

## 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 (ESOL) 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 and development. We are committed to promoting the benefits of and registration with the CLD Standards Council to CLD providers and dedicated to embedding the CLD Competencies, Ethos and Approaches in service design and delivery. We want to increase opportunities to share practice, expertise and resources and to further develop shared opportunities for workforce development on identified CPD needs, including leadership training. We will continue to encourage contributions, from across the Partnership, 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, providers are fully committed to establishing a more rigorous approach to gathering, sharing and reporting data and demonstrating the difference that CLD is making in the city.

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. More emphasis is therefore 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, we are committed to working together to target resources where they are most needed. A key focus of the new plan is targeting resources at those most at risk of health and poverty related inequalities. We will work with communities to build community capacity, capital and assets 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 community learning and development that has openness and where engagement, empowerment and challenge are encouraged. We aim to build on the co-production of this Plan over its lifespan by continually engaging with stakeholders to shape priorities, determine need and allocate resources.