

**Report to:** TENDRING LSP  
**From:** LSP Working Party  
**Re:** LEARNING ORGANISATION  
**Date:** November 20<sup>th</sup> 2007

**1. Reissue of Terms of Reference**

- Bring together the appropriate expertise from within and outside the district
- Assess the skills and training needs of the partnership
- Make appropriate best practice recommendations
- Propose an on-going programme for capacity building
- Include accreditation where relevant
- Create a stronger identity for the LSP

**2. Criteria agreed by LSP for Good Practice**

- ❖ must add value to the work of the LSP
- ❖ demonstrate joined-up working
- ❖ meet one or more of the strategic priorities
- ❖ relate to the LAA
- ❖ act as role model for other LSP work
- ❖ demonstrate holistic learning

**3. Work Programme with milestones**

<i>Actions</i>	<i>Detail/objectives</i>	<i>By whom/when</i>	<i>milestones</i>	<i>tick</i>
Agree baseline information	<ul style="list-style-type: none"> <li>• LSC profiles</li> <li>• Voluntary sector information</li> <li>• HGP research</li> <li>• Electronic data warehouse</li> </ul>	Working party to request information via LSP Sept/Oct. 2007	Requests made Information collected	
Gather examples of good practice	<ul style="list-style-type: none"> <li>• Decide the criteria for good practice</li> <li>• Seek examples from Partners</li> </ul>	TCVS, CRDP, TLP, 14-19 APG, CYPSP, PCT.& delivery groups By January 2008		
Provide and promote training opportunities	<ul style="list-style-type: none"> <li>• Opening up in-house training opportunities.</li> <li>• Mutual briefing and upskilling sessions.</li> <li>• Ensuring LSP is able to develop progressively from co-operation to joint commissioning.</li> </ul>	LSP partners 2007-8		

	<ul style="list-style-type: none"> <li>• Set up peer mentor/buddy scheme between partners.</li> </ul>			
Acknowledge and publicise the vision within LSP for learning	<ul style="list-style-type: none"> <li>• Reinforce the message about improving life chances</li> <li>• Identify target groups within strategy</li> <li>• Add value to LSP sustainability through adopting progressive development</li> </ul>	Young people (NEETs) Those in deprived areas without skills LSP partners 2007-8		
Map engagement of different sectors across strategic themes	<ul style="list-style-type: none"> <li>• Mutual understanding of who engages, intervenes or funds across each sector with different client groups</li> </ul>	Each delivery group By March 2008		
Recognise achievements-use this to promote LSP publicly	<ul style="list-style-type: none"> <li>• Example of output of partnership working</li> <li>• Example of process of partnership working</li> <li>• Examples of where strategic ambitions have been realised</li> </ul>	Each partner organisation By July 2008 (in time for summer public events)		

### Recommendations for LSP

1	The working party felt strongly that ongoing learning and development was essential to ensure the capacity building and the sustainability needed for the success of the LSP; to transform the group from being a collection of organisations into a strong partnership. Therefore the first recommendation is to add an extra TOR – <i>to create a stronger identity for the LSP</i>
2	Confirm the criteria for good practice
3	Agree Work programme
4	Request LSP partners to supply baseline information by October 2007
5	Request named groups to provide examples of good collaborative practice by January 2007
6	Request LSP partners to exchange information about training opportunities
7	Consider mapping exercise as possible task for new co-ordinator