

Appendix 6: Ethos Driving the CLD Plan

We are committed to putting learners and participants at the heart of provision to ensure community learning and development (CLD) meets the needs of individuals, groups and families in the city by involving them in the development and improvement of provision. We have committed to a shared 'Learner Promise' so that learners have a consistent expectation of provision. We understand the importance of working together to improve journeys for learners. The improvements made to assessments, referrals and placements of English Speakers of Other Languages is an example of our collaborative success.

We are committed to working more effectively both within the Glasgow Community Learning and Development Strategic Partnership (GCLDSP) and with wider strategic and local partners to make the best use of the city's resources to deliver CLD that truly addresses those with the most need in the city.

We recognise that a highly supported and developed workforce is paramount to ensuring high quality learning. We are committed to promoting the benefits of and registration with the CLD Standards Council to CLD providers and we are dedicated to embedding the CLD Competencies, Ethos and Approaches in our service design and delivery. We want to increase opportunities to share practice and resources and to develop shared opportunities for workforce development including teaching using digital. We will continue to encourage contributions to the development of CLD at city, regional and national levels.

Glasgow is a complex city with a diverse and, at times, challenging landscape for CLD providers. We recognise that more needs to be done to establish a clearer picture of CLD need, service delivery and the impacts for participants. As such, partners are fully committed to establishing a more rigorous approach to gathering, sharing and reporting data and demonstrating the collective difference that CLD is making in the city. We will also work with Glasgow City Council to establish information sharing across organisations funded through Glasgow's New Community Grant Fund to deliver CLD.

While the ethos and principles of CLD are timeless, partners understand that the offer and provision in the city needs to continually evolve to ensure that participants develop the skills that they will require for the future. CLD partners are keen to be more innovative to meet the city's needs, maximise resources and future proof the city's CLD offer. For example, since the pandemic more emphasis is being placed on teaching using a range of digital platforms and technologies to prepare the people of Glasgow for an increasingly digital world.

Given the financial pressures all sectors have faced and continue to face, especially in light of the pandemic, we are committed to working together to target resources where they are most needed to address health and poverty-related inequalities. We will work with communities and local groups to build capacity, capital and asset transfer to ensure CLD is sustainable and fosters community resilience. Developing the capacity of communities to identify and address their own issues is a key area of focus for us. We aim to nurture a culture through CLD that has openness and where engagement, empowerment and challenge are encouraged. Finally we will build on the co-production of this Plan over its lifespan through regular engagement with stakeholders to shape priorities, determine need and allocate resources.