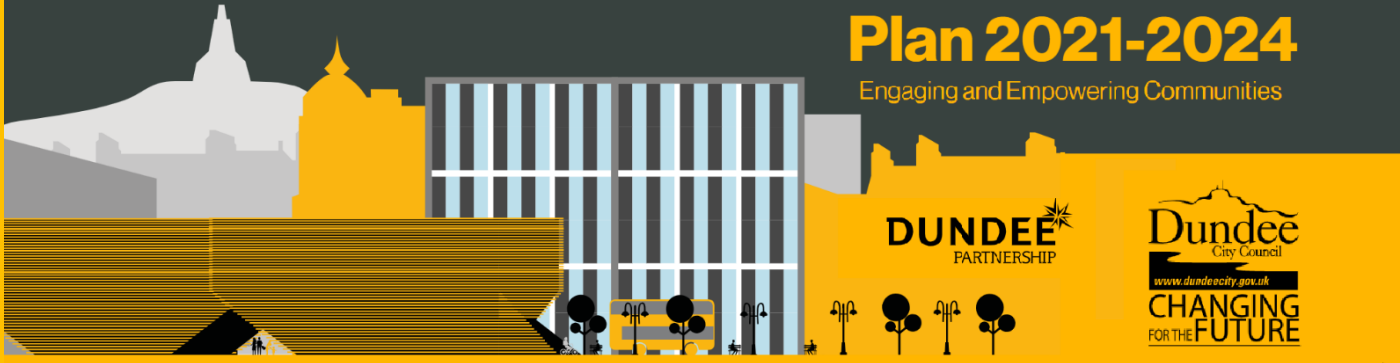


Community Learning & Development (CLD)

Plan 2021-2024

Engaging and Empowering Communities



DUNDEE
PARTNERSHIP

Dundee
City Council
www.dundee.gov.uk
**CHANGING
FOR THE
FUTURE**

Annual Report

September 2022

Dundee Partnership CLD Plan 2021-2024 – update 2022

Contents

Dundee Partnership CLD Plan 2021-2024 – update 2022	2
Contents.....	2
Key Partnerships Delivering on Dundee’s CLD plan:	3
Other partnerships that contribute towards CLD plan outcomes	3
Strategic Plans included in this update:	3
Building Stronger Communities	4
1.1 CLD Partners will work collaboratively to reduce the effects of inequality & disadvantage:.....	4
1.2 CLD Partners will broaden the base of participation & engagement	5
1.3. CLD Partners will work collaboratively to publicise and actively promote community facilities	5
Health Inequalities: promoting more positive and equitable health and wellbeing.	7
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.....	7
2.2 CLD Partners will focus on prevention and early intervention in communities whilst also providing support for recovery.....	8
2.3 CLD Partners will ensure a locality focus working alongside communities to identify and address local health needs and priorities.....	9
2.4 CLD Partners will work together to ensure positive pathways and models of support.....	9
Improving Outcomes for Young People - Work with Young People	11
3.1 CLD Partners will maintain a targeted approach to identify the most vulnerable families & young people within communities.....	11
3.2 CLD Partners will implement the Dundee Partnership framework for engagement and participation of young people.....	12
3.3. CLD Partners will support the delivery of the Community & Mental Health.....	14
3.4 CLD Partners will contribute to supporting ‘The Promise’ Transformation Programme.....	14
Improving Outcomes for Adults - Lifelong Learning.....	16
4.1 CLD Partners work collaboratively to agreed shared priorities.....	16
4.2 CLD Partners will target the most disadvantaged within our communities	16
4.3 CLD Partners will consult with adult learners to improve services.....	17
4.4 CLD Partners will collaborate to offer progression routes for Adult Learners	18
Learning and Workforce Development.....	19
5.1 CLD Partners will collaborate to agree skills/professional learning opportunities, as identified, for workforce	19
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.....	20
5.3 CLD Partners will promote strong professional practice and identity.	21
5.4 Continue to implement the recommendations from the ‘Working with Scotland’s Communities – CLD Workforce Study 2018’, led by Education Scotland & the CLD Standards Council	21

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.

Key Partnerships Delivering on Dundee’s CLD plan:

	CLD lead
Dundee & Angus ESOL Partnership	Aneta McNally, Senior CLD Worker – ESOL
Humanitarian Partnership	Marie Dailly, Service Manager - Communities
Tayside & Fife Professional Learning Alliance	Kirsty Forrester, Strategic Development Officer - CLD
Dundee Alliance Group – Children and Families	Marie Dailly, Service Manager - Communities
What Matters 2 U	Marie Dailly, Service Manager - Communities Nicky Maccrimmon, CLD Maanger – Community Empowerment
Mental Health & Wellbeing Strategy Group	Sheila Allan, Community Health and Inequalities Manager
Dundee Youth Work Network	Jimmy Dodds, CLD Manager – Youth Work
Dundee Integrated Strategic Planning Group	Sheila Allan, Community Health and Inequalities Manager
Dundee Partnership	Marie Dailly, Service Manager - Communities

Other partnerships that contribute towards CLD plan outcomes

Dundee Adult Learning network	Hazel Bell, Adult Learning Lead
Dundee Alcohol and Drug Partnership	Sheila Allan, Community Health and Inequalities Manager Dundee Volunteer and Voluntary Action (DVVA)
Local community planning partnerships	Nicky MacCrimmon, CLD Maanger – Community Empowerment

Strategic Plans included in this update:

- [Council Plan 2022-2027 | Dundee City Council](#)
- Dundee Partnership Fairness Action Plan - [fairness report 2021 final version 0.pdf \(dundeecity.gov.uk\)](#)
- [Equalities Action Plan](#)
- Neighborhood services recovery plan- [COVID-19 Recovery Plan \(dundeecity.gov.uk\)](#)

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 2021 – 31st August 2022

How will we know?	Timescale	Lead group	Progress
1.1.1 CLD Partners will target their work to the most disadvantaged communities including focused pieces of work in Linlathen and West Stobswell.	Starting August 2021 June 2024	DCC, Dundee Partnership	<p>Anti-Poverty Initiatives have been established in Linlathen and Stobswell West with CLD leading on a narrative inquiry in each area to establish the needs of the community and to engage the community as participants in that investigation – leading to them becoming agents for change in that community.</p> <p>A set of films were produced in Linlathen, and a first series of co-production events held with services, community groups and individual community members which will inform future actions. Stobswell West will follow in early 2023.</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>CLD Partners used the findings from Engage Dundee 2021 to inform the new Local Community Plans launched in 2022.</p> <p>Engage Dundee findings were used as a basis to pull together a series of Community Collectives, made up of communities and partners, in each ward where the findings were matched with solutions and community aspirations to create the new community plans.</p> <p>In August 2022 the final versions of the plans were laid before the Local Community Planning Partnerships prior to being agreed at committee and launched formally later in the year.</p>
1.1.3 CLD Partnerships will use SIMD data to target & prioritise their work.		DCC	<p>The Locality Strategy was developed to establish the reduction of inequalities as the overarching priority of local community planning. This gave Local Community Planning Partnerships the permission to focus on the most deprived areas in communities rather than try and service whole communities. This first test of this approach were the Local Fairness initiatives in Linlathen and Stobswell West which were initiated in summer 2022.</p>

1.2 CLD Partners will broaden the base of participation & engagement

<i>How will we know?</i>	<i>Timescale</i>	<i>Lead group</i>	<i>Progress</i>
1st September 2021 – 31st August 2022			
1.2.1 CLD Partners will ensure that community groups include people with lived experience of inequality and disadvantage.	Reviewed Annually	DCC, Dundee Partnership	A new Locality Strategy for 2022-2027 has been established to review Local Community Planning and produce a wider and more informal range of ways in which people can contribute to the Local Community Planning agenda in their communities.
1.2.2 CLD Partners will broaden citizen involvement.	Reviewed Annually	DCC, Dundee Partnership	<p>A report will go to committee in January 2023 looking to establish a refreshed Scheme for the Establishment of Community Councils with the aim of promoting, and making more attractive and meaningful, the Community council model in the city.</p> <p>The What Matters 2 U (WM2U) approach is being trialled in Lochee and Strathmartine with parents, frontline staff, and strategic leaders to establish transformation with the voice of children and families and communities at the heart, this will be led by CLD services and linked to Local Community planning.</p> <p><u>DUNDEE Deepening and Scaling WM2U October 2022 - Draft for MD.docx</u></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>Work has been undertaken with COSLA to place Community Regeneration Fund applications online for comment and debate via CONSUL to give a wider range of citizens a say on CRF applications in their community.</p> <p>Dundee Climate Fund is a participatory budgeting exercise launched in September 2022 to support communities to identify their own solutions to Climate Change in Dundee, to support them financially to do so and for Dundee Citizens to choose which projects they would want to see taken forward.</p>

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

<i>How will we know?</i>	<i>Timescale</i>	<i>Lead group</i>	<i>Progress</i>
1st September 2021 – 31st August 2022			
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>The Community Collectives which ran from December 2021 to April 2022 took data and the results of consultation from the wider community and invited community activists and CLD partners to come together to identify practical actions to respond to community need and aspirations.</p> <p>Community groups receive regular capacity building and practical support to help them respond to emerging community need. This was evident during lockdown and</p>

			latterly CLD have set up community sub-groups for the Cost-of-Living Crisis and Substance Misuse in each ward to develop community responses.
1.3.2 CLD Partners will work alongside communities to develop programmes of activities/learning opportunities within community facilities.	Reviewed Annually	DCC, CLD Service	<p>A promotional campaign “Find Your Space” has been developed launching in January 2023 to promote use of DCC Community Centres.</p> <p>Open Doors has been developed by CLD partners to produce a website and printed materials promoting over 50 community facilities across the city where people can go to access a warm welcome and low/no cost activities as part of our joint response to cost-of-living crisis.</p>

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

<i>How will we know?</i>	<i>Timescale</i>	<i>Lead group</i>	<i>Progress</i>
1st September 2021 – 31st August 2022			
2.1.1 CLD partners will target appropriate actions and resources at disadvantaged population groups and communities.	Reviewed Annually	Dundee Integrated Strategic Planning Group	The Health Inequalities aims in the CLD strategy reflect the four key HSCP strategic priorities and have been transferred to a template, which is being completed by a wide range of services to show their contribution to this agenda. A range of strategic groups have discussed this at meetings including the Integrated Strategic Planning Group, the Mental Health and Wellbeing SPG, and the Clinical Care and Professional Governance Forum.
2.1.2 CLD partners will develop collective action to tackle health inequalities and their determinants	Reviewed Annually	DHSCP	As above
2.1.3 A health inequalities and CLD perspective will be included in local and strategic plans	Reviewed Annually	DHSCP	Local Health and Wellbeing Networks were refreshed in 2021 to strengthen links with strategic planners in Dundee HSCP and beyond. The refresh proposal was approved by all key partners and networks have clear lines of governance and reporting to local and city-wide structures. The networks ensure that local service providers and the community more broadly are aware of and influence significant health-related developments, and that locality staff come together to share information and coordinate local responses to health inequalities issues. The CLD service Community Health Inequalities Manager sits on the Dundee HSCP Mental Health and Wellbeing Strategic Planning and Commissioning Group and chairs the Communities and Inequalities workstream. This was established to strengthen the links between strategic

planning processes and communities, and ensure a mental health inequalities focus in policies and plans. Good progress has been made particularly in ensuring that communities are involved in and updated on important developments such as the new Community Wellbeing Centre, that positive pathways between mental health provision and local support are established and promoted, and that public health data and profiles are used to influence and target local programmes. This work has focuses on adults; however, with the development of the new National Care Service and in line with new Scottish Government funding to improve mental health support in primary care, children and young people now form part of the discussions.

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

<i>How will we know?</i>	<i>Timescale</i>	<i>Lead group</i>	<i>Progress</i>
1st September 2021 – 31st August 2022			
2.2.1 Partners will use data and intelligence to identify communities and issues of concern	Reviewed annually	Dundee Integrated Strategic Planning Group	<p>Community engagement and social research is an important part of this process with many examples such as Engage Dundee, and from a CHT perspective, the Knowledge is Power process, and Health Issue in the Community Course. Data and feedback from surveys, research and engagement is regularly fed back to strategic health partners to encourage them to consider how they target their resources effectively to those that need them most.</p> <p>The CLD service has been providing leadership for a unique piece of work in partnership with the Directorate of Public Health. Under the auspice of the Communities and Inequalities workstream of the Mental Health and Wellbeing SPG this has involved using Public Health Scotland locality profiles to influence the establishment of local programmes based on which areas have higher levels of adverse health outcomes. Data has been disaggregated within two wards and sub analysed to take a deeper dive into data, for example, identifying data zones that have residents with higher prevalence of long-term condition, prescribing for depression, anxiety and psychosis, and mental health emergency admissions. Findings have been used when developing the new local community plans and are also feeding into the Local Fairness Initiative process in Linlathen.</p>
2.2.2 Partners will provide appropriate health and wellbeing opportunities at a local level relevant to identified need	Reviewed Annually	DHSCP	The CLD service/ Community Health Team offers a wide range of programmes in response to locally identified health needs and issues.

2.2.3 Partners will ensure that at-risk individuals, groups, and communities are targeted effectively	Reviewed Annually	Dundee Integrated Strategic Planning Group	Supporting early intervention, prevention and recovery are key aims of decentralised funding from the Alcohol and Drug Partnership, which allocated £10,000 to each of the 8 electoral wards. Funds were allocated to LCPPs and have brought together project teams comprising of local staff and people with lived experience to develop local responses to substance use. These have been tailored to the needs of specific communities and galvanised action around local support for people affected by substance use. An evaluation questionnaire is currently assessing progress towards achievement of aims.
2.2.4 Partners will identify and address barriers to participation	Reviewed Annually	Dundee Integrated Strategic Planning Group	The Community Health Team and Dundee Partnership Team have worked together to update the City Council's poverty awareness e-learning module. This has been linked to the transfer of the Community Health Team Poverty Sensitive Practice session, which now has an online option. Relationships have been built with the Medical School and Health Improvement Academy at Ninewells Hospital, which has resulted in the delivery of a face-to-face Poverty Sensitive Practice session to teaching staff and medical students scheduled for November 22.

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

How will we know? Timescale Lead group Progress

1st September 2021 – 31st August 2022

2.3.1 Partners will engage with communities on a geographic and issue basis to identify health needs.	Reviewed Annually	Dundee Integrated Strategic Planning Group	Dundee HSCP has carried out its own engagement activity focused on the needs of carers, those affected by substance use and/or poor mental health, and in relation to the refresh of its overarching strategic commissioning plan.
2.3.2 Partners will support local involvement in the development and implementation of health-related plans and actions.	Reviewed Annually	Dundee Integrated Strategic Planning Group	See 2.2.2 and 2.2.3

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

How will we know? Timescale Lead group Progress

1st September 2021 – 31st August 2022

2.4.1 Partners will recognise and adopt CLD values, principles and approaches as a positive route to	Reviewed Annually	Dundee Integrated Strategic	The Community Health Inequalities Manager has been closely involved in the development of the new Community Wellbeing Centre for the city, which will provide 24/7 support to people with mental health challenges. This included participation in the Pathways
--	-------------------	-----------------------------	---

<p>achieving specific strategic priorities.</p>		<p>Planning Group</p>	<p>and Connections workstream that has developed a framework for linking people using the centre with support in their local community as well as ensuring effective promotion at a local level of the purpose of the centre and how to access it. Wider work around improving access to information about community-based services, community centres, and other local facilities is led through the Communities and Inequalities workstream of the Mental Health and Wellbeing SPG. Work is underway to explore whether and how online information can be held in one portal for ease of access.</p>
<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.</p>	<p>Reviewed Annually</p>	<p>Dundee Integrated Strategic Planning Group</p>	<p>As above</p>

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 2021 – 31st August 2022

How will we know?	Timescale	Lead group	Progress
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>DYWN developed out of the need for a more co-ordinated approach to Youth Work delivery around Metal Health and Learning loss during co-vid pandemic and Lockdown. The network received funding from the Education Recovery Fund to facilitate a programme of activities and engagement with young people aimed at re-engagement with learning and mental health support (can add programme?) other Core partnerships have developed around delivery of detached Youth Work within the city centre and working with young carers.</p> <p>Recovery from lockdown has highlighted a need to establish a shared approach to issues that have arisen in the city centre around perceived anti-social behaviours, partly driven by recovery from lockdown and the centre being a natural magnet for young people but with limited Youth Work provision available in the centre. Discussions between partners, retailers, police, elected official highlighted the need to have a specific youth work presence in the centre. Staff from Hot Chocolate, DCC Youth Work and The Corner take part in detached Youth Work on Tuesday evenings engaging with young people in the centre. The aim is to extend this provision to 2 nights a week, with additional resources from partners and additional staff from Women's Aid and Action for Children.</p> <p>CLD YW and Young Carers have formed working partnerships in all local communities and school around YC support to access provision within their local community</p>

3.1.2 CLD Partners will maximise the use of resources and avoid duplication.	Summer 2021	Dundee Youth Work Network	DYWN meet monthly to discuss each services area of work, trends, priorities. On-going mutual support and sharing of resources, training and developments. Sharing development has helped services avoid duplication or in some cases share delivery of programmes to young people as in the city centre work <u>above</u> .
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	DCC CLD Service use SIMD data to target youth work provision in areas of greatest need. Local and National reports/data on emerging trends and priorities Members of DYWN use data to inform the delivery of their provision. For example, Action for children are using youth homelessness data to target changes of use within their housing stock to accommodate young people with different needs
3.1.4 CLD Partners will continue to collaborate around external funding bids (e.g., 29,000 Reasons)	Summer 2021	Dundee Youth Work Network	There were no collaborative funding bids in this period.
3.1.5 CLD Partners will review and implement the priorities as identified in new Youth Work Strategy	September 2021	Dundee Youth Work Network	Youthwork Strategy is currently still in draft form and sitting with Scottish Government. Discussions have been held at YW managers meeting around concerns of the negative impact on YW provision due ongoing delay and are pushing for a launch date to be announced. Youth Work Strategy delayed – to be launched in 2023

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</i>
1st September 2021 – 31st August 2022			
3.2.1 CLD Partners will support young people to express their views & have their voices heard.	Ongoing	Dundee Youth Work Network	Majority of Dundee Youth Work Network partners have specific targeted cohorts of young people they engage with, Young Carers, ADHD Support, The Helm, Action for Children, LGBT and Young Carers, all have strong internal mechanisms for young people they work with to express their views and influence their services. The Leader of the Administration and the Chief Executive have asked the Network to ensure the voice of Young People was heard at the highest levels of local policy making. In response at a city-wide level the network carried out an extensive “conversation” with cohorts of young people who represented all Partners in the Network. Key positives for young people were Family and Friends. Poverty, lack of future opportunities, Mental Health,

			<p>Safety and misrepresentation of young people were the key areas of concern.</p> <p>The information has reinforced the need to continue to support young people's mental health post pandemic and the need to ensure the vulnerability of young people is also considered when discussing issues of ASB, particularly around City Centre issues.</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>Dundee delivered our first Participatory Budgeting exercise for young people allocating £25,000 of Youth Fund budget to 16 local youth work projects across the whole of the city.</p> <p>Young People were consulted on method, criteria and level of funding.</p> <p>185 young people voted during the process casting 555 preference votes.</p> <p>As above most Dundee Youth Work Network partners have specific targeted cohorts of young people they engage with Young Carers, ADHD Support, The Helm, Action for Children, LGBT) all have strong internal mechanisms for young people they work with to express their views and influence their service. CLD YW support a citywide Dundee Youth Council and 4 MSYP's engage with local young people through outreach and campaigns. NYC have engaged in social media campaigns Scroll for Support and December Detox in 2022 around mental health support available to young people in the city, and self-care when stressed. This year MSYPs have also met with Dundee Fairness about food poverty in the city. Local MSYP's Fatima & Imaan have had mini campaigns/blogs/actions on members motions they had passed at Scottish Youth Parliament – CAHMs Transitions to Adult Services, Fatima campaigned around recognition for neurodiversity diagnosis in girls & women, Imaan & Abbie met with various groups including Autism Scotland; Jack's recent contact with police and MSP about increasing safety for young retail workers under current legislation (his motion is up for debate at this Orkney Sitting)</p> <p>Young person supported by NYC backing wrote to his MSP and got response from Education about his difficulty trying to get an LGBTQI group or support for pupils in St Johns Secondary School.</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	<p>Local consultations around Covid recovery echoed National consultations such as Lockdown Lowdown (tbc).</p> <p>DCC CLD youth workers carried out local consultations.</p> <p>Young people from Dundee were encouraged to participate in the Youth Link national consultations on covid and lockdown.</p>

			<p>DYWN partners consulted with young people about mental health.</p> <p>All partners have adapted provision in response to the expressed needs of young people.</p> <p>This action is now complete.</p>
--	--	--	--

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</i>
1st September 2021 – 31st August 2022			
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) has been agreed as a key priority for the Alliance. The approach is 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).</p> <p>Update in Dundee Alliance Delivery Plan April 2023.docx</p>
3.3.2 CLD Partners will establish local community provision	Reviewed annually	Dundee Alliance Group	<p>Alliance partners signed up to development of Integrated family support hubs at a community level.</p> <p>Commitment to Promise and National Family Support Principles / associated outcomes. Working on identifying opportunities to attract investment to innovative areas of collaboration/partnerships e.g., IFSH approach –</p>
3.3.3 CLD Partners will adopt an early intervention approach to target mental & emotional wellbeing issues	Reviewed annually	Dundee Alliance Group	<p>Agreed and implemented the use of FORT for involving Third Sector and Local Authority Partners in service referral and in Team around the Child (TATC) processes.</p> <p>Have supported the development, roll-out, maintenance and effective use of FORT and a triage/IFSH approach in Dundee.</p> <p>Partnership approach to the delivery of Summer of Play 22</p> <p>Implementing Together To Thrive pilot to improve the coherence and task-sharing between services and families.</p>

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</i>
1st September 2021 – 31st August 2022			

3.4.1 CLD Partners will support the roll-out of the FORT Platform in Dundee	June 2022	Dundee CLD Service	FORT has been rolled out. CLD Youth Work are now a service provider on the system as well as several members of the DYWN.
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)	Reviewed annually	Dundee Youth Work Network	All Youth Work services are back to delivering at capacity in local communities. All services have returned to either face to face or hybrid engagement with Young People

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

<i>How will we know?</i>	<i>Timescale</i>	<i>Lead</i>	<i>Progress</i>
1st September 2021 – 31st August 2022			
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	Dundee & Angus ESOL Partnership have met bi-monthly to agree priorities. Partnership agreement for 2022/23 updated and in place Dundee and Angus ESOL Partnership Agreement 22-23.docx Adult Learning Network established in 2022 and co-ordinated by DVVA. Adult Learning Network undertook CBAL ¹ mapping 2022 to inform members/learners of CBAL provision across the city. CBAL report June 2022 Final.docx Directory of CBAL Provision.xlsx
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	As above Collaborative work across the Humanitarian partnership and beyond is resulting in increased opportunities for ESOL learners.
4.1.3 CLD Partners will review and implement the priorities as identified in new Adult Learning Strategy	Reviewed annually	Dundee Adult Learning Network	Scotland Adult Learning Strategy – launched May 2022 – several actions have yet to be progressed by SG, including the formation of strategic overall and subgroups for each theme to progress the Strategy.

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</i>
1st September 2021 – 31st August 2022			

¹ CBAL – Community Based Adult Learning

4.2.1 Use of SIMD data to target those who would benefit most from engaging with services.	Reviewed annually	Dundee Adult Learning Network	Literacies team now based in areas of deprivation linked to SIMD data – delivering adult literacies in community centres and partner premises (e.g., Angus Housing/Action for Children/Boomerang). By integrating more into local areas, literacies provision is more accessible to local people – working with 60% from SIMD households LEAD provides learning at home for adults with a disability (have asked for figures/example)
4.2.2 Use of Home Office data to target those who would benefit from engaging with services	Reviewed annually	Humanitarian Partnership	<p>Humanitarian partners support those resettled in the city and work together to ensure that they can access suitable adult learning opportunities. Initial assessment is carried out by DCC adult ESOL team who then work with partners in the Dundee and Angus ESOL networks to establish suitable community-based provision to meet needs.</p> <p>In response to the Ukrainian humanitarian situation in hotels, CLD staff coordinated the ESOL response across the city, working with Dundee and Angus College and the University of Dundee.</p> <p>ESOL response to Ukrainian Situation in Dundee - update 050922.docx</p> <p>DCC ESOL developed new partnerships with DUSA (Dundee University Students Association) and V&A Dundee to develop conversation cafes to support Ukrainian Learners living in hotels.</p>

4.3 CLD Partners will consult with adult learners to improve services

<i>How will we know?</i>	<i>Timescale</i>	<i>Lead</i>	<i>Progress</i>
1st September 2021 – 31st August 2022			
4.3.1 Adult Learners will inform and shape their learning.	Reviewed annually	Dundee Adult Learning Network Dundee and Angus ESOL partnership	<p>Within literacies/ESOL learning is negotiated on an ongoing basis.</p> <p>Dundee and Angus ESOL partnership have worked collaboratively to consult ESOL learners across the area and use this to direct future ESOL provision. Their feedback can be found here: ESOL Learner Survey 2022.pdf</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</p>

			throughout the year with only short breaks when the tutors take a holiday.
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	Dundee City Council used 3 rd party payments (DIWC, LEAD, DVA) to help partners upskill adult learners across the city through ICT training as well as ICT support provided on a 1:1 and group basis by the DCC AL ESOL and literacies teams. Digital champions within DCC and our partners supported adult learners to access devices through Connecting Scotland. DVVA funded CBAL ICT provision at Brooksbank. Expansion of CLD Literacies ICT provision across the city with specific groups in Menzieshill, Finmill, Douglas and Hilltown and literacies staff delivering ICT within provision.

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

<i>How will we know?</i>	<i>Timescale</i>	<i>Lead</i>	<i>Progress</i>
1st September 2021 – 31st August 2022			
4.4.1 CLD Partners will strengthen their collaborative approach to improve pathways to employment, further education, involvement within their local communities	August 2023	Dundee Adult Learning Network Dundee & Angus ESOL Partnership	As above – D&A ESOL partnership have agreed a clear framework across the city, this has been utilised to respond to the recent Ukrainian crisis with DCC & D&A College ESOL teams and Dundee University working together to create a learner pathway for new arrivals. Collaborative work across the Humanitarian partnership and beyond is resulting in increased opportunities for ESOL learners. AL Network has improved connections and awareness of CBAL providers (mapping and events) – relationships developing between CBAL providers, leading to joint working – e.g., literacies staff delivering in Boomerang UKSPF. Our adult learning ESOL team led a project with Fife, Clackmannanshire Councils and WEA Scotland to help resettled adult Learners in Dundee access construction careers. Building Skills Together was developed as a new Scots Refugee integration delivery project led by Dundee City Council in partnership with Fife and Clackmannanshire councils and WEA Scotland. The project developed resources to help skilled refugees certify their skills to work in the UK construction industry, promote their wider integration and at the same time demystify the process for local support workers. Three pilot projects were held in Dundee.

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

<i>How will we know?</i>	<i>Timescale</i>	<i>Lead</i>	<i>Progress</i>
1st September 2021 – 31st August 2022			
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)	Tayside & Fife Professional Learning Alliance have met to agree and update our workforce development and upskilling framework for 2021 – 2024. <u>TFPLA CPD Framework 2021-24.docx</u> TS&FPLA have collaborated to identify the issues raised with adult learning staff working in communities. <u>TS&F AL worker survey.docx</u>
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.	TFPLA	TFPLA have focused on covid recovery – planning events to bring practitioners together to share practice. Most of these events, have continued to be online. CLD partners have identified the need for an adult learning network and youth work network. DVVA led a project to identify organisations involved in the delivery of CBAL with a view to setting up a network.
5.1.3 Coordinate a strategic grouping to consider further progression pathways/accredited learning opportunities	August 2021	CLD Standards Council FE/HE group. TFPLA	CLD Standards Council FE/HE group will take forward this. Reps from Tayside and Fife PL Alliance feed into the grouping and vice versa. Regionally TS&FPLA are working together to deliver PDA in youth work.

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</i>
1st September 2021 – 31st August 2022			
5.2.1 Learning opportunities developed and delivered across CLD Partners	Reviewed June 2022	TFPLA	<p>T&FPLA have delivered a range of collaborative learning and networking opportunities over the last year, including an all-staff seminar.</p> <p>In November 2021 TSFPLA collaborated with other CLD professional learning alliances across Scotland in the Share, Sustain, Shape Programme of events. TSFPL delivered 3 events: Ethics in CLD, Evaluative writing and a Praxis lunch exploring what theory is, how it is developed and discussion on how we can be more active theorists for the benefit of communities with whom we work. TS&F Alliance Newsletter December 2021</p> <p>The community empowerment module originally developed in 2008 module was updated and links sent to all authorities leads. This has led to a community empowerment subgroup.</p>
5.2.2 Increased participation in learning opportunities across CLD Partners, particularly from third sector orgs.	Reviewed June 2022	TFPLA	See 5.1.2
5.2.3 Monitor & evaluate the impact on practice, from CLD participants	Reviewed June 2022	TFPLA	TFPLA evaluate and gather feedback about the impact of CLD PL opportunities from participants.
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. TFPLA	<p>CLD Standards Council FE/HE group will take forward this.</p> <p>Staff across Tayside and Fife are collaborating to offer the PDA in youth work. Currently 4 staff from the region carrying out their assessor award to support the delivery of PDA Youth Work. As well as the outcomes noted above, this will enable 4 staff to assess the PDA (in-house) and enable us to increase our overall offer of accredited learning.</p>

5.3 CLD Partners will promote strong professional practice and identity.

<i>How will we know?</i>	<i>Timescale</i>	<i>Lead</i>	<i>Progress</i>
1st September 2021 – 31st August 2022			
5.3.1 All Tayside & Fife Professional Learning Alliance learning opportunities will support and promote membership of the CLD Standards Council.	Ongoing	TFPLA	Membership promoted at all network meetings.
5.3.2 Professional identity is strengthened by opportunities to share good practice with CLD Partners at a local and regional level.	Ongoing	TFPLA	TFPLA funded 14 practitioners to attend the online CARN conference. This allowed practitioners to connect with colleagues internationally.
5.3.3 Theory underpinning professional practice is highlighted through further development of Praxis Lunches (COMMed talks) between CLD academics and students; CLD Practitioners; volunteers and community activists.	Monthly meetings	Dundee University/DCC	Praxis lunches were held online throughout 2021 and 22 and were attended by many staff working within CLD in Dundee

5.4 Continue to implement the recommendations from the 'Working with Scotland's Communities – CLD Workforce Study 2018', led by Education Scotland & the CLD Standards Council

<i>How will we know?</i>	<i>Timescale</i>	<i>Lead</i>	<i>Progress</i>
1st September 2021 – 31st August 2022			
5.4.1 Further develop the digital skills of the CLD workforce, particularly around	Ongoing	DCC, SCVO Digital Skills Team,	See TFPLA report 2022/23 SCVO digital skills team will take this forward. Sue's report

Covid recovery and online learning.		YouthLink Scotland	
5.4.2 Develop high quality student placement/internship opportunities.	Annually	Dundee University/DCC TFPLA	See TFPLA report 2022/23 230531 CLDSC Grant Report.docx Complete Ongoing engagement and work with the university.
5.4.3 Work collaboratively with University of Dundee to offer learning resources that support new and existing placement supervisors	Ongoing	Dundee University/DCC TFPLA	Ongoing engagement and work with the university. A workshop was provided to give an overview of the BACE course, placements & internships, and 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 BACE programme and to increase placement offers across Tayside and Fife. See TFPLA report 2022/23. 230531 CLDSC Grant Report.docx
5.4.4 Develop learning opportunities that embed leadership and management skills	Annually	CLD Managers Scotland Education Scotland TFPLA	Education Scotland will take forward this. As part of CLDMS Dundee contributed, in partnership with Education Scotland, on the development of the national leadership programme for CLD
5.4.5 Implement the CLD in Leadership Programme	Ongoing	CLD Managers Scotland Education Scotland TFPLA	Leadership programme has completed. Positive feedback. 21 participants and every region represented and range of backgrounds.
5.4.6 Create opportunities for reflective practice and professional learning.	Monthly/annually	DCC, CLD Standards Council, Education Scotland TFPLA	The Tayside and Fife Winter learning Festival Events explored the role of theory in CLD, evaluative writing and ethics in CLD - TS&F Alliance Newsletter December 2021 See TFPLA report 2022/23 Winter learning festival 2022