council has increased from 73 @ 2018 to 131 @ 2021 for Dundee City, with a total of 346 @ 2021 for the whole of Tayside & Fife. The combined efforts of partners in achieving the aims of the previous Strategy whilst responding to the covid crisis has led to a strengthening of existing partnerships and the development of new connections across the CLD sector in Dundee.



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PEOPLE, PLACE AND POWER

24-26 June 2019
Dundee, Scotland

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Involvement

Identifying Need Within Local Communities

“The needs of learners and communities should clearly inform priorities and there should be evidence of effective community engagement which is enabling learners and groups of all ages to have ownership of CLD priorities in the area.”

The CLD Plan has been developed from data, SIMD information and the high level priorities in it come from the needs of the community. The CLD Plan will operate alongside the City Plan (Local Outcome Improvement Plan) and the Council Plan.



In summer 2020, a number of surveys were carried out to explore the experiences of specific communities of interest during lockdown including:

- Fairness Commission
- Food Insecurity Network
- A People's Assembly in each of the 8 Multi-Member Wards
- Dundee Carers' Partnership
- Lockdown, Lowdown
- Dundee and Angus ESOL Learner Survey.

Engage Dundee



What has Coronavirus and lockdown meant for you?



Engage Dundee 2020 was a city-wide whole population piece of engagement work that complimented the surveys as highlighted on previous page. The information from all of these was used to inform the questions in Engage Dundee 2021. Using an adapted form of the Place Standard Tool, Engage Dundee 2021 was a city wide whole population exercise carried out in June-July 2021 to ask Dundee's citizens for priorities for building back better.

Local Community Planning Partnerships work to address local needs and aspirations in each of the 8 multi member wards. LCPP's help drive community empowerment by supporting local people to work in partnership with services to address these local issues.

CLD partners shared use of data has now been embedded, with most now reporting and monitoring outcome Performance Indicators within the council's Performance Management System – Pentana. Local Community Plan Actions will also be monitored using the shared Pentana system.

For me, being part of the Fairness Commission has shown me how much things can be improved. I would say it's because it's ran by people who have lived experience, it makes things a bit more legit and overall I would say that this has been the best community project I've been involved in.

- Chris

Engage Dundee Surveys 2020/2021 Dundee City Council Community Learning and Development service undertook the Engage Dundee survey in August 2020 as part of the city's Local Community Planning Process. The survey was developed in partnership with colleagues in Dundee Health and Social Care Partnership, the Public Health Directorate of NHS Tayside and the Council's Research and Information Team. Local Community Planning Partnerships across the city deliver locality working to address need and involved communities and further strengthen community empowerment across the city.

Unmet Need

The Communities Team in Dundee City Council have been heavily involved in a range of surveys to gather evidence of the impact of the Covid 19 pandemic and lockdown measures on Dundee's citizens, in particular, those who experience some form of disadvantage or deprivation. Results showed that the effects of the pandemic have been profound and have exacerbated for many what were already difficult life circumstances. Other people who were managing before have been thrust into poverty through job loss, furlough, caring responsibilities, bereavement or ill health. Very few people have escaped the mental health impacts of the pandemic and local surveys 37% of respondents had concerns about their own mental health or that of someone they knew.

Evidence also suggests that there have been impacts on physical health and lifestyle behaviours due to factors such as shielding, the closure of facilities and services, and unhealthy coping strategies of individuals. As detailed above the impact of the pandemic across the city has been wide ranging. Although there will continue to be unmet need during the life of the plan, especially for those worst affected by COVID, partners have identified some key priorities.

We will have focussed pieces of work to reduce disadvantage in Linlathen, within the East End Ward, which has the highest levels of poverty and child poverty within Scotland and the West Stobswell area of the Maryfield Ward where we have a high level of private rented accommodation.

CLD Partners will work together to ensure that resources are targeted at the most disadvantaged within our communities. The following areas will have targeted attention:

- Literacy/numeracy work
- Mental Health – Adults/Young People
- Localities Fairness Initiatives – Linlathen & Stobswell
- Socially excluded within our communities.



Shared CLD Priorities:

Throughout the city there are a wide range of organisations engaged in the delivery of CLD services. Partnerships both in the public and Third Sector focus on the planning, delivery & monitoring of key CLD services. Responsibility is placed on the local authority to provide clear leadership and direction, and to drive the action needed to ensure we maximise the contribution our CLD Partners in the reform of public services. This CLD Plan will create the conditions for CLD Partners to contribute to this agenda, building a learning culture across the city and within localities. The core purpose of CLD is to empower people, individually and collectively, to make positive changes in their lives and in their communities, through learning.

The key shared Community Learning and Development priority areas for this plan are :

Building Stronger Communities

The Community Empowerment (Scotland) Act 2015 requires Local Authorities to take measures to ensure the participation of communities in Community Planning matters, have a deliberative role in decisions that affect them and that communities have access to resources and assets to help them with this work. There will be a particular focus on representation of the interests of people who experience inequalities and socioeconomic disadvantage, prioritising those people who face the biggest barriers to realising their rights. In building stronger communities : CLD Partners support communities to take action to respond to disadvantage, to build on community strengths and to have a say in decisions which affect them. Community reps are valued as equal partners at all levels of community & locality planning, all working towards building stronger, more influential, resilient communities.

Addressing Health Inequalities

Health inequalities are the avoidable and unfair differences in health outcomes for certain population groups particularly those who experience poverty and other forms of social disadvantage. Dundee faces significant challenges in this respect with associated impacts on health, wellbeing and disease. Reducing health inequalities is the top priority for the Scottish Government and Dundee Health and Social Care Partnership (DHSCP).

The Community Health Team, a partnership between DHSCP & the City Council's Community Learning and Development service, provides support for local people and services to develop skills and knowledge to improve health and wellbeing using a community-led approach. It operates as part of the multi-disciplinary Health Inequalities Service which also includes social prescribing link workers, associate practitioners and a range of outreach nurses.

Action on health inequalities and their social determinants is undertaken at a local, service and strategic level and it is an important component of the Health Inequalities Service to support other staff, disciplines and strategic partners to adopt an inequalities perspective in practice and plans. A range of processes are supported including training, capacity building, strategic influence and partnership working. Tackling health inequalities and improving health and wellbeing is therefore best described as everyone's business and the Community Health Team works alongside CLD and other colleagues to achieve strategic and operational priorities in a way that involves local people from the outset, enabling them to identify their own needs and priorities and be part of the solution. As such, action to address inequalities and improve health is threaded through this plan and the contribution of other service areas such as community empowerment and youth work is recognised, supported and linked to.

Improving Outcomes for Young People

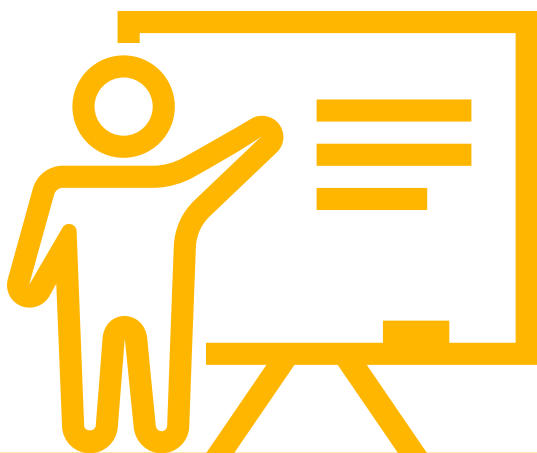
Youth Work plays a key role in delivering the principles outlined in the UN Convention on the Rights of the Child, particularly Article 12. Our Youth Work partners will ensure that our youth work offer enhances the social, emotional and physical wellbeing of young people, targeting our resources at the most disadvantaged. Youth Work supports young people to make positive changes within their lives and in their communities through learning. The key purpose of community learning & development is empowering people, in this case young people, individually or collectively, to make positive changes in their lives and in their communities through learning. By working in partnership with young people we know we are creating a learning process which contributes to improving their life chances, through learning, personal development and active citizenship. Ultimately, we are building stronger, more resilient and inclusive communities. Our Ambitions for Improving the Life Chances of Young People in Scotland – National Youth Work Strategy 2014-2019

Improving Outcomes for Adults

Adult Learning offers a range of learning opportunities which supports learners to become more resilient and able to cope with changes within their lives. Learning opportunities which are well designed and based on the needs of the individual or group, with clear progression routes for learners. Adult Learning drives the development of an improved personal skills base, increases the focus on achieving better outcomes for communities and improved life chances.

‘There is no end to education. It is not that you read a book, pass an examination, and finish with education. The whole of life, from the moment you are born to the moment you die, is a process of learning.’

– Jiddu Krishnamurti



Workforce Development and Practitioner Upskilling:

It is important that CLD practitioners and volunteers across Dundee are able to access high quality, relevant and role appropriate training and development opportunities. We're committed to encouraging and nurturing a learning culture and we'll do this with the support our CLD Partners, the Tayside and Fife CLD Professional Learning Alliance (the Alliance) and the CLD Standards Council for Scotland. These will reflect the ambitions in Growing the Learning Culture in CLD, the professional development strategy published by CLD Standards Council for Scotland.

The Alliance commissioned research from Dundee University to identify future professional learning needs in the sector, combined with the learning from the COVID pandemic. This should help us to plan continuing learning opportunities for staff and volunteers. The research identified six priority themes:

- **Information Technology** - Social Media, digital media, digital tools
- **Community Empowerment Act** - Participatory Budgeting, Participation requests, Asset Transfer
- **Team/Service Based** - Strategic Plans, team management/leadership, working smarter
- **Awareness** - Mental health awareness, risk assessments, child protection
- **Specialism** - Counselling, dealing with challenging behaviour, family learning

The Alliance will develop briefings and training opportunities for the sector. These will reflect the ambitions in Growing the Learning Culture in CLD, the professional development strategy published by CLD Standards Council for Scotland. The Network will provide opportunities for collaborative learning and working which can be embedded within daily working practices across the Partnership.



CLD Strategic Priorities - Although it is not intended to articulate the totality of CLD activity across the city, this CLD Plan will focus on the following priorities

Building Stronger Communities

How we will 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

How will we know?

CLD Partners will work collaboratively to reduce the effects of inequality & disadvantage	Timescale	Lead group
<ul style="list-style-type: none"> CLD Partners will target their work to the most disadvantaged communities inc focused pieces of work in Linlathen and West Stobswell. 	August 2021 – June 2024	DCC, Dundee Partnership
<ul style="list-style-type: none"> CLD Partners will use the findings of Engage Dundee 2021 as well as other engagement work to target their work. 	August 2021 – June 2024	
<ul style="list-style-type: none"> CLD Partnerships will use SIMD data to target & prioritise their work. 	August 2021 – June 2024	
CLD Partners will broaden the base of participation & engagement	Timescale	Lead group
<ul style="list-style-type: none"> CLD Partners will ensure that community groups include people with lived experience of inequality and disadvantage CLD Partners will broaden citizen involvement CLD Partners will facilitate empowered communities by supporting communities with Participation Requests, Community Asset Transfer & Participatory Budgeting 	Reviewed Annually	DCC, Dundee Partnership
CLD Partners will work collaboratively to publicise and actively promote community facilities	Timescale	Lead group
<ul style="list-style-type: none"> CLD Partners will support those active within their communities to develop their skills, knowledge & understanding of the wider needs of the community. CLD Partners will work alongside communities to develop programmes of activities/learning opportunities within community facilities. 	Reviewed Annually	DCC, CLD Service

Health Inequalities: promoting more positive and equitable health and wellbeing

Health inequalities and poor health and wellbeing are closely associated with social and economic circumstances as well as access to healthcare and health promoting opportunities. Therefore, a wide range of partners and services need to be involved in this agenda at all levels including Dundee Health and Social Care Partnership, Dundee Alcohol and Drug Partnership, the Carer's Partnership, the Mental Health and Wellbeing Strategic Planning Group, Dundee Health Weight Partnership, Public Health, the Fairness Commission and Third Sector Organisations. The actions below link and enhance existing strategic priorities and indicators as well as other actions in this plan.

We will 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

How will we know?

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 target appropriate actions and resources at disadvantaged population groups and communities
- CLD partners will develop collective action to tackle health inequalities and their determinants
- A health inequalities and CLD perspective will be included in local and strategic plans

Timescale

Reviewed Annually

Lead group

Dundee Integrated Strategic Planning Group

Partners will focus on prevention and early intervention in communities whilst also providing support for recovery

- Partners will use data and intelligence to identify communities and issues of concern
- Partners will provide appropriate health and wellbeing opportunities at a local level relevant to identified need
- Partners will ensure that at-risk individuals, groups, and communities are targeted effectively
- Partners will identify and address barriers to participation

Timescale

Reviewed Annually

Lead group

Dundee Integrated Strategic Planning Group

Partners will ensure a locality focus working alongside communities to identify and address local health needs and priorities	Timescale	Lead group
<ul style="list-style-type: none"> Partners will engage with communities on a geographic and issue basis to identify health needs Partners will support local involvement in the development and implementation of health-related plans and actions 	Reviewed Annually	Dundee Integrated Strategic Planning Group
Partners will work together to ensure positive pathways and models of support	Timescale	Lead group
<ul style="list-style-type: none"> Partners will recognise and adopt CLD values, principles and approaches as a positive route to achieving specific strategic priorities 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

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.

How will we know?

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

- 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)
- CLD Partners will maximise the use of resources and avoid duplication
- CLD Partners will use/review relevant data sources to ensure they are targeting the most disadvantaged
- CLD Partners will continue to collaborate around external funding bids (eg 29,000 Reasons)
- CLD Partners will review and implement the priorities as identified in new Youth Work Strategy

Timescale

2021-2022

2021-2024

2021-2024

2021

2021-2024

Lead

Dundee Youth Work Network

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

- CLD Partners will support young people to express their views & have their voices heard
- CLD Partners will continue to support young people to participate within the democratic process (at a local & citywide level)
- CLD Partners will consult with young people to find out their ongoing needs during the Covid recovery

Timescale

Ongoing

Ongoing

3 August
2021-October
2021

Lead

Dundee City Council CLD Service

CLD Partners will support the delivery of the Community & Mental Health Framework - linked to the outcomes of Tayside Regional Improvement Collaborative	Timescale	Lead
<ul style="list-style-type: none"> • CLD Partners will provide easily accessible community support for children & young people (as required) • CLD Partners will establish local community provision • CLD Partners will adopt an early intervention approach to target mental & emotional wellbeing issues 	2021-2024	Mental Health & Wellbeing Strategy Group (Tayside Regional Improvement Collaborative)
CLD Partners will contribute to supporting 'The Promise' Transformation Programme.	Timescale	Lead
<ul style="list-style-type: none"> • CLD Partners will support the roll-out of the FORT Platform in Dundee • CLD Partners will maximise targetted support to children and young people at community level (working to ensure the right support to the right door at the right time) 	2021-2024	Dundee Alliance Group (Cross-Sector Alliance Promise Delivery Group)

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 enhance progression routes for Adult Learners

How will we know?

CLD Partners will work collaboratively to agreed shared priorities	Timescale	Lead
<ul style="list-style-type: none"> CLD Partners will strengthen their collaborative approach to addressing agreed shared priorities, particularly around Covid Recovery CLD Partners will collaborate to offer learning opportunities and progression routes for Adult Learners CLD Partners will review and implement the priorities as identified in new Adult Learning Strategy 	2021-2024	Tayside & Fife Professional Learning Alliance Dundee & Angus ESOL Partnership
CLD Partners will target the most disadvantaged within our communities	Timescale	Lead
Use of SIMD data to target those who would benefit most from engaging with services Use of Home Office data to target those who would benefit from engaging with services	2021 & ongoing	Research & Information Team, Chief Executive's Department, DCC DWP
CLD Partners will consult with adult learners to improve services	Timescale	Lead
<ul style="list-style-type: none"> Adult Learners will inform and shape their learning Adult Learners will develop their own learning programmes Upskill Adult Learners to better engage with ICT (low & higher levels). 	2022	Dundee and Angus ESOL Partnership DCC, CLD Service
CLD Partners will collaborate to offer progression routes for Adult Learners, including pathways to employment, further learning and active citizenship.	Timescale	Lead
Adult Learners will be aware of progression routes – pathways to employment, further education, involvement within their local communities	2021-2022	Tayside & Fife Professional learning Alliance Dundee and Angus ESOL Partnership Humanitarian Partnership

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

How will we know? (that we have improved the way we develop our workforce)

CLD Partners will collaborate to agree skills/professional learning opportunities, as identified, for workforce.	Timescale	Lead
<ul style="list-style-type: none"> Regional Partners work together to identify shared learning needs – produce a workforce development plan 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. Coordinate a strategic grouping to consider further progression pathways/accredited learning opportunities 	<p>Reviewed Annually</p> <p>3 August 2021</p>	<p>Tayside & Fife professional Learning Alliance</p>
CLD Partners will develop/deliver a range of learning opportunities to CLD staff based on identified need, to meet priorities agreed across CLD Partnerships.	Timescale	Lead
<ul style="list-style-type: none"> Learning opportunities developed and delivered across CLD Partners Increased participation in learning opportunities across CLD Partners, particularly from third sector orgs. Monitor & evaluate the impact on practice, from CLD participants Further develop the pathway for students, staff, partners & volunteers to access accredited learning opportunities which will facilitate career progression. 	<p>Reviewed June 2022</p> <p>Reviewed June 2022</p> <p>Annually January (start of process)</p>	<p>Tayside & Fife professional Learning Alliance</p>

CLD Partners will promote strong professional practice and identity	Timescale	Lead
<ul style="list-style-type: none"> All Tayside & Fife Professional Learning Alliance learning opportunities will support and promote membership of the CLD Standards Council. Professional identity is strengthened by opportunities to share good practice with CLD Partners at a local and regional level . Theory underpinning professional practice is highlighted through further development of Praxis Lunches (COMMedtalks) between CLD academics and students; CLD Practitioners; volunteers and community activists. 	<p>Ongoing</p> <p>Monthly meetings</p>	<p>Tayside & Fife professional Learning Alliance</p> <p>CLD, DCC & Dundee University</p>
Continue to implement the recommendations from the ‘Working with Scotland’s Communities – CLD Workforce Study 2018’, led by Education Scotland & the CLD Standards Council	Timescale	Lead
<ul style="list-style-type: none"> Further develop the digital skills of the CLD workforce, particularly around Covid recovery and online learning. Develop high quality student placement/internship opportunities Work collaboratively with University of Dundee to offer learning resources that support new and existing placement supervisors Develop learning opportunities that embed leadership and management skills Implement the CLD in Leadership Programme Create opportunities for reflective practice and professional learning. 	<p>Ongoing</p>	<p>Tayside & Fife professional Learning Alliance</p>

Governance

CLD is embedded in the (LOIP-City Plan) and the overarching CLD partnership sits within this structure. The Building Stronger Communities Group will have oversight of the CLD plan and will be the reporting route into the City Plan, reporting on progress or highlighting any barriers. On an individual basis: Partners will report progress on the delivery of their particular contribution to the City Plan through their own performance and reporting arrangements

A range of groups will report into Building Stronger Communities on the high-level CLD partnership contributions of their work. Building Stronger Communities aims to provide clear leadership and direction, strengthening the coordination between partners, involving communities, identifying need and ensuring communities have access to the CLD support. It will drive action needed to maximise the contribution of partners improving life chances and developing stronger, resilient communities within the content of the LOIP and the strategic priorities of the City, which are determined in partnership with Communities.



Monitoring & reporting -

On a partnership basis:

- There will be an annual reporting on the delivery of the CLD plan actions to Building Stronger Communities to track and maintain progress
- Barriers to adequate and efficient CLD provision will be identified and communicated to those responsible for overseeing the delivery of the plan.
- Case studies or key projects that bring our partnership working to life will be highlighted as part of the reporting process
- Digital resources will be used by partners to highlight progress including e-newsletters and Dundee Partnership portal, along with IYN facebook pages.

<https://www.dundee.gov.uk/dundee-partnership> will be the channels used to ensure information is available to the public and all partners

- CLD strategic priorities will be reported on to the Dundee Partnership Coordinating Group
- CLD actions will be monitored using DCC's Performance Management System - Pentana

On an individual basis:

- Partners will report progress on the delivery of their particular contribution to the City Plan through their own performance and reporting arrangements



Appendix: Integrated Impact Assessment

Equalities

CLD priorities relate directly to the Equalities Outcomes approved by Dundee City Council 2017-2021.

In October 2017, Dundee City Council approved the Equality Outcomes for 2017 – 2021

Equality and diversity Implications:

Due to the level deprivation (SIMD data) in Dundee, CLD partners work together to address inequalities at a community level. In addition, CLD Partners will work together throughout the life of the CLD plan to promote equality & diversity within each of the following groups with protected characteristics - age, disability, race/ethnicity and sexual orientation.

Proposed Mitigating Actions:

CLD Partners will work together to actively promote equality; diversity to the groups as identified above, through our learning programmes eg ESOL classes, our work with young people/children's work.

Is the proposal subject to a full EQIA? : No

Due to the level deprivation (SIMD data) in Dundee, CLD partners work together to address inequalities at a community level. In addition, CLD Partners will work together throughout the life of the CLD plan to promote equality; diversity within each of the following groups with protected characteristics - age, disability, race/ethnicity and sexual orientation.

Equality Outcome 1:

Ensure that the equality and human rights of residents and employees from protected groups are safeguarded and promoted.

Equality Outcome 4:

Close the gap in educational attainment experienced by young people from protected groups.

Equality Outcome 6:

Improve health outcomes by promoting access and equality of service for people with protected characteristics.

Equality Outcome 7:

Reduce the additional social inequalities experienced by people in poverty and in protected groups.

A. Equality and Diversity Impacts:

Age:	Positive
Disability :	Positive
Gender Reassignment:	Not Known
Marriage and Civil Partnership:	Not Known
Pregnancy and Maternity:	Not Known
Race/Ethnicity:	Positive
Religion or Belief:	Not Known
Sex:	Positive
Sexual Orientation:	Positive

B. Fairness and Poverty Impacts:

Geography	
Strathmartine (Ardler, St Mary's and Kirkton):	Positive
Lochee(Lochee/Beechwood, Charleston and Menzieshill):	Positive
Coldside(Hilltown, Fairmuir and Coldside):	Positive
Maryfield(Stobswell and City Centre):	Positive
North East(Whitfield, Fintry and Mill O' Mains):	Positive
East End(Mid Craigie, Linlathen and Douglas):	Positive
The Ferry:	Positive
West End:	Positive
Household Group	
Lone Parent Families:	Positive
Greater Number of children and/or Young Children:	Positive
Pensioners - Single/Couple:	Positive
Single female households with children:	Positive
Unskilled workers or unemployed:	Positive
Serious and enduring mental health problems:	Positive
Homeless:	Not Known
Drug and/or alcohol problems:	Positive
Offenders and Ex-offenders:	Positive
Looked after children and care leavers:	Positive
Carers:	Positive

Fairness and Poverty Implications:

CLD Partners will work together to address issues of fairness and poverty within communities at a local level, in partnership with local people. CLD took a lead role in the Engage Dundee 2020/2021, engagement with local people within the 8 multi member wards, all as part of the city's Local Community Planning Process.

Proposed Mitigating Actions:

CLD Partners will work together to address the priority issues within communities, as highlighted within the findings of the surveys undertaken by Fairness Commission; Food Insecurity Network and Engage Dundee.

C. Environmental Impacts

Climate Change	
Mitigating greenhouse gases:	Not Known
Adapting to the effects of climate change:	Not Known
Resource Use	
Energy efficiency and consumption:	Not Known
Prevention, reduction, re-use, recovery or recycling waste:	Not Known
Sustainable Procurement:	Not Known
Transport	
Accessible transport provision:	Not Known
Sustainable modes of transport:	Not Known
Natural Environment	
Air, land and water quality:	Not Known
Biodiversity:	Positive
Open and green spaces:	Positive
Built Environment	
Built Heritage:	Not Known
Housing:	Not Known

Is the proposal subject to Strategic Environmental Assessment

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.

Proposed Mitigating Actions:

Not applicable

Environmental Implications:

Not applicable

D. Corporate Risk Impacts

Corporate Risk Implications:

The risk implications associated with the subject matter of this report are 'business as normal' risks. The subject matter is routine and has happened many times before without significant loss. There is comfort that the risks inherent within the activity are either transferred to another party, shared equally and fairly between the Council and another party or are negligible.

Corporate Risk Mitigating Actions:



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