

REPORT TO: NEIGHBOURHOOD SERVICES COMMITTEE – 18 FEBRUARY 2019

REPORT ON: DUNDEE PARTNERSHIP COMMUNITY LEARNING AND DEVELOPMENT STRATEGY

REPORT BY: EXECUTIVE DIRECTOR OF NEIGHBOURHOOD SERVICES

REPORT NO: 34-2019

1 PURPOSE OF REPORT

- 1.1 To advise Committee of the Community Learning and Development Strategy, which has been developed with Dundee Partnership Co-ordinating Group and key strategic partners in the city.
- 1.2 To advise Committee of the strategy which is a requirement under “The Requirement for Community Learning and Development (Scotland) Regulations 2013”.

2 RECOMMENDATIONS

- 2.1 The Committee approves the Dundee Community Learning and Development Strategy and will receive annual updates on progress, which is being undertaken by a CLD Sub-Group of the Dundee Partnership.

3 FINANCIAL IMPLICATIONS

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

4 BACKGROUND

- 4.1 The Education (Scotland) Act 1980 allows the Scottish Government to prescribe standards that the Council requires to take a lead role in fulfilling in terms of the Requirements for Community Learning and Development (Scotland) Regulations 2013. These refer to a duty of care to secure adequate and sufficient provision requiring the authority to maintain and facilitate a process for identifying the needs and priorities for CLD and identify whether these are being met. There is a further requirement to publish a plan for three years identifying what Council and key partners are doing with regards to provision of CLD.
- 4.2 This is the second Community Learning and Development Strategy report and covers the period 2018-21 and has been produced through the Dundee Partnership. This is not intended to articulate the totality of the CLD activity across the city, which is wide ranging and has already contributed to and is reported in other plans and strategies. This strategy focuses on the high level partnership areas which will bring added value to the CLD partnership working which already exists within Dundee’s Community Planning Partnership. It will do this by identifying where we can work together to focus on key strategic areas in a collaborative effort to make a difference in improved practice. The focused areas for partnership development in the strategy are:
- Strengthen partnership working in communities
 - Improve community engagement
 - Enhance learning and workforce development
- 4.3 The Dundee Partnership’s Community Learning and Development Strategy reflects the ambition of partners to work together at a strategic level to ensure that a CLD approach is embedded across the partnership and that practice in working with communities, particularly community engagement work is strengthened and co-ordinated.

- 4.4 As outlined in Government guidance the CLD Strategy focuses on the commitment to work together with local people in achieving the core purpose of CLD:

- Improved life chances for people of all ages, through learning, personal development and active citizenship
- Stronger, more resilient, supportive, influential and inclusive communities

This Strategy is a valuable contribution to the partnership's commitment of working more closely with people in communities. It contains the high level improvements for partners to ensure that practice in the city maintains the level of excellence which was recognised at the last CLD Inspection.

5 POLICY IMPLICATIONS

- 5.1 The report has been subject to an assessment of any impacts on Equality and Diversity, Fairness and Poverty, Environment and Corporate Risk. A copy of the Impact Assessment is available on the Council's website at www.dundee.gov.uk/ia.

6 CONSULTATIONS

- 6.1 The Council Management Team have been consulted in the preparation of this report.

7 BACKGROUND PAPERS

- 7.1 None.

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Head of Housing and Communities

7 February 2019

Community Learning and Development Strategy

2018 - 2021

Engaging and Empowering Communities

A Strategy to secure “adequate and efficient” provision of community learning and development (CLD), delivered by a range of CLD partners from the community planning partnership, in response to the identified learning needs of people and communities.

The Requirements for Community Learning and Development (Scotland) Regulations 2013

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Introduction

*"The true voyage of discovery lies not merely in seeking
new landscapes but in seeing with new eyes"* Marcel Proust

Dundee is a city standing on the brink of change. Through the collective efforts of the people who live and work in the city, Dundee is transforming itself into "Scotland's coolest city", according to Christian L. Wright of the Wall Street Journal 2018.

As the city reinvigorates and renews its landscape, the Dundee Partnership¹ plans to enhance this transformation through the ambitious City Plan² which was created by listening to the people of the city. The Plan sets out the key priorities which the Partnership believes will lead to significant improvements for the city's people. The Partnership welcomes the Community Empowerment (Scotland) Act 2015 which confers new rights for local people and communities, and will transform the way in which public services are designed and delivered.

By improving the collective understanding of what matters most to people and communities, the Partnership embraces the full potential of Dundee's citizens, as they are further supported to actively participate in the reform of public services.

Dundee's Community Learning and Development (CLD) -Strategy 2018 – 2021 is a valuable contribution to the Partnership's commitment of working more closely with people and communities. CLD is an area of practice that cuts across the membership of the Dundee Partnership and puts people and communities at the heart of the learning, development and community empowerment agenda. It is recognised as both a practice and an approach which has been adopted by an increasing range of practitioners in statutory, voluntary and community organisations including Dundee Voluntary Action, Dundee Health & Social Care Partnership and NHS Tayside.

According to the Scottish Government, the CLD approach should form an integral part of public sector reform and is *"pivotal, because evidence, including inspections, demonstrates the powerful impact of CLD on the lives of learners and communities"*, J Swinney MSP, Deputy First Minister of Scotland.

This CLD Strategy focuses on the Dundee Partnership's commitment to work together and with local people, in achieving the core purpose of CLD³

- Improved life chances for people of all ages, through learning, personal development and active citizenship
- Stronger, more resilient, supportive, influential and inclusive communities

The Dundee Partnership welcomes the CLD Strategy for the significant contribution it can make to the quality of life for the city's people.

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¹ 'Dundee Partnership' is the title given to our Community Planning Partnership (CPP)

² 'City Plan' is the title given to our Local Outcome Improvement Plan (LOIP)

³ <https://www.gov.scot/Resource/0039/00394611.pdf>

National Context

Over 16,000 participants from across the country contributed to the review of the Scottish Government's National Performance Framework (NPF), working together to create refreshed actions to improve the quality of life of the people of Scotland. Renaming the NPF title in response to people's views, from *the government's purpose* to *our purpose* reflects participant's views that the revised framework should belong to, and be delivered by, all of Scotland. A new 'Our Values' section will explicitly "*provide a sense of what we are about as a nation in terms of our underlying principles, how we relate to others and the approach we will take to achieving our ambitions.*" <http://nationalperformance.gov.scot/>

The proposed new framework, together with a broad range of legislation and policy frameworks, increasingly places people and communities at the heart of public service reform. National frameworks including GIRFEC, Health & Social Integration, the National Improvement Framework and Regional Improvement Collaboratives are some examples of measures introduced to strengthen the rights of people all ages to actively participate in the decisions which influence the quality of their lives and communities.

Through an increased focus on empowerment, which builds resilient communities and releases the talents of people, public sector services are now charged with increasing their efforts to shift the balance towards early intervention and prevention in tackling inequalities and improving life chances.

The broad range of empowering legislation includes *The Requirements for Community Learning and Development (Scotland) Regulations 2013*⁴ which places a duty on local authorities to secure "*adequate and efficient*" provision of Community Learning and Development, through the development of a CLD Strategy, delivered by CLD partners, in response to the identified learning needs of people and communities. The introduction of the Regulations provides an opportunity for CLD partners across the Dundee Partnership to work better together and with people and communities. 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 of CLD partners in the reform of public services.

As a catalyst for positive change, this CLD Strategy will create the conditions for the CLD partners to contribute to the agenda, building a learning culture across the city and within localities. This will be central to the wellbeing, resilience and dynamism of communities. 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. By fulfilling this core purpose through the joint delivery of learning, development and capacity building, the CLD Strategy will make a unique contribution to a range of local and national ambitions, with and for the people of Dundee.

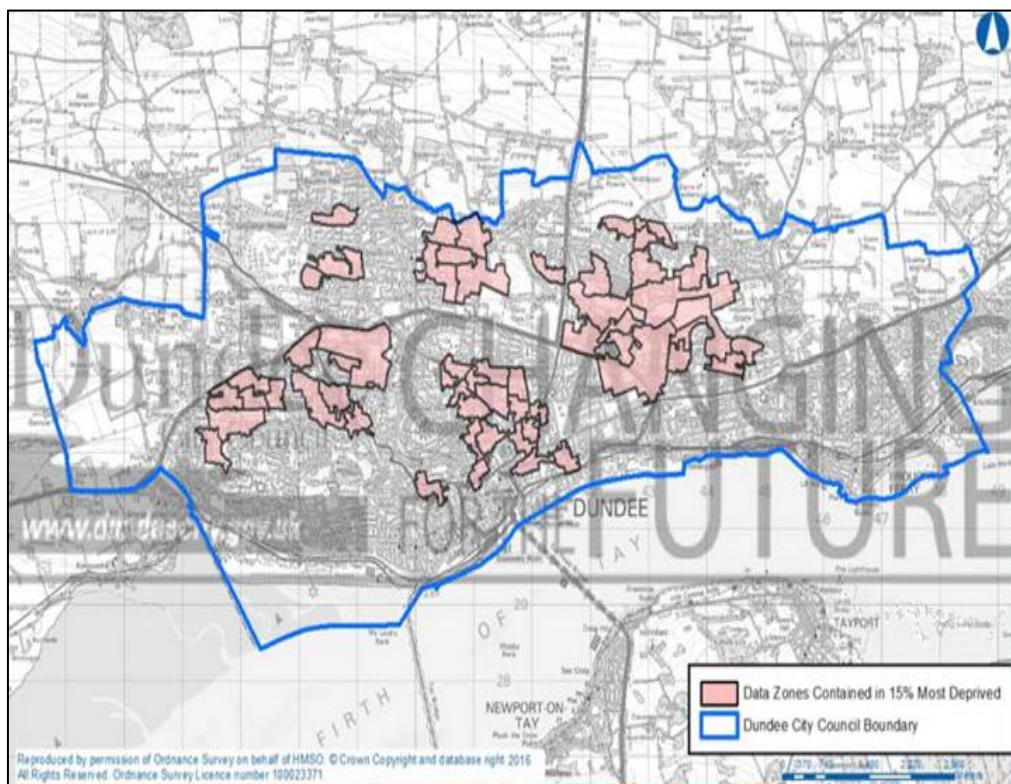
⁴ http://www.legislation.gov.uk/ssi/2013/175/pdfs/ssi_20130175_en.pdf

Identifying Need and Community Voice

While Dundee is undergoing a remarkable transformation it also has levels of poverty and deprivation which make everyday life a struggle for many individuals, families and communities. In Dundee, 28.6% of the population live within a data zone which is ranked within the 15% most deprived in Scotland. Of those who live within these areas, 65% are of working age. 35% of children in Dundee live within one of the 15% most deprived data zones. There are also wide divisions in health and life expectancy between the richest and the poorest communities in the city. Based on the Scottish Index of Multiple Deprivation, Dundee has six of the city's eight local authority wards identified as community regeneration areas. Using this data we have actively targeted resources across a range of activities to improve outcomes for our poorest communities.⁵

Statistical profiling on behalf of the Partnership has produced a city-wide demographic profile across the whole partnership agenda; a full report on the results of the Scottish Index of Multiple Deprivation 2016 for the city and each ward; and individual Community and Inequality profiles for each ward broken down, where possible, into smaller neighbourhood areas. These profiles are used by partners to ensure CLD activity has a strong focus on early intervention and tackling inequalities.

A full version of the Dundee Partnership Integrated City Profile document can be accessed at Dundee City Council website.⁶



⁵ City Plan - <https://www.dundee.gov.uk/city-plan-for-dundee-2017-2026>

⁶ https://www.dundee.gov.uk/sites/default/files/publications/integrated_city_profile_2017.pdf

Effective community engagement with communities of place and interest has secured community voice in identifying need and creating solutions. Local communities were involved in the development of priorities through an extensive community engagement exercise, Engage Dundee ⁷which received over 6,000 responses. CLD partners and local people worked together using a range of engagement techniques such as the Place Standard tool and focus groups to identify the priorities for the City Plan and for each of the Local Community Planning Partnerships.



8 Local Community Planning Partnerships across the city deliver locality working to address need and involve communities and further strengthen community empowerment across the city. The local community plans along with partners' plans provide the learning, personal development and active citizenship opportunities to improve life chances and bring about change.



⁷ <http://www.dundeepartnership.co.uk/sites/default/files/Engage%20Dundee%20PR%20summary.pdf>

How We Will Improve Together and With Communities

The CLD Strategy has been developed through the Dundee Partnership and underpins the City Plan and Local Community Plans, supporting the Community Planning Partners to undertake a CLD approach to working together to improve life chances and building stronger communities. Dundee's CLD Strategy 2018 to 2021 will build on the successes, challenges and significant transformations of the previous three years. It will focus on the high level key priorities identified across the CPP which are shaped by the views of local people and communities and seen to be fundamental in informing how our collective CLD resources are deployed to drive improvement:

The three high level priority areas for the CLD Strategy 2018 – 2021 are:

- Strengthening Partnership Working
- Community Engagement
- Learning & Workforce Development

How will we know that the CLD Strategy is leading to improvement?

- ✓ The Dundee Partnership will strengthen and further develop existing partnerships through joint working
- ✓ The Dundee Partnership will have a consistent, high quality, strategic approach to engagement across the city and within each locality
- ✓ Building on existing good practice in engagement, services will develop a better understanding of what matters most to people and communities
- ✓ The improvement actions within the Strategy will lead to a greater synergy between strategic decision making and service designs, as we improve the relationship between public services and the people they serve
- ✓ As a result of improved partnerships, engagement and workforce development, local people will experience more meaningful involvement in shaping the opportunities they feel will improve their lives

The Scottish Government considered that “CLD is pivotal, because evidence, including inspections, demonstrates the powerful impact of the CLD approach on the lives of learners and communities.” Revised Guidance for CLD Plans 2018.

Strengthening Partnership Working



“Community planning partnerships help local public services to work together and with local communities to plan and deliver better services that make a real difference to people's lives.

It is based on the idea that public bodies can get better results locally by working together and with our communities so that public services improve for the people who use them”

Community Empowerment (Scotland) Act
Part 2 - Plain English Guide

How we work together

Building on our experience of positive collaboration, locally and regionally, we have reviewed our community planning approach to fully satisfy the ambitions contained within the Scottish Government guidance. This has been achieved through the development of the City Plan for Dundee, 2017 to 2026. The formation of new and strengthened partnerships lies at the heart of our refreshed approach to delivering services which will make a meaningful difference to Dundee's people and their communities.

Executive Boards have been established to provide shared, overall leadership of each of the strategic themes, on behalf of the Partnership. Local Community Planning Partnerships are well established within localities and continue to be at the forefront of the Partnership's work, whilst Local Learning Partnerships are strengthening connections between services, schools, families and communities. A key area for development will be to increase the involvement of young people and schools in local community issues.

The CLD Strategy will support the Dundee Partnership's commitment to public service reform, including a decisive shift towards prevention, enabling partners to work better together and with local communities.



North East Youth group trip to Ryse.

New housing development in Alexander Street



Community Regeneration staff in Lochee trying on their new Dundee Decides hoodies.



Central Youth Team Media Group.



Family Fresh Air Club making hedgehogs in the forest.

Community Engagement



"Community engagement is a purposeful process which develops a working relationship between communities, community organisations and public and private bodies to help them to identify and act on community needs and ambitions. It involves respectful dialogue between everyone involved, aimed at improving understanding between them and taking joint action to achieve positive change."

The National Standards for Community Engagement

How we work with people and communities

The City Plan for Dundee 2017 – 2026 was created after listening to the people of the city and focuses on the issues which are important to them. As CPPs, we welcome the Community Empowerment (Scotland) Act 2015, as we are committed to developing even closer relationships with our communities. By building on successful engagement activity including Engage Dundee, Dundee Decides and the Fairness Commissions, we will further develop our understanding of local needs, circumstances and opportunities to identify local priorities for improvement. We will further build the capacity of community planning partners to engage meaningfully with our people and communities and to coordinate high quality activity in line with the National Standards for Community Engagement. We will strengthen our working relationship with our people and communities to jointly tackle poverty and inequality across the city. By bringing services, people and communities closer together to co-produce solutions, we are determined to increase social capital and reduce the dependency on public services. As well as improved, coordinated engagement, the CLD Strategy will ensure that local people, communities and partners work together to translate the opportunities available through the Act into tangible actions which make a real and meaningful difference to those we serve.

Learning and Workforce Development



"Increasingly, we will look to leaders of Community Planning Partnerships across Scotland to disrespect boundaries between public services and focus on the achievement of shared outcomes and cross-sectoral workforce development strategies"

The Scottish Government's response to the Christie commission on the future delivery of public services

How we develop our workforce

We recognise that the Community Empowerment (Scotland) Act opens up unprecedented opportunities for community planning partners to position community engagement and participation at the forefront of public sector reform. We also acknowledge that the increase in opportunities for local people to participate has to be matched by appropriate resourcing which builds the capacity of our collective community planning partnership workforce.

We understand the need to assess the range of support local people might need, to ensure they can effectively engage in community planning and take advantage of other provisions in the Act.

The community learning and development approach improves the life chances for people of all ages, through learning, personal development and active citizenship. By developing the skills and confidence of our collective workforce, the CPP will strengthen its capacity to respond to the opportunities and challenges inherent within our ambitious City Plan.

The CLD Strategy will build the capacity of CPP practitioners, volunteers and active citizens to support community empowerment. By developing shared learning actions and embedding best practice across Dundee, we will build stronger, more resilient communities.

How We Will Work Together

Across the city there are a wide range of organisations, both public and third sector, involved in the delivery of CLD services around the core purpose of CLD

- community development (building the capacity of communities to meet their own needs, engaging with and influencing decision makers)
- youth work, family learning and other early intervention work with children, young people and families
- community-based adult learning, including adult literacies and English for Speakers of Other Languages (ESOL)
- learning for vulnerable and disadvantaged groups in the community, for example, people with disabilities, care leavers or offenders;
- volunteer development; and
- learning support and guidance in the community.

The City Plan, local community plans and organisations' plans detail the priorities which community planning partners will focus on to improve life chances and build stronger communities. In developing the City Plan, Executive Boards were created to take forward the delivery of improved outcomes, by working together and with people and communities. Overall Governance Arrangements, City-wide Themes & Partnerships, and Local Community Planning Partnerships combine to provide the Dundee Partnership structure.

Partners are committed to ongoing improvement, in line with the requirements within the Community Empowerment (Scotland) Act 2015, and critical areas of public service reform agreed with the Scottish Government.

Key community planning partners will work together and with people and communities across the city and within localities to implement, review and report on the CLD Strategy 2018 – 2021, through the Dundee Partnership Coordinating Group, in line with the Partnership's reporting framework.



Reporting

On a Partnership basis:

- There will be an annual report on the delivery of the City Plan to the Dundee Partnership incorporating case studies or key projects that bring our partnership working to life
- Progress of individual projects and services is reported to the Partnership on an ongoing basis when there are significant developments or problems to be addressed
- E-newsletters and the Dundee Partnership portal and IYN Facebook Pages <https://www.dundee.gov.uk/dundee-partnership> are the channels used to ensure information is available to the public and all partners
- The CLD strategic priorities will be reported on to the Dundee Partnership Coordinating Group

On an individual basis:

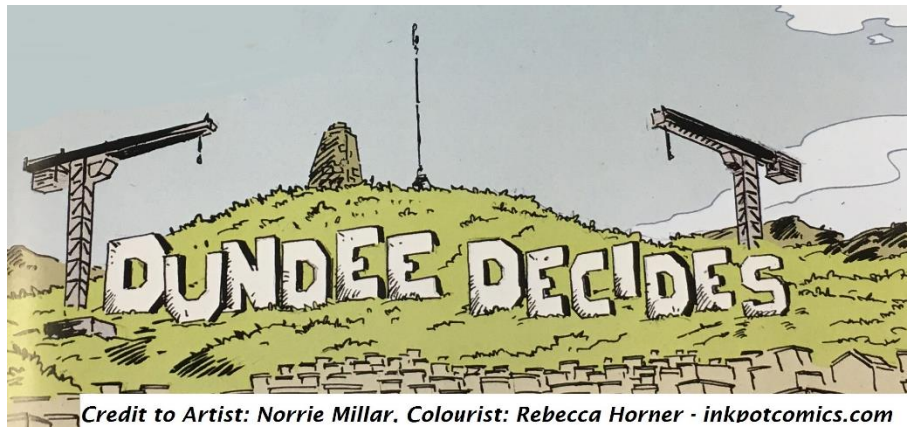
- Partners will report progress on the delivery of their particular contribution to the City Plan through their own performance and reporting arrangements

Overall Governance Arrangements			
Dundee Partnership Forum		Dundee Partnership Management Group	Dundee Partnership Co-ordinating Group
City-wide strategic Themes & Partnerships			
Fair Work and Enterprise		Health, Social Care and Wellbeing	Children and Families
Community Safety and Justice		Building Stronger Communities	Community Engagement
Local Community Planning Partnerships			
Strathmartine	West End	Maryfield	North East
Lochee	Coldside	East End	The Ferry



CLD Strategy 2015 – 2018 Update

Since the development of the previous Community Learning and Development Strategy, the landscape for public services has transformed significantly. A number of key community planning partners have undergone reorganisation and some new partnerships have developed, both locally and regionally. Locally, the CLD Strategy supported community planning



partners to respond to the requirements within the Community Empowerment (Scotland) Act 2015 which is changing the relationship between public services and local people. The City Plan for Dundee 2017 – 2026 was *“created after listening to the people of the city”*, shaping the plan’s key priorities to improve lives and build stronger, safer communities. This was done through a largescale community consultation exercise – Engage Dundee.

CLD partners also worked together to promote Participatory Budgeting (PB). As the first local authority in Scotland to provide for this from its mainstream budget, £1.2 million was made available for PB. Staff, volunteers, community groups and organisations worked together to secure over 11,000 votes from local people to allocate this within each Ward. With 76% of those who participated stating that they had never previously been involved in community decision making.

A positive Inspection of Community Learning and Development in Dundee City Council, 2017 found the following key strengths:

- Strong leadership at all levels
- Intelligence led targeting to reach key priority groups
- Outstanding community groups making a significant positive impact on the community
- High quality learning programmes having life changing impacts

Inspectors found that Local Community Planning Partnerships drive improvement across Wards and that partnership working is well established, valued and increases positive outcomes. Inspectors also found that local people have a clear and strong voice in planning decisions, with a strong emphasis on co-production of services. This creates a shared sense of purpose that includes taking action to tackle poverty and inequality.

Inspectors discussed with CLD partners how they might build on their positive work by improving performance reporting in ways which fully capture and reflect the impact of community learning and development. This has seen the partnership adopt shared performance reporting system “Pentana” which reports on Partnership plans.

The significant strengths developed by partners throughout the life of the previous CLD Strategy provides a firm foundation from which to improve further.

Unmet Need

The Dundee Partnership is committed to developing closer relationships with its communities. It will do this by continuing to emphasise the distinctive needs of different neighbourhoods and by working closely with Local Community Planning Partnerships to plan for and deliver safer and stronger communities.

New rights for communities through the Community Empowerment (Scotland) Act, are changing the relationship between partner organisations and local people. The introduction of asset transfer, participation requests and participatory budgeting measures are also changing the way local people and community bodies can actively participate in service improvements and redesign. Recognising that effective services must be designed with and for people and communities, the Scottish Government expects community planning partners to meet the commitment within its response to the Christie Commission, which stated:

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

The challenge facing community planning partnerships is to ensure that it develops the skills and capacity to enable people to have a stronger say in the decisions of the organisations that serve them, whilst at the same time striving to maintain high quality delivery of services for those who need them now. With almost 30% of Dundee’s population living in the most deprived 15% data zones according to the 2016 SIMD, there are, and will continue to be, areas of unmet need across the city, throughout the life of the CLD Strategy.

The recent and welcome increase in active participation in Engage Dundee and Dundee Decides, coupled with the response that 87% of those who completed the feedback questionnaire stated they would like to take part again, suggests that some 3,730 additional people have developed an appetite for community engagement and participation. It is expected that the growth in the participation of local people will continue to place pressure on local services. Engaging people meaningfully requires community planning partners to provide high quality support for and investment in, community empowerment.

The partnership acknowledges there is likely to be unmet need in both service delivery and support for community empowerment. The aim of the CLD Strategy 2018 - 2021 is to support and accelerate the partnership’s capacity to work jointly in developing best practice in community engagement, in line with the National Standards. By upskilling the workforce to stimulate and support community engagement, the partnership will empower local people and communities to develop solutions which improve life chances through learning, personal development and active citizenship.

LYN North East shared a photo.
Published by Lydia Banks Doc [?] · 9 August at 11:49 · G

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Dundee Health & Social Care Partnership DUNDEE DVA

Dundee Partnership Community Learning & Development Strategy 2018-2021

Strengthening Partnerships

How we will improve the way we work together		
<ul style="list-style-type: none"> We will ensure that partners work together and with local communities, in line with the Community Empowerment (Scotland) Act 2015 We will review and refresh Local Community Planning Partnerships We will review and further develop Local Learning Partnerships in line with the Education Bill We will encourage increased partnership involvement in Participatory budgeting 		
How will we know? (that we have improved the way we work together)		
We will ensure that partners work together and with local communities, in line with the Community Empowerment (Scotland) Act 2015	Timescale	Lead group
More partners requesting information or support on aspects of the Act (e.g. asset transfers, participation requests, participatory budgeting, community engagement...)	2018-21	Community Asset Transfer
More partners are involved in co-production activities as a result of the Act	2018-21	
Increase in community assets, including community centres and schools	2018-21	
We will review and refresh Local Community Planning Partnerships		
No of LCCPs reviewed	2018	Decentralisation Group
Increased involvement from third sector in Local Community Planning Partnerships	2018- 21	
Increase in membership and attendance.	2018-21	
increased numbers of co-produced activities within the Local Community Plans	2018-21	
We will further develop Local Learning Partnerships in line with the Education Bill		
A review of Local Learning Partnerships is undertaken	2018 - 19	Dundee Partnership Community Engagement group
Increase in LLP led activities	2019 - 20	
Strengthened regional partnership working through involvement in Regional Improvement Collaboratives	2018 - 21	

Dundee Partnership Community Learning & Development Strategy 2018-2021

		Children and Families Executive board
We will encourage increased partnership involvement in Participatory Budgeting		
Participatory budgeting activities with partner and community involvement successfully achieved More partners involved in PB activities Young people and communities engaged in PB	2018-19 2018-19 2018-19	PB Steering group

COMMUNITY ENGAGEMENT

How we will improve the way we work with people and communities		
<ul style="list-style-type: none"> We will develop and implement a Community Engagement Framework to ensure best practice is adopted across the CPP, informed by the National Standards for Community Engagement We will implement a regular programme of engagement activity, ensuring the priorities of our people and communities are understood by all CPP partners We will ensure CPP partners based in localities work closely with people and communities to build stronger more resilient communities 		
How will we know? (that we have improved the way we work with people and communities)		
We will develop and implement a Community Engagement Framework to ensure best practice is adopted across the Partnership, informed by the National Standards for Community Engagement	Timescale	Lead
Increase in no of community planning partners undertaking supported self-evaluation using How Good is Our Community Engagement toolkit	2019	Dundee partnership Community Engagement group
Dundee Partnership develops an Action Plans for Community Engagement informed by the National Standards for Community Engagement	2019	
We will ensure CPP partners work closely with people and communities to improve our collective understanding of strengths, needs and opportunities		
Facilitate a discussion on the partners' ambitions and requirements regarding Locality Planning and the role of local community planning partnerships and their plans	2018- 19	Dundee partnership Community
Map large scale existing big engagement activities across partners/partnerships	2018-19	

Dundee Partnership Community Learning & Development Strategy 2018-2021

Produce timetable of activity planned across partners for 1-3 years	2018-19	Engagement group
Implement a regular programme of engagement activity, ensuring the priorities of our people and communities are understood by all CPP partners	2019-21	
Develop proposals around the next Engage Dundee to capture more within cross-cutting agendas and to deliver collectively	2019-21	
Secure commitment and participation from all community planning partners incl, HSCP, Police, Fire and Rescue, NHS Tayside, Equalities leads	2018	
More partners are directly and actively involved in joined up engagement work	2018	
Create open and searchable portal for holding previously produced engagement evidence and findings	2019	

We will ensure CPP partners based in localities work closely with people and communities to build stronger more resilient communities		
Increase in the number of coproduced services in each Local community plan		
Increased citizen involvement in Local community plans		
Active and involved participation reported across all communities, with barriers to participation addressed		
How we will improve the way we develop our workforce		
<ul style="list-style-type: none"> We will agree collaborative learning priorities across the CLD Partners We will develop/deliver a range of learning opportunities to meet priorities agreed across CLD and linked to the priorities outlined in the shared National Workforce Development Action Plan for CLD Practitioners. We will promote a strong professional identity We will implement the recommendations from the '<i>Working with Scotland's Communities – CLD Workforce Study 2018</i>', led by Education Scotland & the CLD Standards Council and the recommendations from '<i>Developing and Understanding of Professional Learning in CLD</i>', commissioned by TFPLA , 2018 		
How will we know? (that we have improved the way we develop our workforce)	Timescale	Lead
We will agree collaborative learning priorities across the CLD Partners		
Partners work together to identify shared learning needs	2018-19	Tayside and Fife
More partners are involved in collaborative learning activities	2019-21	

Dundee Partnership Community Learning & Development Strategy 2018-2021

Increase involvement from CLD qualified staff working in schools	2018-21	Professional Learning Alliance (TFPLA)
We will develop/deliver a range of learning opportunities to meet priorities agreed across CLD and linked to the priorities outlined in the shared National Workforce Development Action Plan for CLD Practitioners.		
<ul style="list-style-type: none"> • Increase in range of learning opportunities developed and delivered across CLD Partners • Increase in participation and learning opportunities across CLD Partners. 	2018-21 2018-21	TFPLA
We will promote strong professional practice and identity		
<ul style="list-style-type: none"> • Increase registration with CLD standards Council • CLD Practitioners undertake learning linked to Competences 	2018-21 2018-21	TFPLA

Dundee Partnership Community Learning & Development Strategy 2018-2021

<p>We will implement the recommendations from the ‘<i>Working with Scotland’s Communities – CLD Workforce Study 2018</i>’, led by Education Scotland & the CLD Standards Council and the recommendations from ‘Developing and Understanding of Professional Learning in CLD’, commissioned by TFPLA , 2018</p>		
<ul style="list-style-type: none"> • Raise awareness of role of CLDSC • Manager/peer support for professional learning • Time protection for professional learning • Ensuring part-time staff can access learning opportunities 	<p>2018-21 2018-21 2018-21</p>	<p>TFPLA</p>

