



Glasgow Community Learning & Development ACTION PLAN 2021-22

Introduction

Welcome to Glasgow's CLD Action Plan for 2021/22. This plan covers the year from September 2021 and sets out the key actions and outcomes for Community Learning and Development services for year 1 of the Glasgow CLD Strategic Plan 2021-24.

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 2021/22 details how our vision will be realised through participation in programmes and activities for young people, children, adults and communities. The plan has been informed through consultation and contributions from a range of CLD partners, identifying key actions and outcomes to deliver year 1 of our 3-year strategic plan. CLD providers have shared their planned activities and committed to sharing information and feedback which will shape our reports and forward thinking moving into years 2 and 3. Work will be ongoing during this year 1 plan to identify further sources of information, reports and data to ensure CLD services continue to respond to identified need and build on success.

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. As a result, the action plan acknowledges that some organisations have continued to deliver their services to individuals, groups and communities throughout the pandemic, while other programmes, activities and services will continue to be redesigned and recovered during 2021/22.

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

Outcome (s)	Action	Performance Measures	*Lead + Contributors	CLD Strand(s)
<p>Adults & Young People continue to develop digital skills and confidence for work and active participation.</p> <p>Participants benefit from digital learning opportunities which improve their skills, confidence and wellbeing.</p> <p>Youth programmes will offer accredited opportunities for Young People, including STEM ambassadors.</p> <p>GCLDSP has a strong overview of the Recovery of Digital Offers and the impact of non-recovery.</p>	<p>1. The delivery of a clear and accessible Digital Skills Offer with well-defined pathways</p>	<p>Reporting includes information and data from key providers on digital learning programmes, including types and number of programmes (accredited and non-accredited), number of participants and impacts; information on accredited opportunities and numbers gaining qualifications.</p> <p>Reporting includes information on programmes which haven't recovered including impacts.</p> <p>There is evidence of co-ordinated approaches across partners to support the recovery of digital opportunities.</p>	<p>*Glasgow Life Digital Glasgow including partners across sectors</p>	<p>Digital</p>
<p>Adult Learners are supported to develop skills for work and active participation. These skills include communication, language (including ESOL and Gaelic), literacy, numeracy and digital, when integrated into other programmes.</p>	<p>2. Core Skills Offers which lead to development of skills for work and active participation</p>	<p>Reporting includes information and data from key providers, including types and number of programmes (accredited and non-accredited), number of participants and impacts; information on accredited opportunities and numbers gaining qualifications.</p>	<p>*City and Area Adult Learning Partnerships Adult Learning Providers: <i>WEA</i> <i>Colleges</i> <i>Glasgow Life</i></p>	<p>Adult and Children and Family</p>

<p>GCLDSP has a clear overview of the recovery of Lifelong Learning and the impact of non-recovery.</p> <p>Effective collaboration results in the recovery and delivery of opportunities and programmes which are needed most.</p> <p>Blended learning approaches improve skills and tackle barriers to learning.</p> <p>Young People are supported to develop skills and confidence for work through volunteering and accreditation opportunities (YGP)</p> <p>Young People engaged in YPG are provided with a clear offer and a supported pathway.</p>		<p>Reporting includes information on programmes which haven't recovered including impacts.</p> <p>There is evidence of co-ordinated approaches across partners to support the recovery of digital opportunities.</p> <p>(N.B. This does not include digital learning programmes but can include digital skills development where integrated into other programmes.)</p>	<p><i>Third Sector via GTSIN CLD Network</i></p>	
<p>Youth, Adult and Family employability offers lead to increased aspirations and skills for work.</p> <p>Volunteers who have work-related goals are supported to</p>	<p>3. Employability-specific learning, mentoring and work experience targeting those most in need</p>	<p>Reporting includes information and data from key providers, including types and number of programmes (accredited and non-accredited), number of participants and impacts; information on accredited opportunities and numbers gaining qualifications.</p>	<p>Glasgow Life (Sport) & (Communities) GCC Education Glasgow Science Centre Colleges</p>	<p>Adult, Digital and Children and Families</p>

<p>develop skills and experience for work.</p> <p>Participants in employability programmes progress onto work, training, further education and volunteering opportunities.</p> <p>Strong partnership working across sectors, and with employers, results in increased employment opportunities for participants on employability programmes.</p>		<p>Reporting includes information on programmes which haven't recovered including impacts.</p> <p>There is evidence of co-ordinated approaches across partners to support the recovery of digital opportunities.</p> <p>(N.B. This action specifically focusses on employability and is often delivered at the later stages on the employability pipeline.)</p>	<p>Third Sector via GTSIN Volunteer Glasgow Local CLD Providers</p> <ul style="list-style-type: none"> • Local Sport Providers • Glasgow Chamber of Commerce • Digital Glasgow • Key Employers 	
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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

Outcome	Action	Performance Measures	*Lead + Contributors	CLD Strand(s)
<p>Young people increase confidence, aspirations and skills for work.</p> <p>Young people benefit from opportunities beyond the school gates to prepare them for life and work.</p>	<p>1. Digital, STEM and Core Skills offers for young people to support them to gain skills for work</p>	<p>Reports on the type and number of programmes recovered (including accredited and non-accredited), the number of YP on these programmes and the impact of these programmes on their employability.</p>	<p>*Glasgow Life (Museums, Sport and Communities) Glasgow Science Centre</p>	<p>Working with Young People and Digital</p>
<p>Young people increase confidence, aspirations and</p>	<p>2. CLD approaches to address the poverty-related attainment gap</p>	<p>Reports on school-based offers and their impacts link to GCC Education</p>	<p>*Glasgow Life (Libraries,</p>	<p>Young People</p>

<p>skills for work through partnership approaches while at school.</p> <p>Young people benefit from opportunities at school to prepare them for life and work.</p>	<p>and support young people for work</p>	<p>Improvement planning and reporting on CLD.</p> <p>The impact of CLD on attainment in schools is evidenced.</p> <p>Reports on programmes for young people through School Libraries, Community Libraries, Museums and Family Learning programmes.</p>	<p>Museums, Communities) GCC Education, Colleges, Third Sector Providers</p>	
<p>Young People are prepared for the world of work and are supported on to jobs, apprenticeships, placements, work experience, training and volunteering.</p>	<p>3. The co-ordination and fulfilment of the Glasgow Young People's Guarantee.</p>	<p>Reporting on the number of young people engaged via Glasgow's Young People Guarantee, progression and impact.</p>	<p>Glasgow Life <i>GCC-lead org collecting data</i> GCVS NHS Project Scotland</p>	<p>Young People</p>

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

Outcome	Action	Performance Measures	*Lead + Contributors	CLD Strand(s)
<p>Increasing numbers of individuals and families have access to digital technology.</p>	<p>1. Co-ordinate efforts to ensure access to digital devices and data packages to address digital exclusion.</p>	<p>Reporting information includes activities to distribute devices, the numbers receiving these and the impact of these activities.</p> <p>Raised awareness of and engagement with voluntary sector inclusive growth work.</p>	<p>Glasgow Life GCC GCVS Third Sector Providers Connecting Scotland Colleges</p>	<p>All</p>

			Housing Associations	
Increasing numbers of adults, young people and families gain confidence and skills to use and benefit from digital. The digital divide is reduced. People develop digital skills which help them in their personal, community and working lives.	2. Participants are supported to develop skills and understanding in order to use digital technology to access and support their learning and development.	Reporting data includes information on digital support activities and services linked to device use and the impact of this work.	GCLDSP Digital Champions Connecting Scotland and other schemes Digital Support Digital Helpline Glasgow Helps Glasgow Life DILE project	All
A wide range of high quality CLD services support individuals and families whose jobs and income are at risk due to the pandemic, Brexit and welfare reform.	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.	GCLDSP can evidence that those at risk of joblessness are being prioritised and targeted. Reporting data includes information on CLD provided to support those whose work and income has been adversely impacted by the pandemic, Brexit and changes to the benefits system.	Glasgow Life SDS/Chamber of Commerce	Adult, Children and Family and Digital

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.

Outcome (s)	Action	Performance Measures	*Lead + Contributors	CLD Strand(s)
Glasgow's groups and communities are effectively	1. CLD partners will respond to identified needs and work collaboratively to promote a	Evidence that a programme of capacity building is established and responding to identified need.	Glasgow Capacity Building Strategic	Community Development

<p>supported to recover from the pandemic.</p> <p>Groups are supported to engage with consultations on CLD (see also 2a).</p> <p>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.</p> <p>Communities are more resilient from impacts of the pandemic as a result of effective and relevant capacity building.</p>	<p>capacity building offer that supports the city.</p>	<p>Evidence demonstrates that capacity building is strengthening community resilience.</p> <p>Groups are supported to engage in Participatory Budgeting.</p>	<p>& Operational Groups <i>GCC & third sector partners</i></p>	
<p>Groups and communities are supported to run and manage community facilities.</p> <p>Groups and communities have more opportunities to influence decisions on local venues and assets.</p> <p>Geographic and communities of interest are empowered to</p>	<p>2. Development and implementation of People Make Glasgow Communities (PMGC) framework and approach to engage groups and communities to run and manage community facilities</p>	<p>There is evidence of a clear framework and process for PMGC.</p> <p>Data is reported on the number of active applications and the number of successful applicants.</p> <p>Information is reported on any support and capacity building provided to organisations and the impact of this.</p>	<p>PMGC partners including GCC, GCVS & Glasgow Life</p>	<p>Community Development</p>

be more active in their communities.				
Community Councils are supported and developed to ensure they effectively represent their communities. Community Councils are actively involved in local decision making.	3. Community Councils are established, supported and developed.	Evidence that Community Councils are compliant with the scheme of establishment for Community Councils via RAG analysis	GCC CES <i>Local Partners</i>	Community Development
Community groups, voluntary organisations and social enterprises are aware of and engage with the Glasgow CLD Plan.	4. Raise awareness of and engagement with the CLD Plan, CLD Principles and good practice examples of community engagement with community groups, voluntary organisations and social enterprises	Evidence of an awareness raising activities and the impact of this on community groups, voluntary organisations and social enterprises.	GTSIN <i>GTSIN members in their networks</i>	Community Development

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

Outcome	Action	Performance Measures	*Lead + Contributors	CLD Strand(s)
Glasgow responds to needs identified through consultations on the CLD Plan and on Social Renewal. Partners demonstrate that decisions on CLD programme	1. Community engagement and development approaches are used by CLD partners to shape and inform the recovery of CLD provision.	CLD partners evidence that programme recovery has been shaped by consultation and feedback and that service users / learners have been supported to contribute.	GCLDSP <i>Local CLD Providers</i>	All

<p>recovery were informed by consultations and feedback ensuring recovery reflects identified need.</p>		<p>Groups are supported to engage in Participatory Budgeting.</p> <p>Evidence of good practice is shared.</p>		
<p>CLD Action Planning is shaped and informed by stakeholders particularly participants to ensure CLD services are relevant and planned to reflect changing need.</p>	<p>2. CLD Action Planning is informed by consultation, self-evaluation and reporting.</p>	<p>There is evidence that the GCLDSP and CLD providers are acting on findings and recommendations from consultations on strategic and action planning</p>	<p>GCLDSP <i>Local CLD Providers</i></p>	<p>All</p>
<p>Young people are effectively engaged and developed to inform and shape CLD provision for Young People.</p> <p>Young people's mental health improves as a result of effective, relevant and impactful CLD.</p> <p>Young people are involved in the recovery of youth CLD programmes.</p> <p>Young people feel respected, valued and involved in community and CLD decision making.</p>	<p>3. A clear and coherent range of CLD opportunities is established to strengthen Youth Resilience, Voice and Activism to support young people.</p>	<p>There is evidence that the GCLDSP and CLD providers are acting on findings and recommendations from consultations with Young People on strategic and action planning</p> <p>The number of young people engaged in CLD is reported. Key impacts of CLD and active participation on young people's resilience and wellbeing (particularly mental health) are reported.</p> <p>Information provided on Glasgow Youth Council and Scottish Members of Parliament demonstrates youth involvement.</p>	<p>Glasgow Youth Work Providers Group Glasgow Youth Council Scottish Youth Parliament</p>	<p>Working with Young People</p>

2. Resilient Communities

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

Outcome	Action	Performance Measures	*Lead + Contributors	CLD Strand(s)
<p>The recovery of safe and effective volunteering leads to enhanced service delivery.</p> <p>Individuals returning to volunteering report positive outcomes to their wellbeing.</p> <p>The effective recovery of volunteers that support CLD results in positive outcomes for participants and volunteers.</p>	<p>1. CLD providers support the safe and effective recovery of volunteering opportunities.</p>	<p>The number of active volunteers and hours are reported. Impacts and outcomes on volunteers, services and CLD delivery are captured and reported.</p> <p>Report on advertised CLD volunteering opportunities.</p> <p>Glasgow Life's Young Person's Guarantee Volunteering & GL Communities & Libraries work placement offers are reviewed and re-launched.</p>	<p>Volunteer Glasgow Glasgow Life Other CLD providers</p>	All
<p>Young people develop skills and confidence to actively participate in volunteering opportunities in their communities and across the city.</p> <p>Young people's self-esteem and wellbeing is improved through volunteering.</p>	<p>2. Through the implementation of the Young People's Guarantee, young people develop skills for volunteering and have more opportunities to volunteer.</p>	<p>The number of young people involved in volunteering opportunities is reported included via Glasgow's Young People Guarantee.</p> <p>Reporting includes the number of volunteer opportunities for young people.</p>	<p>Glasgow Life <i>GCC-lead org</i> <i>collecting data</i> GCVS NHS <i>Project Scotland</i></p>	Working with Young People CD

<p>CLD clearly contributes to positive outcomes in the city's Volunteer Strategy.</p> <p>Key priorities from the Volunteer Strategy for the CLD sector are identified.</p>	<p>3. CLD providers identify their contributions to the city's Volunteer Strategy.</p>	<p>CLD Providers support the development of a revised Glasgow Volunteering Strategy</p>	<p>Volunteer Glasgow GCLDSP Local Partners</p>	<p>CD</p>
<p>CLD providers are better able to recruit, manage and retain volunteers</p>	<p>4. CLD providers are offered all Volunteer Glasgow's standard organisation support services (subject to availability)</p>	<p>80% of those CLD providers using Volunteer Glasgow services report the outcome.</p>	<p>Volunteer Glasgow</p>	<p>All</p>

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

Outcome (s)	Action	Performance Measures	*Lead + Contributors	CLD Strand(s)
<p>Adults, young people and families access ESOL provision which strengthens their skills and confidence in English, improves wellbeing and reduces isolation and loneliness.</p> <p>Adults, young people and families are supported to recover from the pandemic.</p> <p>ESOL learners feel involved and included.</p>	<p>1. Delivery of ESOL programmes by key providers through collaborative approaches to resource allocation</p>	<p>Reports demonstrate collaboration between partners when allocating resources to ESOL programmes. Data is reported on the numbers of programmes and learners supported</p>	<p>GCLDSP Adult Learning Group <i>Glasgow ESOL Partnership Funding Group</i> <i>Glasgow ESOL Strategy Group</i> <i>Glasgow ESOL Providers Network</i> <i>GCC Education</i></p>	<p>Community Based Adult Learning (CBAL)</p>

<p>ESOL learners have options for learning to best suit their needs.</p> <p>Learners develop skills and confidence to top up learning using self-directed approaches.</p>				
<p>ESOL learners are better supported to access initial assessment and learning programmes through the ongoing development of partnership working and coordination of resources.</p> <p>Waiting list periods and numbers are reduced</p>	<p>2. Continue to apply partnership approaches to assessments, referrals and placements to reduce waiting times and leverage in funds to better meet increasing demand for ESOL in the city.</p>	<p>Reports on partnership working which supports initial engagement of ESOL learners into provision.</p> <p>Collective data on the number of learners on waiting lists, the numbers referred onto provision, the number of learners successfully taking up provision, time spent on waiting lists, unmet demand and impact of ESOL provision on learners.</p> <p>Information on additional ESOL funds drawn in via the Glasgow ESOL Business Cases and the impact of this investment.</p> <p>Continue to work in partnership to develop and deliver the ESOL Business Case for additional investment in ESOL as agreed by Glasgow City Council's (GCC) Chief Executive in 2020.</p>	<p>GCLDSP Adult Learning Group <i>Glasgow ESOL Partnership Funding Group</i> <i>Glasgow ESOL Strategy Group</i> <i>Glasgow ESOL Providers Network</i> <i>Glasgow ESOL Register (WEA)</i></p>	<p>CBAL</p>

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

Outcome	Action	Performance Measures	*Lead + Contributors	CLD Strand(s)
<p>Adults, young people and families have access to literacies provision which develops their skills and confidence, improves wellbeing and reduces isolation and loneliness.</p> <p>Adults, young people and families are supported to recover from the pandemic.</p> <p>Adults, young people and families feel more involved and included.</p>	<p>1. Literacies learners access information, advice and support to engage in literacies learning programmes.</p>	<p>Reporting data includes number of programmes and learners in provision.</p> <p>Impacts of the ALN learning are reported, including on their wellbeing.</p> <p>Glasgow's Learning database of ALN providers is refreshed.</p> <p>Glasgow's Learning helpline service is relaunched to support referrals across partners.</p>	<p>GCLDSP Adult Learning Group GCC Education and Glasgow Life (Youth and Families) CLD Network</p>	<p>Adult, YP, Children and Families</p>
<p>Collaborative, targeted approaches in hotspot areas support learner engagement in literacies programmes.</p> <p>The impact of approaches on boosting literacies skills and reducing the attainment gap is evidenced.</p>	<p>2. Partners work together to establish approaches to be piloted in literacies hotspot areas to generate demand and take up where it is most needed. This will include an enhanced offer in community libraries and targeted work for young people through school libraries.</p>	<p>Information and reflections on the effectiveness and outcomes of pilot approaches in hotspot areas, including promotional campaigns.</p> <p>Information on literacies programmes and activities, referrals, learner engagement and the impact on learners is reported in literacies hotspot areas.</p> <p>Evidence of an enhanced library offer/provision to build confidence and</p>	<p>Adult Learning Partnership Glasgow Life GCC Education Local Providers in Hotspot Areas</p>	<p>All</p>

		skills using literacies in community and school libraries is reported.		
		The impact of libraries offers on literacies and reader development in literacies hotspot areas is demonstrated.		

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

Outcome	Action	Performance Measures	*Lead + Contributors	CLD Strand(s)
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.	1. The expansion of a sustainable, thriving Youth Health Service, in conjunction with other Youth Offers, to improve wellbeing and reduce the poverty-related attainment gap.	Reported information includes information on the Youth Health Service Offer, take-up and impacts. Data is gathered to evidence improvements to young people's health and wellbeing as a result of the YHS. Case Studies/Learner stories are produced to demonstrate impacts.	Glasgow City Youth Health Service Delivery Group	Working with YP
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.	2. Community Learning and Development is incorporated into a wider Community Referral Model designed to improve wellbeing through learning and activities.	As this is a new approach by Glasgow Life, information on the process as well as the impacts gathered from the pilot will inform future programmes. Data on the number of referrals, against the numbers successfully taking up	*Glasgow Life Health Providers Other Partners	All

<p>Key city and local partners have a strong understanding of the Community Referral Model and make appropriate referrals.</p> <p>The need for clinical health intervention is reduced as a result of improved resilience from the take up of Community Referral opportunities.</p> <p>The impacts of CLD and other learning on wellbeing are evidenced.</p>		<p>opportunities and the impacts of these particularly on their wellbeing.</p> <p>Information on the range, scope, take up and impact of Youth Wellbeing Offers including Street work, work with Care Experienced Young People, Youth Clubs is reported.</p>		
<p>Individuals and families in poverty get access to critical services.</p> <p>Targeted and effective CLD approaches reduce hardships particularly poverty on vulnerable adults and families.</p> <p>Individual, child and family poverty in the city is reduced.</p>	<p>3. Key programmes and services which address poverty related inequalities are delivered.</p>	<p>CLD partners submit evidence that programmes are shaped by consultation and feedback and meet identified needs.</p> <p>Evidence of good practice is shared.</p>	<p>GCLDSP <i>CLD Providers</i> <i>Glasgow</i> <i>Challenge Child</i> <i>Poverty</i></p>	<p>Adult, Children and Family and Digital</p>

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

Outcome (s)	Action	Performance Measures	*Lead + Contributors	CLD Strand(s)
<p>CLD is effectively planned to ensure and evidence its contributions to wider planning to address key challenges in Glasgow including:</p> <ul style="list-style-type: none"> • Recovery from the pandemic • poverty-related attainment gap • child and family poverty • digital exclusion • mental health • inequalities • unemployment • loneliness 	<p>1. GCLDSP renews its Terms of Reference, Planning and Reporting structures to facilitate recovery from the pandemic.</p>	<p>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.</p> <p>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.</p>	<p>GCLDSP</p>	<p>All</p>
<p>CLD is embedded in wider city planning and strategies to ensure its contributions to these are evidenced, recognised and valued.</p> <p>City planning recognises the contribution of CLD services in addressing health and</p>	<p>2. GCLDSP and its members actively promote CLD within their organisations, sectors, networks and key partnerships.</p>	<p>Evidence that CLD is incorporated into wider agendas, strategies and planning.</p> <p>Evidence that CLD challenges are being raised to wider partners (e.g. ESOL business cases, literacies hotspots, digital exclusion).</p>	<p>*GCLDSP</p> <ul style="list-style-type: none"> • <i>Family Support Strategy Partners</i> • <i>Glasgow Improvement Challenge</i> 	<p>All</p>

<p>poverty-related inequalities and city issues.</p> <p>Glasgow CLD is aligned to regional and national CLD strategies and policies.</p>		<p>Evidence that CLD and Community Empowerment links are strengthening to improve engagement, participation and impacts at city and local levels.</p> <p>Evidence that the Vision for Glasgow Libraries aligns with CLD approaches to provide an enhanced library offer to tackle health and poverty-inequalities in the city.</p> <p>Evidence that Glasgow is contributing to regional and national CLD networks.</p>	<ul style="list-style-type: none"> • <i>Digital Glasgow</i> • <i>Strategic Capacity Building Group</i> • <i>Community Justice Glasgow</i> • <i>Glasgow Child Challenge Poverty Group</i> • <i>Children's Services Plan</i> • <i>Children's Wellbeing and Mental Health Steering Group</i> • <i>Primary Care Mental Wellbeing Model Work Stream Group</i> • <i>Glasgow Challenge Child Poverty</i> • <i>Social Recovery and Renewal Planning</i> 	
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			<ul style="list-style-type: none"> • <i>Community Justice Glasgow Learning, Skills, Employability Group</i> • <i>Vision for Glasgow Libraries</i> 	
<p>CLD's significant contributions to Glasgow's ambitions as a UNESCO Learning City are demonstrated.</p> <p>CLD partners have a better understanding of the city's wider learning context and its role to this.</p> <p>Awareness of CLD in Glasgow is raised internationally.</p>	<p>3. CLD is incorporated into Glasgow's Learning City Development Plan and clear actions are identified and reported on.</p>	<p>CLD features prominently in the UNESCO Learning City Development Plan and key indicators are identified.</p> <p>Reporting links are established between GCLDSP and UNESCO Learning City Working Group on its progress against key actions.</p>	<p>GCC Education</p> <ul style="list-style-type: none"> • <i>GCLDSP</i> • <i>UNESCO Learning City Working Group</i> 	All

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.

Outcome	Action	Performance Measures	*Lead + Contributors	CLD Strand(s)
CLD contributes to local recovery planning.	1. CLD area leads report to the GCLDSP on local planning activity and priorities to	Local Plans include CLD activity.	*Glasgow Life & GCC CES <i>GCVS</i>	All

<p>CLD contributes to Thriving Places and other local planning ensuring CLD services are targeted, relevant and responsive to local need.</p> <p>The GCLDSP is made aware of local need and issues.</p> <p>The value of CLD is promoted and understood locally.</p> <p>CLD resources are allocated to priority groups and areas.</p> <p>Local CLD offers and their impacts within local planning are evidenced and reported.</p>	<p>ensure a coherent approach to embedding CLD and to ensure strategic planning takes account of local issues.</p>	<p>Quarterly reports on local CLD activity are made to the GCLDSP.</p> <p>Annual CLD reports demonstrate progress of embedding CLD and impacts at a local level.</p>	<p><i>Local CLD Providers</i> <i>Third Sector Organisations</i> <i>HSCP</i></p>	
<p>Robust community consultation informs community development across locality planning, such as Thriving Places.</p>	<p>2. Inclusive community engagement and development approaches are used to shape programme recovery and local planning.</p>	<p>Evidence that the recommendations of the community engagement consultation by the Social Renewal Taskforce are being incorporated into local CLD planning.</p> <p>Evidence of consultation activities with CLD participants and local communities and the impact of these.</p> <p>Evidence of Community Engagement with Equalities Groups.</p>	<p>*GCC CE <i>Glasgow Life</i> <i>GCVS</i> <i>Local CLD Providers</i></p>	<p>All</p>
		<p>Evidence of the impact of annual CLD consultation activities on Action Planning.</p>		

		Evidence of strong engagement with the voluntary sector to shape CLD planning and provision.		
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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.

Outcome	Action	Performance Measures	*Lead + Contributor	CLD Strand(s)
<p>The scale, scope and impact of CLD is clearly demonstrated leading to increased awareness of its value in the city.</p> <p>CLD contributions to reducing health and poverty-related inequalities are evidenced.</p>	<p>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.</p>	<p>CLD providers and service areas report into the GCLDSP PRF to enable the Partnership to collectively demonstrate the scale, scope and impact of CLD.</p> <p>CLD Annual Report demonstrate CLD contributions to inclusive growth and recovery, resilient communities and fairer more equal.</p> <p>CLD providers use evidence-based evaluation approaches to demonstrate quality and impact of services.</p> <p>GCLDSP reports into wider partnerships on the impact of CLD on health and poverty-related inequalities.</p> <p>Strong governance arrangements ensure the delivery of CLD Plans.</p>	<p>GCLDSP Local Providers Service areas and organisations managing grants used to fund CLD services</p>	All
<p>Annual Action Planning ensures CLD's relevance to city and local need.</p>	<p>2. Annual Action Plans and corresponding PRF shaped by consultation are produced for years 2022-23 and 2023-24.</p>	<p>Annual Action Plans evidence consultation and engagement with participants, practitioners and key partners.</p>	<p>GCLDSP <i>Local Providers</i></p>	All

		<p>Consultations evidence inclusive approaches to involving under-represented and marginalised groups.</p> <p>Action Plans evidence collective approaches to ensuring CLD meets city and local need to.</p> <p>Corresponding PRFs include indicators and targets and evidence collective approaches to reporting on CLD.</p> <p>There is evidence that key CLD partners actively contribute to Action Planning.</p>		
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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.

Outcome (s)	Action	Performance Measures	*Lead + Contributors	CLD Strand(s)
<p>Individuals, families and groups in the city benefit from clear communication on the CLD offer across providers and areas with well-defined pathways.</p> <p>CLD learners benefit from a shared standard of quality</p>	<p>1. Continued use of the Glasgow's Learning brand and website, the Learner Promise and Learning Partner Commitment Statement to promote high quality learning opportunities across the Glasgow CLD sector.</p>	<p>CLD offers in each of the strands are established and promoted across key themes including:</p> <ul style="list-style-type: none"> • Digital and financial inclusion • Employability • Health and Mental Wellbeing • Isolation and Loneliness 	<p>GCLDSP</p>	<p>All</p>

<p>guaranteed under the Glasgow's Learning brand.</p>		<p>Information on CLD opportunities is shared through Glasgow's Learning website. CLD providers adopt the Glasgow's Learning Learner Promise and Learning Partner Commitment Statement.</p>		
<p>Learners are supported to participate in CLD services as a result of collaboration between agencies, organisations and services.</p> <p>GCLDSP has an overview of recovery of CLD across the city and locally.</p> <p>Digital inclusion developments effectively tackle barriers and support individuals and families have access to IT and digital skills development opportunities.</p>	<p>2. A co-ordinated approach is taken to support the effective recovery of programmes and to address barriers to participation.</p>	<p>Reports from CLD providers, organisations and networks include approaches taken to the recovery and redesign of CLD offers to support access and participation.</p>	<p>GCLDSP <i>CLD providers, organisations and networks</i></p>	<p>All</p>
<p>Barriers to accessing and participating in CLD are reduced for marginalised and under-represented equalities groups.</p>	<p>3. A targeted approach is taken to promote CLD to engage new learners and participants in identified communities and with underrepresented groups.</p>	<p>The promotion of CLD in identified SIMD areas and to target Equalities groups is evidenced through reports and cases studies.</p> <p>CLD partners, organisations and networks report on available equalities data in relation to the take up of CLD.</p>	<p>GCLDSP <i>CLD providers, organisations and networks</i></p>	<p>All</p>

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

Outcome	Action	Performance Measures	*Lead + Contributors	CLD Strand(s)
<p>CLD learners develop digital skills for life and work alongside other core skills.</p> <p>CLD learners are more prepared for an increasingly digital and technological future.</p> <p>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.</p> <p>CLD learners are more confident and skilled to use digital and benefit from blended learning models.</p>	<p>1. Integration of digital skills development into other learning programmes.</p>	<p>Learning content and plans support digital skills development.</p> <p>CLD providers report on the development of blended learning opportunities, demonstrating the best use of face-to-face and digital engagement.</p>	<p>GCLDSP <i>CLD providers and organisations</i></p>	<p>CBAL and Digital</p>

5C. Improving the quality of community learning and development opportunities by developing highly skilled, digitally agile and confident volunteers and workforce

Outcome	Action	Performance Measures	*Lead + Contributors	CLD Strand(s)
<p>CLD programmes are recovered.</p>	<p>1. CLD staff and volunteers are supported and developed to safely</p>	<p>CLD reports include details on the support and development provided for staff and volunteers relating to the</p>	<p>GCLDSP</p>	<p>All</p>

	and effectively recover CLD programmes, including face to face.	recovery of programmes, including face to face.	<i>CLD providers, organisations and networks</i>	
The quality of CLD is improved as a result of a highly skilled and confident workforce.	2. Promote registration with the CLD Standards Council to develop professionalism and a shared ethos among our workforce	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 <i>Local CLD Providers CLD Standards Council</i>	All
CLD practitioners gain confidence and skills to use blended learning approaches via different digital/social media platforms.	3. CLD staff and volunteers are supported and developed in the use of digital technologies and platforms.	Staff and volunteers participate in development and training opportunities that develop digital skills, including use of integrated platforms. Consultations and evaluations with CLD Practitioners evidence improved confidence and skills to deliver services digitally.	*GCLDSP <i>Digital Glasgow</i>	CBAL and Digital
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.	4. CLD partners promote volunteering opportunities and report on the contributions that volunteers make.	CLD providers evidence the promotion of volunteering opportunities and activities undertaken by volunteers.	*GCLDSP <i>Volunteer Glasgow CLD Providers</i>	All