

Glasgow Community Learning and Development Plan | 2021–2024

All Glasgow citizens should have the opportunity to learn, develop and engage in their communities in a way that contributes to a thriving, flourishing city. We will provide CLD opportunities that improve the confidence, self-esteem and wellbeing of people in our city.

All Glasgow's Learning Partners will promote and adhere to the national CLD Values of:

- **Self-determination:** respecting the individual and valuing the right of people to make their own choices.
- **Inclusion:** valuing equality of both opportunity and outcome, and challenging discriminatory practice.
- **Empowerment:** increasing the ability of individuals and groups to influence issues that affect them and their communities through individual and/or collective action.
- **Working collaboratively:** maximising collaborative working relationships in partnerships between the many agencies which contribute to CLD, including collaborative work with participants, learners and communities.
- **Promoting learning as a lifelong and life-wide activity:** ensuring that individuals are aware of a range of learning opportunities and are able to access relevant options at any stage of their life.

Produced by the Glasgow Community Learning and Development Strategic Partnership (GCLDSP) the plan builds on the outcomes and achievements of the 2018-2021 Community Learning and Development (CLD) plan.

This pocket guide sets out how the CLD Plan is aligned to the city's priorities. It is intended to help workers align their work and evidence their contribution.



This plan is a refresh of the previous plan as three of its areas of focus: Economic Growth, Resilient Communities and A Fairer More Equal Glasgow continue to be of importance as the city recovers from the pandemic. The increased importance of digital and financial inclusion is also recognised. There is an action plan which sets out the key actions. CLD will work under these priorities in the areas of adult learning; youth work; learning for children and families; community development and engagement and digital inclusion. Key areas of focus are people's mental health and well-being, tackling social isolation and poverty and employability.

All of us should ensure that we reference the plan whenever we are involved in working with learners, community groups, voluntary organisations and social enterprises.

Further details on Glasgow's CLD Strategic Partnership and learning opportunities can be found on the website www.glasgowlife.org.uk/glasgows-learning

On the back page of this guide are our priorities for Community Learning and Development over the next 3 years.

Each colour coded box is a section of the plan and is detailed within the full plan.



GLASGOW'S LEARNING PROMISE TO LEARNERS

Learning can be fun and challenging and aims to boost your confidence.

As a learner, community group, voluntary organisation or social enterprise in Glasgow you should get:

- Information on learning opportunities.
- Help to identify your strengths and to set and achieve your goals.
- A learning plan to record your goals, learning and progress.
- Support, guidance and learning if you want to move on to other opportunities.

Staff and volunteers will:

- Be patient and friendly.
- Be helpful and prepared.
- Listen to you and involve you in planning and reviewing your learning.
- Ensure a safe and welcoming space for you to learn in.

Where possible, we will offer programmes at times and locations that suit your needs.

GLASGOW'S LEARNING will continue to work in partnership to promote opportunities, assess need and remove barriers.

Through the range of learning opportunities under the Glasgow's Learning brand, children, young people, adults, families, community groups, voluntary organisations and social enterprises can access high quality learning, being supported to achieve their goals and improve their life chances.

SHARED CITY PRIORITIES

INCLUSIVE RECOVERY & GROWTH FOR A WELLBEING ECONOMY

- A.** Targeting a range of lifelong learning programmes and activities to develop the skills, confidence, wellbeing and aspirations required for inclusive growth and active participation.
- B.** 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.
- C.** Supporting recovery from Covid by fostering digital inclusion and participation and supporting those at risk of losing jobs or income.

Community Based Adult Learning

RESILIENT COMMUNITIES

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

Working with Young People

FAIRER & MORE EQUAL

- A.** Working collaboratively to co-ordinate resources and identify solutions to better meet the increasing demand for ESOL in the city to improve integration, inclusion and wellbeing.
- B.** Working collaboratively to improve reading, writing and numbers of children, young people, adults and families to tackle inequalities and improve life chances and wellbeing the city's literacy hotspot areas.
- C.** Delivering a wide range of targeted opportunities to reduce inequalities, tackle child and family poverty, improve mental wellbeing and boost achievement and attainment.

Children & Families

STRENGTHENING & EMBEDDING

- A.** Clearly articulate CLD's contributions to wider strategies and policies in the city and ensure alignment with wider Social Renewal Planning.
- B.** Embedding CLD in local planning to ensure it is responsive to change community needs and to plan and target CLD resources to the most disadvantaged in the city particularly those facing health and poverty related inequalities.
- C.** Work collaboratively to demonstrate the scale, reach and value of CLD in the city and to demonstrate its impact on reducing health poverty related inequalities.

Community Development

CONTINUOUS IMPROVEMENT OF CLD OFFER

- A.** Tackling barriers to access and participation including digital and improving learner and participant journeys and outcomes at every stage.
- B.** Working collaboratively to develop blended CLD models that prepare learners for the future, widen our offer and improve our reach and impact.
- C.** Improving the quality of CLD opportunities by developing a highly skilled, digitally agile and confident volunteer and workforce.

Digital Inclusion & Participation

CROSS-CUTTING CLD PRIORITIES

DELIVERED THROUGH