

**Glasgow Community Learning & Development ACTION PLAN 2022-24**

**Introduction**

Welcome to Glasgow’s CLD Action Plan for 2022/24. This plan sets out the key actions and outcomes for Community Learning and Development services for years 2&3 of the Glasgow CLD Strategic Plan 2021-24 https://www.glasgowlife.org.uk/media/7472/glasgow-cld-strategic-plan-21-24-final-8sep21.pdf

**Our Vision**

Our vision is to continue to deliver a range of accessible, high quality CLD opportunities which lead to improved outcomes in people’s personal, family and working lives.

**How We will Deliver Our Vision –**

The Action Plan for 2022/24 builds on the successes and lessons learned from the development and delivery of programmes and activities for young people, children, adults and communities in 2021/22 when focus remained on recovery from the impact of the pandemic and on emrging challenges including the cost of living crisis. The plan has been informed through consultation and contributions from a range of CLD partners, identifying key actions and outcomes to deliver across the following 2 years. CLD partners have shared their planned activities and committed to sharing information and feedback which will shape our reports and forward thinking moving forward.

As CLD and other services navigate through a changing environment, it is recognised that there remains a need to be flexible in our planning and service delivery while continuing to be ambitious and focussed on supporting communities to develop and achieve.

The Action Plan has been shaped by the city’s overarching CLD priorities under Inclusive Recovery and Growth for a Wellbeing Economy, Resilient Communities and Fairer More Equal; Strengthening the Value of and Embedding CLD In the City and Continuous Development and Improvement of the CLD Offer.

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Progress in delivering the Action Plan will be reviewed through the Glasgow CLD Strategic Partnership Group and its Sub groups and reported annually to Glasgow Commmunity Planning Partnership and Glasgow City Council. Performance Measures and Key Performance Indicators have been identified against actions to facilitate reports that reflect development and partnership working and trends over time. In order to support reporting at a national level, actions have been mapped against the CLD KPIs produced by CLD Managers Scotland. (See Appendiox 1)

**1. INCLUSIVE RECOVERY AND GROWTH FOR A WELLBEING ECONOMY**

**1A. Targeting a range of lifelong learning programmes and activities to develop the skills, confidence, wellbeing and aspirations required for inclusive growth and active participation**.

| **Action** | **Performance Measures (PM)**  **Glasgow Key Performance Indicators (KPI)** | **National**  **CLD KPI** | **\*Lead**  **+** *Contributors* | **CLD Strand(s)** | **Outcome (s)** |
| --- | --- | --- | --- | --- | --- |
| **1. Deliver a clear and accessible Digital**  **Skills Offer with well defined pathways** | PM – A range of accredited and non accredited digital learning programmes are delivered.  PM - Impacts of participation in digital learning programmes are reported  KPI - Number of participants in digital learning programmes.  KPI - Number of participants in digital learning programmes gaining qualifications. | **1** | **\*Glasgow Life**  Digital Glasgow including  partners across sectors | Digital | Adults & Young People continue to develop digital skills and confidence for work and active participation.  Participants benefit from digital learning opportunities which  improve their skills, confidence and wellbeing.  Particiapants, including STEM ambassadors, achieve accreditation.  GCLDSP has a strong overview of Digital Offers. |
| **2. Lifelong learning programmes are**  **delivered which**  **support the**  **development of skills** | PM – A range of accredited and non accredited lifelong learning programmes are delivered.  PM - Impacts of participation in lifelong learning programmes are reported. | **1**  **2**  **3**  **4**  **7a,b,c**  **8** | **\*City and Area Adult Learning Partnerships**  ***Adult Learning Providers:***  *WEA* | Adult and  Children and  Family | Adult Learners are supported to develop skills for work and active participation. These skills include communication, language (including ESOL and Gaelic), literacy, numeracy |

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| **for work and active**  **participation** | KPI - Number of participants in ESOL learning programmes.  KPI - Number of participants in ESOL learning programmes gaining qualifications.  KPI - Number of participants in ALN learning programmes.  KPI - Number of participants in ALN learning programmes gaining qualifications.  KPI - Number of participants in Gaelic learning programmes.  KPI - Number of participants in Gaelic learning programmes gaining qualifications.  KPI - Number of participants in other lifelong learning programmes.  KPI - Number of participants in other lifelong learning programmes gaining qualifications.  KPI - Participation Measure Statistics on 16- 19 year old destinations – trends over time (Skills Development Scotland)  KPI - School Leaver Destination Report: Positive Destination – trends over time (Skills Development Scotland) |  | *Colleges*  *Glasgow Life*  *Third Sector* via GTSIN  *CLD Network* |  | and digital, when integrated into other programmes.  GCLDSP has a clear overview of Lifelong Learning.  Effective collaboration supports delivery of opportunities and programmes which are needed most.  Blended learning approaches improve skills and tackle barriers to learning. |
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| **3. Deliver employability programmes to those most in need.** | PM - Employability Programmes are delivered.  PM - Impacts of participation in lifelong learning programmes are reported.  KPI - Number of participants in employability programmes. |  | **Glasgow Life**  **(Sport) &**  **(Communities) GCC Education Glasgow**  **Science Centre Colleges** | Adult, Digital  and Children  and Families  Adults & Young People | Youth, Adult, Families and  Volunteers develop skills and experience for work.  Participants in employability  programmes progress onto work, |

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|  | Numbers  KPI - Number of participants reporting an employability related positive destination |  | **Third Sector via GTSIN**  ***Volunteer***  ***Glasgow***  *Local Providers* • *Glasgow*  *Chamber of*  *Commerce*  • *Digital*  *Glasgow*  • *Key*  *Employers*  • GCC NOLB funding  team |  | training, further education and volunteering opportunities.  Strong partnership working across sectors, and with employers, results in increased employment  opportunities for participants on employability programmes |
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1. **INCLUSIVE RECOVERY AND GROWTH FOR A WELLBEING ECONOMY**

**1B. Young people engage in programmes and activities that support their wellbeing and develops skills that enhance their employability, raise aspirations and support them into employment.**

| **Action** | **Performance Measures (PM)**  **Glasgow Key Performance Indicators (KPI)** | **National CLD KPI** | **\*Lead**  **+** *Contributors* | **CLD Strand(s)** | **Outcome (s)** |
| --- | --- | --- | --- | --- | --- |
| **1. Deliver Digital,**  **STEM and Core**  **Skills**  **programmes for**  **young people to**  **support them to** | PM - Digital, STEM and Core Skills  programmes for Young People are delivered.  PM - The impact of these programmes on their employability is reported. | **7** | **\*Glasgow Life**  **(Museums, Sport and**  **Communities)**  **Glasgow Science Centre** | Working with  Young People  and Digital | Young people increase confidence, aspirations and skills for work.  Young people benefit from  opportunities beyond the school gates to prepare them for life and work. |

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| **gain skills for**  **work** | KPI – Number of young people on Digital, STEM and Core Skills Programmes. |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **2. Deliver CLD**  **programmes that**  **address the**  **poverty-related**  **attainment gap**  **and support**  **young people for**  **work** | PM - The impact of CLD on attainment in schools is evidenced.  PM - The impact of CLD programmes for young people through School Libraries, Community Libraries, Museums and Family Learning programmes is evidenced. PM - Reports on PEF-funded school-based CLD programmes demonstrate positive impacts.  PM - Reports on GCC Education  Improvement planning highlight the contribution of CLD.  PM - Connected Learning Evaluation Report illustrates skills development opportunities for young people in  preparation for employment.  KPI - Number of young people supported in school-based PEF funded programmes. | **7** | **\*Glasgow Life**  **(Libraries,**  **Museums,**  **Communities)**  **GCC Education, Colleges, Third**  **Sector Providers** | Young People | Young people increase confidence, aspirations and skills for work through partnership approaches while at school.  Young people benefit from  opportunities at school to prepare them for life and work. |
| **3. The co**  **ordination and**  **fulfilment of the**  **Glasgow Young**  **Person’s**  **Guarantee.** | PM - Young People progress to jobs, apprenticeships, placements, work experience, training and volunteering. PM - Impacts of participation in the Glasgow Young Person’s Guarantee is reported.  KPI - The number of young people engaged via Glasgow’s Young People Guarantee |  | **Glasgow Life**  *GCC-lead org*  *collecting data*  *GCVS*  *NHS*  *Project Scotland* | Young People | Young People are prepared for the world of work and are supported on to jobs, apprenticeships, placements, work experience, training and  volunteering.  Young People are supported to develop skills and confidence for work through volunteering and  accreditation opportunities (YPG) |

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|  |  |  |  |  | Young People engaged in YPG are provided with a clear offer and a supported pathway. |
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**1. INCLUSIVE RECOVERY AND GROWTH FOR A WELLBEING ECONOMY**

**1C. Supporting recovery from Covid-19 by fostering digital inclusion and participation and supporting those at risk of losing jobs or income.**

| **Action** | **Performance Measures (PM)**  **Glasgow Key Performance Indicators (KPI)** | **National**  **CLD KPI** | **\*Lead**  **+** *Contributors* | **CLD Strand(s)** | **Outcome (s)** |
| --- | --- | --- | --- | --- | --- |
| **1. Co-ordinate**  **efforts to ensure**  **access to digital**  **devices and data**  **packages to**  **address digital**  **exclusion.** | PM - Digital devices are distributed to target groups  PM – The impact of digital device  distribution is reported.  KPI - Numbers receiving digital devices. KPI - Connected Learning Programme in schools (GCC Education digital device rollout) statistics evidence digital  connectivity amongst young people and their families. |  | **Glasgow Life**  **GCC**  **GCVS**  **Third Sector**  **Providers**  **Connecting**  **Scotland**  **Colleges**  **Housing**  **Associations** |  | Increasing numbers of individuals and families have access to digital  technology. |
| **2. Participants are**  **supported to**  **develop skills**  **and**  **understanding in**  **order to use**  **digital**  **technology to**  **access and** | PM - Digital support activities and services linked to device use are delivered.  PM - The impact of digital support activities and services linked to device use is reported. |  | **GCLDSP**  Digital  Champions  Connecting  Scotland and  other schemes Digital Support Digital Helpline Glasgow Helps | All | Increasing numbers of adults, young people and families gain confidence and skills to use and benefit from digital.  The digital divide is reduced. |

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| **support their**  **learning and**  **development.** |  |  |  |  | People develop digital skills which help them in their personal,  community and working lives. |
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| **3. Delivery of**  **support and**  **services targeted**  **to those who**  **have or are at**  **risk of losing jobs**  **and income, with**  **a focus on**  **financial**  **inclusion.** | PM - Those at risk of joblessness are being prioritised and targeted.  PM - CLD programmes support those whose work and income has been  adversely impacted by the pandemic, Brexit and changes to the benefits system.  KPI - PACE support for people facing redundancy statistics (SDS)  KPI - NEC Free Travel uptake statistics show numbers of under 22’s who are now in receipt of free bus travel entitlement. |  | **Glasgow Life**  **SDS/Chamber of Commerce** | Adult, Children and Family and Digital  Young People | A wide range of high quality CLD services support individuals and families whose jobs and income are at risk due to cost of living crisis, the pandemic, Brexit and welfare reform. |

**2.Resilient Communities**

**2A. Developing community capital and resilience by growing and developing new and existing community groups, third sector organisations and social enterprises to establish connections, build capacity and increase sustainability.**

| **Action** | **Performance Measures (PM)**  **Glasgow Key Performance Indicators (KPI)** | **National CLD KPI** | **\*Lead**  **+** *Contributors* | **CLD Strand(s)** | **Outcome (s)** |
| --- | --- | --- | --- | --- | --- |
| 1**. CLD partners will respond to identified needs and work**  **collaboratively to**  **promote a capacity**  **building offer that**  **supports the city.** | PM - Capacity building and support is provided to organisations inresponse to identified need.  PM - Evidence demonstrates that capacity building is strengthening community resilience. | **11**  **12**  **13** | **Glasgow Capacity Building Group**  *GCC & third sector partners*  *PMGC partners*  *including GCC,* | Community  Development | Glasgow’s groups and communities are effectively supported to manage the challenges associated with reducing resources, grant funding and and the cost of living crisis. |

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|  | PM - The impact of Capacity Building is demonstrated  PM - Targetted capacity building support is provided linked to establishment of new funding programmes  KPI - Number of Groups supported to engage in capacity building  KPI - Number of active People Make Glasgow Communities (PMGC) applications at each stage of the process. |  | *GCVS & Glasgow Life*  *Glasgow Facilities Network (GTSIN), Climate Friendly*  *Practice Network (GCVS)* |  | Groups are supported to engage with consultations on CLD  A clear, coherent and visible capacity building programme is established and promoted across the city which supports grassroots mutual aid support groups that emerged in response to the impacts of the pandemic.  Communities are more resilient from impacts of the pandemic as a result of effective and relevant capacity building. |
| --- | --- | --- | --- | --- | --- |
| **2. Community**  **Councils, Area**  **Partnerships, and**  **Community Panels**  **are established,**  **supported and**  **developed.** | PM - Community Councils, Community Panels and Area PArtnerships are  compliant with the scheme of  establishment for Community Councils via RAG analysis.  PM - Locality Planning including  Community Councils, Area Partnerships and Community Panels are more  representative of equalities groups, taking cognisance of people with additional support needs, of the ethnic, gender and age balance of the local communities. | **11**  **12**  **13** | **GCC CES**  *Local Partners* | Community  Development | Local area based planning and support structures including Community Councils, Area Partnerships, and Community Panels are supported and developed to ensure they effectively represent their communities, support funding applications and development of area plans.  Community Councils, Community Panels are actively involved in local decision making. Equalities groups are actively involved in decision making. |
| **3. Raise awareness**  **of and engagement**  **with the CLD Plan,**  **CLD Principles and** | PM - Awareness raising activities that promote the CLD Plan, CLD Principles and good practice are delivered. | **11**  **12**  **13** | **GTSIN**  ***GTSIN members in their networks*** | Community  Development | Community groups, voluntary  organisations and social enterprises are aware of and engage with the Glasgow CLD Plan. |

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| **good practice**  **examples of**  **community**  **engagement with**  **community groups,**  **voluntary**  **organisations and**  **social enterprises** | PM - The impact of awareness raising on community groups, voluntary organisations and social enterprises is evidenced. |  | Community  Planning Partners GCLDSP members |  |  |
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2. Resilient Communities

**2B. Engaging with individuals, enabling and building their skills and confidence to identify need, shape services, influence spend to develop more active, healthier, inclusive and connected communities in our most deprived neighbourhoods and with marginalised groups**

| **Action** | **Performance Measures (PM)**  **Glasgow Key Performance Indicators (KPI)** | **National CLD KPI** | **\*Lead**  **+** *Contributors* | **CLD Strand(s)** | **Outcome (s)** |
| --- | --- | --- | --- | --- | --- |
| **1. Community**  **engagement and**  **development**  **approaches are**  **used by CLD**  **partners to**  **shape and**  **inform CLD**  **provision.** | PM - Service users and learners are  consulted and supported to contribute to shaping programme design.  PM - Groups are supported to engage in Participatory Budgeting.  PM - Evidence of good practice in  community engagement and development is shared. | **11**  **12**  **13** | **GCLDSP**  *Local CLD*  *Providers* | All | Glasgow responds to needs identified through consultations on the CLD Plan and on Social Renewal.  Partners demonstrate that decisions on CLD programme recovery were informed by consultations and  feedback ensuring recovery reflects identified need. |
| **2. CLD Action**  **Planning is**  **informed by** | PM - Glasgow CLD Strategic Partnership and CLD providers act on findings and | **11**  **12**  **13** | **GCLDSP**  *Local CLD*  *Providers* | All | CLD Action Planning is shaped and informed by stakeholders particularly participants to ensure CLD services are |

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| **consultation,**  **self-evaluation**  **and reporting.** | recommendations from consultations on strategic and action planning. |  |  |  | relevant and planned to reflect changing need. |
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| **3. A range of CLD**  **opportunities**  **are delivered**  **with young**  **people and for**  **young**  **people. Delivery**  **takes place**  **across a range of**  **settings and**  **strengthen**  **Youth**  **Resilience,**  **Voice, Health &**  **Wellbeing.** | PM - Glasgow CLD Strategic Partnership and CLD providers act on findings and  recommendations from consultations with Young People on strategic and action planning.  PM - Key impacts of CLD and active participation on young people’s resilience and wellbeing (particularly mental health) are reported.  PM – Support to Glasgow Youth Council and Scottish Members of Parliament facilitates youth involvement.  KPI - The number of young people engaged in CLD is reported. | **11**  **12**  **13** | **Glasgow Youth Work Providers Group**  **Glasgow Youth Council**  **Scottish Youth**  **Parliament** | Working with  Young People | Young people are effectively engaged and developed to inform and shape CLD provision for Young People.  Young people’s mental health  improves as a result of effective, relevant and impactful CLD.  Young people are involved in the recovery of youth CLD programmes.  Young people feel respected, valued and involved in community and CLD decision making. |

2. Resilient Communities

**2C. Building skills and confidence and increasing opportunities for volunteering to widen participation and improve wellbeing**

| **Action** | **Performance Measures (PM)**  **Glasgow Key Performance Indicators (KPI)** | **National**  **CLD KPI** | **\*Lead**  **+** *Contributors* | **CLD Strand(s)** | **Outcome (s)** |
| --- | --- | --- | --- | --- | --- |
| **1. CLD providers**  **support safe and**  **effective** | PM - CLD volunteering opportunities are advertised. |  | **Volunteer**  **Glasgow**  GCC  Glasgow Life | All | The recovery of safe and effective volunteering leads to enhanced service delivery. |

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| **volunteering**  **opportunities.** | PM - Impacts and outcomes on  volunteers, services and CLD delivery are captured and reported.  KPI - Number of active volunteers KPI - Number of volunteer hours |  | Other CLD  providers |  | Individuals returning to volunteering in CLD report positive outcomes to their wellbeing.  The effective recovery of volunteers that support CLD results in positive outcomes for participants and volunteers. |
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| **2. Through the**  **implementation of**  **the Young Person’s**  **Guarantee, young**  **people develop**  **skills for**  **volunteering and**  **have more**  **opportunities to**  **volunteer.** | PM - Young Person’s Guarantee  Volunteering opportunities are  reviewed and promoted.  KPI - Number of young people involved in volunteering opportunities through Glasgow’s Young Person’s guarantee  KPI - Number of volunteering  opportunities for young people through the Young Person’s Guarantee. |  | **Glasgow Life**  *GCC-lead org*  *collecting data*  *GCVS*  *NHS*  *Project Scotland* | Working with  Young People  CD | Young people develop skills and confidence to actively participate in volunteering opportunities in their communities and across the city.  Young people’s self-esteem and wellbeing is improved through volunteering. |
| **3. CLD providers**  **identify their**  **contributions to the**  **city’s Volunteer**  **Strategy.** | PM - CLD Providers support the  development of a revised Glasgow Volunteering Strategy. |  | **Volunteer**  **Glasgow**  GCLDSP  Local Partners | CD | CLD clearly contributes to positive outcomes in the city’s Volunteer Strategy.  Key priorities from the Volunteer Strategy for the CLD sector are identified. |
| **4. CLD providers are**  **offered all**  **Volunteer Glasgow’s**  **standard**  **organisation** | KPI - % of those CLD providers using Volunteer Glasgow services report outcomes. |  | **Volunteer**  **Glasgow** | All | CLD providers are better able to recruit, manage and retain  volunteers |

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| **support services**  (subject to  availability) |  |  |  |  |  |
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3 Fairer and More Equal Glasgow

**3A. Working collaboratively to coordinate resources and identify solutions to better meet the increasing demand for ESOL in the city to improve integration, inclusion and wellbeing**

| **Action** | **Performance Measures (PM)**  **Glasgow Key Performance Indicators (KPI)** | **National CLD KPI** | **\*Lead**  **+** *Contributors* | **CLD Strand(s)** | **Outcome (s)** |
| --- | --- | --- | --- | --- | --- |
| **1. Partners work**  **together to**  **regularly update**  **the Glasgow**  **ESOL Business**  **Case to identify**  **demand and gaps**  **in provision to**  **secure additional**  **investment.** | PM - Glasgow ESOL Partnership Business Case is regularly updated, detailing provision, challenges, gaps and investment levels and need.  PM - Partners use the ESOL Business case as a vehicle to work collaboratively and access increased investment.  PM - Additional investment in ESOL is secured.  KPI - Total registrations on the Glasgow ESOL Register  KPI - New registrations on the Glasgow ESOL Register  KPI – Number of adults waiting to access ESOL learning |  | **GCLDSP Adult**  **Learning Group**  *Glasgow ESOL*  *Partnership*  *Funding Group*  *Glasgow ESOL*  *Strategy Group*  *Glasgow ESOL*  *Providers Network GCC Education* | Community  Based Adult  Learning  (CBAL) | Increased investment in ESOL leads to improved access to learning  programmes which strengthen skills and confidence in English, improve wellbeing and reduce isolation and loneliness.  Adults and young people are  supported to contribute to community and city life and shape services. |
| **2. Apply**  **partnership**  **approaches to**  **ESOL initial** | PM - Effective support for the initial engagement of ESOL learners into  provision is demonstrated. |  | **GCLDSP Adult**  **Learning Group** | CBAL | ESOL learners are better supported to access initial assessment and learning programmes through the ongoing |

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| **assessments,**  **referrals and**  **placements.** | PM - ESOL initial assessment sessions are co-ordinated through partnership working.  KPI – Number of ESOL initial assessments  KPI – Number of adults progressing from initial assessment into ESOL learning |  | *Glasgow ESOL*  *Partnership*  *Funding Group*  *Glasgow ESOL*  *Strategy Group*  *Glasgow ESOL*  *Providers Network Glasgow ESOL*  *Register (WEA)* |  | development of partnership working and coordination of resources.  Waiting times to access learning are reduced. |
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**3. Fairer and More Equal Glasgow**

**3B. Working collaboratively to improve reading, writing and numbers for children, young people, adults and families to tackle inequalities and improve life chances and wellbeing in city's literacy hotspot areas**

| **Action** | **Performance Measures (PM)**  **Glasgow Key Performance Indicators (KPI)** | **National CLD KPI** | **\*Lead**  **+** *Contributors* | **CLD Strand(s)** | **Outcome (s)** |
| --- | --- | --- | --- | --- | --- |
| **1. Adults are**  **supported to**  **access Adult**  **Literacy and**  **Numeracy**  **provision through**  **Glasgow’s Learning**  **referral support.** | PM - Glasgow’s Learning database of ALN providers is regularly refreshed.  PM - Glasgow’s Learning helpline service is relaunched to support referrals across partners.  KPI – Number of ALN providers receiving referrals through Glasgow’s Learning. KPI -Number of adults referred into ALN learning through the Glasgow’s Learning helpline service. | **9** | **GCLDSP Adult Learning Group GCC Education and Glasgow**  **Life (Youth and Families)**  **CLD Network** | Adult, YP,  Children and  Families | Adults, young people and families have access to literacies provision which develops their skills and  confidence, improves wellbeing and reduces isolation and loneliness.  Adults, young people and families feel more involved and included. |
| **2. Literacies**  **providers establish**  **approaches in** | PM - Information on literacies programmes and activities, referrals, learner | **9** | **Adult Learning Partnership**  **Glasgow Life** | All | Collaborative, targeted approaches in hotspot areas support learner  engagement in literacies programmes. |

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| **targeted literacies**  **hotspot areas to**  **generate demand**  **and take up where**  **it is most needed.** | engagement and the impact on learners is reported in literacies hotspot areas.  PM - Community Libraries and school libraires evidence an enhanced offer in literacies hotspot areas. |  | GCC Education Local Providers in Hotspot  Areas |  | The impact of approaches on boosting literacies skills and reducing the attainment gap is evidenced. |
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| **3. Adults (19+)**  **develop numeracy**  **skills through**  **participation in**  **programmes**  **funded through UK**  **government**  **Shared Prosperity**  **Fund Multiply** | PM - Partnership approaches to the development and delivery of Mulitply in Glasgow are demonstrated.  KPI – Number of adult numeracy courses through Multiply.  KPI – Number of people participating in Multiply funded courses.  KPI – Number of people achieving a qualification.  KPI – Number of courses developed in collaboration with employers.  KPI – Number of different cohorts  participating in numeracy courses (e.g learners in prison, parents etc).  KPI – Number of adult numeracy courses set up to increase confidence with numbers.  KPI – Number of people participating in adult numeracy courses to increase confidence with numbers. |  | **Glasgow Life**  Glasgow City  Council  GCLDSP  Local  Employability  Partnership | Adult | Increased number of adults achieving maths qualifications up to, and including, SCQF Level 5.  Increased number of adults  participating in maths qualifications and courses up to, and including, SCQF Level 5.  Increased number of adults  participating, acquiring, and  evidencing skills through non  qualification provision, or towards a qualification, including online learning.  Improved labour market outcomes.  Increased adult numeracy by  supporting learners to improve their understanding and use of maths in their daily lives, at home and at work. |

**3. Fairer and More Equal Glasgow**

**3C. Delivering a wide range of targeted opportunities to reduce inequalities, tackle child and family poverty, improve mental wellbeing and boost achievement and attainment**

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| **Action** | **Performance Measures (PM)**  **Glasgow Key Performance Indicators (KPI)** | **National CLD KPI** | **\*Lead**  **+** *Contributors* | **CLD Strand(s)** | **Outcome (s)** |
| --- | --- | --- | --- | --- | --- |
| **1. The Youth Health**  **Service is delivered**  **to improve**  **wellbeing and**  **reduce the**  **poverty-related**  **attainment gap.** | PM - The Youth Health Service is delivered with the offer for young people enhanced to include employment support.  PM - The Youth Worker role is rolled out contributing to improved longer term outcomes for young people.  PM - Impacts on wellbeing of participation in The Youth Health Service are reported.  KPI - Number of individual young people accessing the Youth Health Service by postcode.  KPI -Number of referrals to Youth Health Service | **10** | **Glasgow City**  **Youth Health**  **Service Delivery Group** | Working with YP | Young people’s wellbeing is improved as a result of Youth Health and other targeted services.  Young people report that they are happier, more positive, making better decisions and improving skills. |
| **2. Live Well**  **Community**  **Referral Project**  **shares information**  **and helps adults**  **(18+) to access**  **local programmes**  **and activities**  **designed to**  **improve wellbeing**  **through learning**  **and activities.** | PM - Impacts on wellbeing of participation in the Live Well Community Referral pilot Project are reported. Final pilot evaluation report in September 2023.  KPI - Number of referrals to Live Well Glasgow Community Referral Project.  KPI - Number taking up opportunities to engage in programmes and activities. | **9** | **\*Glasgow Life**  *Health Providers Other Partners* | All | Adults, Young People, Children and Families improve their health and wellbeing as well as confidence and skills through a well- defined Glasgow Life Community Referral Model.  The need for clinical health  intervention is reduced. |
| **3. Key programmes**  **and services which**  **address poverty**  **related** | PM - Income maximisation is  demonstrated through financial inclusion and money advice support.  PM - Financial Inclusion Officers within schools support pupils and their families. |  | **GCLDSP**  *CLD Providers*  *Glasgow*  *Challenge Child Poverty* | Adult, Children and Family | Individuals and families in poverty get access to critical services.  Targeted and effective CLD  approaches reduce hardships |

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| **inequalities are**  **delivered.** | PM - Awareness raising sessions are delivered to support the development of quality services tackling inequalities. PM - Schools and early years  establishments are supported to develop family learning and engagement activities through collaborative working.  PM - The Glasgow Communities Mental Health and Wellbeing Fund supports projects to deliver services that improve mental wellbeing in the city.  KPI – Numbers in receipt of financial inclusion and money advice support services.  KPI – Amount of addition income secured KPI– Number of pupils and their families supported by Financial Inclusion Officers within schools.  KPI - Number of organisations supported through the Glasgow Communities Mental Health and Wellbeing Fund  KPI - Number of people benefiting from Glasgow Communities Mental Health and Wellbeing funded services. |  |  |  | particularly poverty on vulnerable adults and families.  Individual, child and family poverty in the city is reduced.  Achievement and attainment is boosted through family learning and engagement programmes.  Mental health and wellbeing is improved. |
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4. STRENGTHENING THE VALUE OF AND EMBEDDING CLD IN THE CITY

**4A. Clearly articulate CLD’s contributions to wider strategies and policies in the city and ensure alignment with wider Social Renewal Planning**

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| **Action** | **Performance Measures (PM)**  **Glasgow Key Performance Indicators (KPI)** | **National**  **CLD KPI** | **\*Lead**  **+** *Contributors* | **CLD**  **Strand(s)** | **Outcome (s)** |
| --- | --- | --- | --- | --- | --- |
| **1. GCLDSP keeps**  **Terms of**  **Reference,**  **Planning and**  **Reporting**  **structures under**  **review to ensure**  **they are fit for**  **purpose.** | PM - Minutes from quarterly meetings evidence that CLD is planned to contribute to key city issues including health and poverty-related inequalities and recovery from the pandemic.  PM - GCLDSP produces annual reports which demonstrate the difference CLD is making to inclusive economic recovery and growth, community resilience and a fairer and more equal city. | **N/A** | **GCLDSP** | All | CLD is effectively planned to ensure and evidence its contributions to wider planning to address key challenges in Glasgow. |
| **2. GCLDSP and its**  **members**  **actively promote**  **CLD within their**  **organisations,**  **sectors,**  **networks and**  **key partnerships.** | PM - CLD work is incorporated into wider agendas, strategies and planning.  PM - CLD challenges are raised with wider partners.  PM - CLD and Community Empowerment links are strengthening to improve engagement, participation and impacts at city and local levels.  PM - The Vision for Glasgow Libraries aligns with CLD approaches to provide an enhanced library offer to tackle health and poverty-inequalities in the city.  PM - Glasgow CLD contributes to regional and national CLD networks. |  | **\*GCLDSP**  GCC Chief  Executive’s  Department | All | CLD is embedded in wider city planning and strategies to ensure its  contributions to these are evidenced, recognised and valued.  City planning recognises the  contribution of CLD services in  addressing health and poverty-related inequalities and city issues.  Glasgow CLD is aligned to regional and national CLD strategies and policies. |
| **3. CLD is**  **incorporated into**  **Glasgow’s**  **Community**  **Action Plan and** | PM - CLD features prominently in the Glasgow Community Action Plan and key indicators are identified.  PM - Reporting links are established between GCLDSP and the Glasgow |  | **GCC Chief**  **Executive’s**  **Department**  **GCC Education**  • *GCLDSP* | All | CLD’s significant contributions to Glasgow’s ambitions as a UNESCO Learning City are demonstrated. |

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| **UNESCO Learning**  **City Action Plan**  **with clear actions**  **identified and**  **reported on.** | Community Action Plan on progress against key actions.  PM - CLD features prominently in the UNESCO Learning City Action Plan and key indicators are identified.  PM - Reporting links are established between GCLDSP and UNESCO Learning City Working Group on its progress against key actions. |  | • *UNESCO*  *Learning City*  *Working Group*  • *Glasgow Life* |  | CLD partners have a better  understanding of the city’s wider learning context and its role to this.  Awareness of CLD in Glasgow is raised internationally. |
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**4B. Embedding CLD in local planning to ensure it is responsive to changing community needs and to plan and target CLD resources to the most disadvantaged in the city particularly those facing health and poverty-related inequalities and adverse impacts of COVID.**

| **Action** | **Performance Measures (PM)**  **Glasgow Key Performance Indicators (KPI)** | **National CLD KPI** | **\*Lead**  **+** *Contributors* | **CLD**  **Strand(s)** | **Outcome (s)** |
| --- | --- | --- | --- | --- | --- |
| **1. CLD area leads**  **report to the**  **GCLDSP on local**  **planning activity**  **and priorities to**  **ensure a coherent**  **approach to**  **embedding CLD**  **and to ensure**  **strategic planning**  **takes account of**  **local issues.** | PM - Locality Plans include CLD activity.  PM - Reports on local CLD activity are made to the GCLDSP.  PM - Annual CLD reports demonstrate progress of embedding CLD and impacts at a local level. |  | **\*Glasgow Life & GCC CES**  *GCVS*  *Local CLD*  *Providers*  *Third Sector*  *Organisations*  *HSCP* | All | CLD contributes to Thriving Places and other local planning ensuring CLD services are targeted, relevant and responsive to local need.  The GCLDSP is made aware of local need and issues.  The value of CLD is promoted and understood locally.  CLD resources are allocated to priority groups and areas. |

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|  |  |  |  |  | Local CLD offers and their impacts within local planning are evidenced and  reported. |
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| **2. Inclusive**  **community**  **engagement and**  **development**  **approaches are**  **used to shape local**  **planning.** | PM - Recommendations of the community engagement consultation by the Social Renewal Taskforce are incorporated into local CLD planning.  PM - The outcomes of consultation activities with CLD participants and local communities are reported.  PM - Community engagement activities with equalities groups is reported.  PM - Evidence of strong engagement with the voluntary sector to shape CLD planning and provision |  | **\*GCC CE**  *Glasgow Life*  *GCVS*  *Local CLD*  *Providers* | **All** | Robust community consultation informs community development across locality planning. |

**4C. Work collaboratively to demonstrate the scale, reach and value of CLD in the city and to demonstrate its impact on reducing health and poverty-related inequalities.**

| **Action** | **Performance Measures (PM)**  **Glasgow Key Performance Indicators (KPI)** | **National CLD KPI** | **\*Lead**  **+** *Contributors* | **CLD Strand(s)** | **Outcome (s)** |
| --- | --- | --- | --- | --- | --- |
| **1 A robust**  **performance**  **reporting framework (PRF) is established**  **by the GCLDP to**  **ensure effective**  **reporting on the**  **delivery of the key**  **ambitions of the CLD Strategic and Action**  **Plans.** | PM - CLD providers and service areas report into the GCLDSP PRF to enable the  Partnership to collectively demonstrate the scale, scope and impact of CLD.  PM - CLD Annual Report demonstrate CLD contributions to inclusive growth and recovery, resilient communities and fairer more equal.  PM - CLD providers use evidence-based evaluation approaches to demonstrate quality and impact of services. | **N/A** | **GCLDSP**  Local Providers Service areas and organisations  managing grants used to fund CLD services | All | The scale, scope and impact of CLD is clearly demonstrated leading to increased awareness of its value in the city.  CLD contributions to reducing health and poverty-related inequalities are evidenced. |

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|  | PM - GCLDSP reports into wider partnerships on the impact of CLD on health and poverty related inequalities.  PM - Strong governance arrangements ensure the delivery of CLD Plans. |  |  |  |  |
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5. CONTINUOUS DEVELOPMENT AND IMPROVEMENT OF THE CLD OFFER

**5A. Tackling barriers to access and participation, including digital, and improving learner and participant journeys and outcomes at every stage.**

| **Action** | **Performance Measures (PM)**  **Glasgow Key Performance Indicators (KPI)** | **National CLD KPI** | **\*Lead**  **+** *Contributors* | **CLD**  **Strand(s)** | **Outcome (s)** |
| --- | --- | --- | --- | --- | --- |
| **1. Glasgow’s**  **Learning brand**  **and website, the**  **Learner Promise**  **and Learning**  **Partner**  **Commitment**  **Statement**  **promote high**  **quality learning**  **opportunities**  **across the**  **Glasgow CLD**  **sector.** | PM - The Glasgow’s Learning website signposts to information on CLD  opportunities.  PM - CLD providers adopt the Glasgow’s Learning Learner Promise and Learning Partner Commitment Statement. |  | **GCLDSP** | All | Individuals, families and groups in the city benefit from clear communication on the CLD offer across providers and areas with well-defined pathways.  CLD learners benefit from a shared standard of quality guaranteed under the Glasgow’s Learning brand. |
| **2. A co-ordinated**  **approach is**  **taken to address**  **barriers to**  **participation.** | PM - Glasgow Helps website is developed to improve access to information on services in the city, including CLD. |  | **GCLDSP**  *CLD providers, organisations*  *and networks* | All | Learners are supported to participate in CLD services as a result of collaboration between agencies, organisations and services. |

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|  | PM - Glasgow Helps telephone based service offers access to free, confidential support, information and advice for citizens on a wide range of issues, including CLD. |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **3. A targeted**  **approach is**  **taken to promote**  **CLD to engage**  **new learners and**  **participants in**  **identified**  **communities and**  **with under**  **represented**  **groups.** | PM - CLD is promoted and delivered in identified SIMD areas and to target Equalities groups. |  | **GCLDSP**  *CLD providers, organisations*  *and networks* | All | Barriers to accessing and participating in CLD are reduced for marginalised and under-represented equalities groups. |

**5B. Working collaboratively to develop blended CLD models that prepare learners for the future, widen our offer and improve our reach and impact**

| **Action** | **Performance Measures (PM)**  **Glasgow Key Performance Indicators (KPI)** | **National CLD KPI** | **\*Lead**  **+** *Contributors* | **CLD**  **Strand(s)** | **Outcome (s)** |
| --- | --- | --- | --- | --- | --- |
| **1. Integration of**  **digital skills**  **development into**  **other learning**  **programmes.** | PM - Learning content and plans support digital skills development.  PM - CLD providers report on the  development of blended learning  opportunities, demonstrating the best use of face-to-face and digital engagement. |  | GCLDSP  *CLD providers*  *and*  *organisations* | CBAL and  Digital | CLD learners develop digital skills for life and work alongside other core skills.  CLD learners are more prepared for a more digital and technological future.  CLD learners have more choice,  accessibility and flexibility to access learning and other opportunities and services using a range of platforms in addition to face-to-face. |

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|  |  |  |  |  | CLD learners are more confident and skilled to use digital and benefit from blended learning models. |
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**5C. Improving the quality of community learning and development opportunities by developing highly skilled, digitally agile and confident volunteers and workforce**

| **Action** | **Performance Measures (PM)**  **Glasgow Key Performance Indicators (KPI)** | **National CLD KPI** | **\*Lead**  **+** *Contributors* | **CLD Strand(s)** | **Outcome (s)** |
| --- | --- | --- | --- | --- | --- |
| **1. CLD staff and**  **volunteers access**  **learning and**  **development**  **opportunities**  **relevant to their**  **role.** | CLD providers report on learning and development opportunities accessed by staff and volunteers.  CLD providers reports on the impacts of learning and development opportunities accessed by staff and volunteers. |  | **GCLDSP**  *CLD providers,*  *organisations and networks* | All | CLD staff and volunteers are  supported in their continuous  development. |
| **2. Promote**  **registration with the**  **CLD Standards**  **Council to develop**  **professionalism and**  **shared ethos among**  **our workforce** | PM - Registration with the CLD Standards Council is promoted.  PM - CLD providers evidence that the workforce has access to training and development that supports the quality of CLD provision, in line with CLD Standard Council requirements. |  | **\*GCLDSP**  *Local CLD*  *Providers*  *CLD Standards*  *Council* | All | The quality of CLD is improved as a result of a highly skilled and confident workforce. |
| **3. CLD staff and**  **volunteers are**  **supported and**  **developed in the**  **use of digital**  **technologies and**  **platforms.** | PM - Staff and volunteers participate in development and training opportunities that develop digital skills.  PM - CLD providers report improved confidence and skills in the workforce to deliver services digitally. |  | **\*GCLDSP**  *Digital Glasgow* | CBAL and  Digital | CLD practitioners gain confidence and skills to use digital technologies and platforms. |

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| **4. CLD partners**  **promote**  **volunteering**  **opportunities and**  **report on the**  **contributions that**  **volunteers make.** | PM - CLD providers evidence the  promotion of volunteering opportunities  PM - CLD providers report on activities undertaken by volunteers. |  | **\*GCLDSP**  *Volunteer*  *Glasgow*  *CLD Providers* | All | Volunteers improve their  employability and health and  wellbeing as a result of positive volunteering opportunities.  The reach and quality of CLD is enhanced by volunteering. |
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**APPENDIX 1**

| **NATIONAL CLD KPIs** | |
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| **KPI** | **Definition** |
| 1 | Number of **adults** engaged in CLD activity |
| 2 | Number of **adults** receiving completed nationally recognised awards through CLD activity (SCQF levelled and awards such as Adult Achievement Award including sectional certificates) |

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| 3 | Number of **adults** gaining wider achievement awards, local awards and those not nationally recognised, through CLD activity (e.g., Health Issues in the Community & Keystone Award) |
| --- | --- |
| 4 | Number of **adults** engaged in family learning through CLD activity |
| 5 | Number of **children/young people** engaged in family learning through CLD activity |
| 6a | Number of **children** engaged in CLD activity (**aged 5-9**) |
| 6b | Number of **young people** engaged in CLD activity (**aged 10-18**) |
| 7a | Number of **children** receiving completed nationally recognised awards through CLD activity |
| 7b | Number of **young people** receiving completed nationally recognised awards through CLD activity |
| 7c | Number of **young people** receiving **sectional** certificates towards above Awards (sectional certificates only to be included if full award not completed) |
| 8 | Number of **young people** gaining wider achievement awards, local awards and those not nationally recognised, through CLD activity |
| 9 | Number of **adults** with improved mental health and wellbeing outcomes through CLD activity |
| 10 | Number of **children** and **young people** with improved mental health and wellbeing outcomes through CLD activity |
| 11 | Number of **community groups** receiving capacity building support through CLD activity |
| 12 | Number of **adults** and **young people** taking part in influence and engagement activity through CLD – (including community planning / participatory budgeting / local and national consultations / co-production and influencing service design). |
| 13 | Number of **adults** and **young people** reached and engaged with through one off promotional events / drop-ins / community events / engagements / etc. |

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