

Staff briefing

Redesign of the Community Learning and Development Service

February 2010

Latest update

This briefing updates you on the recommendations of the strategic redesign group for a new approach to the planning and delivery of CLD services which would see a more locally tailored CLD service. It also outlines the changes necessary to the service to achieve the £345,000 of savings required in 2010/11. Full details are included in the CLD paper produced by the strategic overview group.

The Council is still committed to providing a high quality CLD service, but within the budgetary constraints brought on by the current economic climate.

These recommendations mark the beginning of the process to further strengthen the CLD service. There is still a lot of work to be done with staff and key stakeholders to determine the best way to deliver the service and many traditional structures, relationships, administrative practices and methods need to be challenged.

The key questions to be answered in a future CLD are:

- How should community centres be managed?
- How should youth work and adult learning be taken forward?
- How can partnerships be made more real?
- How do we work more effectively with the voluntary sector?
- Can we recognise and welcome, the constructive, and sometimes important, engagement, of local people?

The proposed redesign has been developed by a strategic group chaired by Councillor Marilyne MacLaren, Convener for Education. Also represented on the group are Administration councillors, Children and Families senior officials and some of our partners.

The group has been advised by CLD officers including the Head of Service, CLD Managers, senior CLD Workers and CLD Workers.

The strategic group has considered all aspects of the current CLD service, including funding, operation and partnerships.

Community centres

The important role that many community centres play in their local communities has been recognised. However, within the current budgetary constraints it will be impossible to maintain them all.

The cost of running and maintaining our community centres has been carefully evaluated on current usage, programme, running costs, physical condition and the proximity of other community facilities. Based on this it is proposed to reduce the number from 43 to 37 which will save £120, 000 in 2010-11. The six centres/services proposed for reprovisioning are: Colinton Mains, Gorgie War Memorial, Longstone, The Number Shop, Platform Adult Learning project and Sighthill.

The strategic group has also recommended modernising various aspects of the management, staffing, leasing and funding of centres. Current arrangements should be reviewed and in some cases should be locally managed or even locally owned facilities.

Creating a Hub approach

In each neighbourhood, it is suggested that at least one "Hub" be identified which will become

the main centre for community learning. Wherever possible, the local CLD team will be based there.

Detailed discussion will be held locally to determine the best location and nature of these.

How many staff will be affected?

A small number of posts will be affected and these people have been talked to directly. Any staff in posts to be cut will follow the Council's policy on redeployment.

Youth and children's work

Working with young people will remain a key priority for CLD and the open access youth work including Open all Hours should be maintained and developed across the city. It is also proposed that the work on key priorities such as supporting children at risk of school exclusion, early intervention and positive destinations and Curriculum for Excellence should be strengthened.

Work with schools should also be further strengthened by identifying a lead CLD officer for each school cluster. The importance of involving young people in decisions that affect them is recognised and as a result it is proposed to further work to build on the success on the youth forums.

The current funding arrangements for the work that the voluntary sector does with young people cannot continue. It is proposed that resources and planning to be carried out on a neighbourhood basis. Any funding changes would, however, be phased in over two years.

Capacity building/voluntary sector

The close relationship with the voluntary and community sector should continue. However, in 2008, a decision was taken to withdraw support to voluntary organisations with their own staff team and to limit capacity building work to community based organisations with no staff. This has not yet been fully implemented and should be as a matter of priority.

The role that the CLD staff carry out as monitoring officer for various voluntary organisations is to be shared equally across Children and Families.

Adult education

The importance of the adult education programme is recognised. However, it is recommended that it be amalgamated with the community schools programmes. In addition the links with colleges should be improved.

Literacy and numeracy services will focus on employability skills, literacy for parents, family learning to support children's learning, financial literacy and work with 16-25 year olds to achieve positive destinations

Plans are currently underway to integrate the management elements of the CLAN project team functions into CLD. This along with the closure of the CLAN project base and the re-organisation of the partnership will save £140,000 in 2010-11. Work is ongoing to determine how to best deliver the CLAN service after 2010.

Devolved Centre Management Scheme

It is felt that this no longer offers effective efficiencies and will be replaced with devolving services to a Neighbourhood level.

Stakeholder consultation

Consultation with staff and stakeholders will take place from February to 9 April. A final report will be submitted to the Committee in May with implementation of changes commencing thereafter.

Who should I talk to if I have any concerns?

Staff with any individual concerns should talk with their manager. Or, if you prefer you can complete our online form on the Orb pages.

How will I be kept up-to-date?

We will keep the pages on the Orb up-to-date. Go to cec.intra.edinburgh.gov.uk/cldredesign

We will also send you regular briefings via e-mail. If you do not have access to e-mail or the Orb, then your manager will give make sure you receive the briefing. Managers will also hold face to face meetings when appropriate