

Report to: TENDRING LSP
From: LSP Working Party
Re: LEARNING ORGANISATION
Date: April 22nd 2008

1. New membership of working party

Andrea Clarke [LSC], Michael Dew [TDC], Elizabeth Foss-Smith [LSP], Kate Mann [LSP]

Apologies: Kate Mann

2. Matters arising from previous meeting.

- EFS had met with Maureen Handley of CYPSP
- LSP Lead Partners had endorsed the idea of sharing training and buddy system
- LSP Lead Partners had been asked for exemplars of good practice.
- Mapping of PCDL underway

Milestones met so far:

- Criteria of good practice agreed
- Good Practice exemplars requested
- Training opportunities explored
- Mentor/buddy scheme proposed
- Focus on young people developed

3. Good Practice

So far two examples had been submitted, both from the Regeneration Group; typifying collaboration between voluntary and public sectors, impacting on the Sustainable priorities of Children & Young People and Deprivation. Some discussion about how best to publicise these, the group thought that these examples would provide human interest for local news, which would inform the general public about the LSP and bring a better understanding of the work of the LSP. It was hoped that use could be made of TDC publicity officer. Should enough examples be gathered, it was hoped to hold a celebration event. It was felt that more use could be made of articles in the free press.

4. Training opportunities.

Following discussion at recent Lead Partners meeting, it was proposed to ask the LSP Co-ordinator to facilitate an exchange of information about training opportunities between LSP member organisations which would be mutually beneficial.

5. Buddy System

Lead Partners had endorsed the idea of offering an informal buddy/mentor to those who take on LSP roles and responsibilities without having been part of the organic developmental stages. It was generally agreed that the best way to update, induct and brief colleagues was through personal contact, and those lead partners who had been involved with the LSP for some time were happy to be nominated as possible buddies. It would also be useful if these briefings included a general introduction to the work of the member organisation.

6. Focus on young people

Maureen Handley had been able to clarify that CYPSP was recently reconstituted; that there was a cross-county Children's Integrated Workforce Development Strategy group which would identify gaps in provision; and that most work was clustered around the "Every Child Matters" themes. This meant that the local CYPSP was as yet still formulating its plans as to how it would monitor progression and impact on children and young people wherever relevant in the Sustainable strategy.

When asked how the 16-19 yr olds were supported in the acquisition of skills, there was a focus on preventative work with the possible NEET groups, support for schools encouraging mandatory achievements with learners, development work with the new Diplomas and membership of the 14-19 Area Planning Group.

It was agreed that the Learning Organisation Working Party would try to maintain the focus on C&YP when asking for exemplars of good practice and help underscore the importance of the young people's dimension.

There was some discussion about the best way to add value, to ensure that the LSP was effective and connected to local people, as well as contributing towards LAA targets.

7. Collaboration

In the light of recent activity and discussion on partnership work; through analysis of what makes an effective LSP, in risk assessing the work of LSP, in peer reviews, and relationship management between organisations, the group considered what other learning was taking place within the LSP. MD explained the stages of Partnership working [Co-existence; Co-operation; Co-ordination; Collaboration; Co-ownership] and it was felt there was potential for personal and organisational development along these lines. Recognising that it is the softer skills that often makes the difference between successful collaboration or not, as well as contributing to quality benchmarks it was hoped in the long term to develop a framework for learning & development.

8. Action agreed

ACTION			
what	where	whom	when
Remind other partners to submit good practice exemplars	Lead Partners' group	EFS	ongoing
Gathering baseline information	LSC, LSP & other sources	AC, KM, EFS	ongoing
Obtain report of Peer Review	LSP	KM	ongoing
Propose reporting of good news items (& newsletter?)	Lead Partners' group	KM, EFS	ongoing
Ask LSP: To decide on appropriate publicity for exemplars of good practice	Executive Board	EFS	29/04/08
Ask LSP: To task co-ordinator with facilitating exchange of information about training opportunities	Executive Board	EFS	29/04/08
Propose to LSP: To draw up a list of possible buddies, of those offering induction hours to other colleagues new to LSP work and local knowledge.	Executive Board	EFS	29/04/08
Ask LSP: to include young people especially when reporting good news, progress etc	Executive Board	EFS	29/04/08
Recommend to LSP: to investigate provision of development opportunity for partnership working	Executive Board	EFS	29/04/08

8. Date of next meeting

Wednesday June 25th at 10am Manningtree Community Room.