

Report

Report to:	Clyde Valley Learning and Development Joint Committee
Date of Meeting:	20 June 2022
Report by:	Chair of Clyde Valley Learning and Development Project Steering Group

Subject:	Background to the Clyde Valley Learning and Development Project
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1. Purpose of Report

1.1. The purpose of the report is to:-

- ♦ outline the background to the development of the Clyde Valley Learning and Development Project

2. Recommendation(s)

2.1. The Joint Committee is asked to approve the following recommendation(s): -

- (1) that the contents of the report be noted.

3. Background

3.1. The Clyde Valley Learning and Development Group (CVLDG) was established informally in 2005 to explore the opportunities for improvement through joint working and shared delivery of learning and development. The original partners within the Group comprised the eight local authorities located in west central Scotland. These are:-

- ♦ East Dunbartonshire Council
- ♦ East Renfrewshire Council
- ♦ Glasgow City Council
- ♦ Inverclyde Council
- ♦ North Lanarkshire Council
- ♦ Renfrewshire Council
- ♦ South Lanarkshire Council
- ♦ West Dunbartonshire Council

3.2. In 2007, a formal partnership was established under a Joint Committee structure, supported by grant funding from the National Board for Shared Services (NBSS). The lead authority for the Group was and remains South Lanarkshire Council.

3.3. The Group members developed a set of shared objectives for working together and developed a business case for change which focused on the design, implementation and delivery of training and other learning and development provision within its member Councils. Through a detailed analysis of costs, methods, current practice and shared experience, the Group demonstrated a robust case for change through

working smarter, more efficiently and in a spirit of partnership to deliver more efficient learning and development practices.

3.4. The objectives of the Group are to develop methods and models concerned with the design, development, delivery, commissioning and evaluation of approaches to learning and development which will:-

- ◆ be delivered more efficiently through shared working than by an individual council by council approach
- ◆ minimise duplication of effort
- ◆ identify, develop and share best practice
- ◆ set, achieve and maintain standards of delivery
- ◆ modernise service delivery through improving practice and optimising the use of information technology
- ◆ develop centres of excellence from which to deliver models suitable for replication nationally in the public sector

3.5. The vision continues to be developing relevant, high-quality training to the local government workforce which demonstrates consistency in access and provision, efficiency in development, delivery and assessment and sufficient flexibility to take account of local priorities and preferences.

4. Securing the Future of the Project

4.1. In 2017 the Project Steering Group was asked to investigate options for a new funding model to secure the future of the Project. The outcome of this was presented to the Clyde Valley Learning and Development Group Joint Committee in a paper on 11 June 2018.

4.2. The Joint Committee approved the proposal to restructure the membership of the Group, by creating three categories of membership which would be open to all of the then current members of the Group (Full and Associate Members).

4.3. In addition, the Joint Committee agreed to elevate the status of the Social Care Group from sub-group to that of Steering Group, to reflect the importance of the Social Care agenda to the Clyde Valley Learning and Development Group's work.

4.4. It was agreed that a minimum of five Full Member Councils and a minimum level of funding of £59,000 (£61,000 including the audit fee) per annum would be required to maintain the viability of the Project.

4.5. The agreed tariff for the various categories of membership was set as follows:-

Membership category		Full	Participating	Procurement
Banding (Employee Numbers)				
Band 1	(0 - 4,999)	£5,000	£3,000	£1,250
Band 2	(5,000 - 9,999)	£7,000	£4,000	£1,500
Band 3	(10,000+)	£10,000	£6,000	£2,500

4.6 This revised structure and funding model has remained in place since 2019 and during this period the two mandatory viability criteria have continued to be met each year. These are:-

- ◆ a minimum of five Full Members
- ◆ a minimum project contribution to be paid to the lead authority of £59,000 (£61,000 including the audit fee)

5. Learning and Development Activities Undertaken by the Project

5.1. Over the period that the Project has been in existence there have been many areas of learning and development activity which have achieved benefits for the Member Councils.

5.2 The range of benefits includes:-

- ◆ cost savings and economies of scale (e.g. shared procurement)
- ◆ developing centres of excellence (e.g. Chartered Management Institute (CMI) accredited centre for leadership and management training)
- ◆ development and sharing of best practice (e.g. Promoting Positive Behaviour (PPB))
- ◆ increased use of technology (e.g. Online SVQ portfolios and Learning Management Systems)
- ◆ capacity building through skills development (e.g. peer to peer training in PPB and e-learning techniques)
- ◆ reduced duplication of effort (e.g. sharing online learning and development content)
- ◆ establishing networking opportunities for problem solving and sources of advice (e.g. migration and implementation of e-learning portal and data feed)
- ◆ transformation of learning methods from traditional classroom to online (e.g. food hygiene training and award)
- ◆ ability to adapt to exceptional circumstances such as the covid-19 pandemic and lockdown (e.g. channel shift for service delivery to online meetings, training and delivery)
- ◆ development of new qualifications and awards (e.g. Scottish Qualifications Authority (SQA) for the professional development award in PPB and in partnership with the Royal Environmental Health Institute of Scotland (REHIS) for the Joint Introductory Award in Food Hygiene)
- ◆ establishing fruitful relationships with external partners with unique expertise (e.g. Robert Gordon University for the validation and risk assessment of physical interventions used in PPB)
- ◆ robust governance structures to manage keynote programmes such as PPB (e.g. Strategic and Local Governance Groups established to meet the operating terms of the Minute of Agreement).

5.3 The majority of these benefits have extended throughout the duration of the Project while others have arisen from shorter term collaborations. It remains one of the Project's strengths that Members can opt in and out of each initiative depending on local and strategic need, while maintaining autonomy in their respective Councils.

6. Employee Implications

6.1. Initially there were three staff seconded to the Project. These comprised a Project Manager a Learning and Development Officer (Social Care) and an Administration Assistant (all on secondment from South Lanarkshire Council). Retirements over the last year have resulted in the Project Manager being the sole officer in post.

- 6.2 Delivery of the Project's portfolio therefore is dependent on the time, support and commitment of officers from Member Councils, which remains critical to maintaining the success of the Project.

7. Financial Implications

- 7.1. Grant funding for the Project expired in 2011 and since that time the Clyde Valley Learning and Development Group has depended on its income from membership contributions.
- 7.2. As reported to the Joint Committee at its meeting held on 22 February 2022, the current annual membership income is £78,000, which has been achieved through contributions from six Full Members and nine Participating Members. Specific contributions are as set out in paragraph 4.5 of this report. It was reported that East Lothian Council had yet to confirm its membership status and it had since confirmed that it did not intend to continue membership of the Project.

8. Climate Change, Sustainability and Environmental Implications

- 8.1. There are no implications for climate change, sustainability or the environment in terms of the information contained in this report.

9. Other Implications

- 9.1. The Clyde Valley Learning and Development Project depends on the commitment of the Member Councils for its continued success.

10. Equality Impact Assessment and Consultation Arrangements

- 10.1 This report does not introduce a new policy, function or strategy or recommend a change to an existing policy, function or strategy and therefore no impact assessment is required.
- 10.2. There is also no requirement to undertake any consultation in terms of the information contained in the report.

Gill Bhatti

Chair, Clyde Valley Learning and Development Project Implementation Steering Group

20 May 2022

Previous References

- ◆ Background to Clyde Valley Learning and Development Project – 28 August 2017
- ◆ Update on the Future and Funding for the Clyde Valley Learning and Development Project for 2018/2019 – 11 June 2018
- ◆ Update on Membership and Funding for the Clyde Valley Learning and Development Project for 2022/2023 – 22 February 2022

List of Background Papers

- ◆ None

Contact for Further Information

If you would like to inspect the background papers or want further information, please contact: -

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