



# Community Planning Aberdeen

## PARTNERSHIP DEVELOPMENT PLAN

This Development Plan has been produced to support the implementation and delivery of the refreshed LOIP and Locality Plans. It was developed in response to feedback gathered from the CPA Board during a session facilitated by the Improvement Service in April 2021 and from a feedback exercise conducted with Project Leads in March 2021. The plan includes five themes for improvement under which actions have been identified to provide cross cutting support to colleagues across the Partnership in the delivery of the LOIP and underpinning Locality Plans.

Improvement Action	Timescale	Description	Lead
<b>Capacity Building</b>			
Resume the Model for Improvement Introductory Bootcamp	August 2021	Quality Improvement Foundation Level training aimed all who want to make improvements to their work. Bootcamp provides introduction to the Model for Improvement framework and supports participants to develop confidence and capability in using key quality improvement tools.	Community Planning Team
Introduction of Model for Improvement Course for Community Members	August 2021	Sessions to provide an introduction to the plan, do, study, act methodology to our communities to support them testing change ideas included with the Locality Plans and to work with Outcome Improvement Groups to take these forward.	Community Planning Team/Locality Planning
Programme of LOIP Refresh Sessions	July/August 2021	Pit Stop sessions to hear the changes to the Local Outcome Improvement Plan (LOIP), the context behind the refresh, the measures it incorporates, and an introduction to how it is informing our practice, in collaboration with our partners.	Community Planning Team
Rapid Testing Masterclass	August/September 2021	Improvement projects are intended to be time limited, using rapid cycle testing to gather data and gain confidence quickly in the efficacy of a change before scaling up. The timeframe for completion of testing and scaling up will vary depending on the complexity of the change and the	Community Planning Team

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		confidence in the results gathered. The use of rapid cycle testing should ensure that project teams progress towards their improvement aims quickly. Projects should be closed as aims are achieved to allow partners to move on to the next priority. This masterclass will provide project leads with the understanding and confidence to undertake rapid testing.	
Advertise and promote opportunities to undertake further Quality Improvement training and build relationships with local and national professionals	Ongoing	Scottish Improvement Leaders Programme has four cohorts commencing each year. Each cohort will be a blend of national and targeted regional places. Promotions and uptake provides a great opportunity for those involved in CPA improvement activity to deepen their knowledge of the methodology and take forward improvement activity.	Community Planning Team
<b>Advice, Support and Coaching</b>			
Continue with Lead Contacts for all Outcome Improvement Groups and confirm and support new Lead Contacts where vacancies currently exist	July 2021 - Monthly	The Lead Contacts Group ensures that the OIGs are provided with the direction, advice and support they need, through engagement with lead contacts. Collectively, the Lead Contacts are responsible for ensuring that the CPA groups understand and meet their requirements to report progress to the CPA Board and Management Group in the delivery of the LOIP and Locality Plans. Two Lead Contacts are vacant at present and if approved a Lead Contact will also be required to be identified for the Anti-Poverty Group.	Community Planning Team
Hold general and themed project surgeries	July 2021 - Monthly	Provides those leading projects with a project surgery drop in where they can seek support with their improvement projects. Themed surgeries such as data collection and analysis to provide specific support on issues raised by project leads.	Community Planning Team
Improve collaboration across Project Teams through using the Improvement Community Network as a platform for	July 2021 - Ongoing	Network to support Outcome Improvement Groups and Project Leads to continue to develop confidence and capability in quality improvement. The Network to be further developed to improve collaboration on improvement projects. Project Leads play a crucial and central role in helping to lead and embed improvements within our communities. We	Community Planning Team/Lead Contacts

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sharing best and good practices, outcomes from tests of change and any challenges experienced		also know that this will be an ongoing journey of learning and refinement to realise these improvements. This journey is supported by a collaborating and working in a supportive and encouraging environment. Project Leads are to be encouraged to use the Network/site to 'work out loud' in sharing best and good practices and to actively engage in sharing their expertise, change ideas being tested, as well as challenges being experienced.	
Improve the story telling about what we are achieving through our improvement projects and the improvement programme	September 2021 - Ongoing	Improve our current communications of the outcomes achieved by improvement projects through storytelling which focuses on the human side of work and engages our audience, both across the Partnership and with our citizens. This will also provide support to other Project Leads and increase their awareness of areas of good practice identified by other projects.	Community Planning Team
Work with project teams to influence and empower teams to think more creatively, support research and develop innovative practice	August 2021 - ongoing	In developing and refreshing project charters, support Project Teams to think more creatively, access available research and develop innovative practice to achieve their improvement aims.	Community Planning Team
<b>Data and Research</b>			
Establish a Data Network	August 2021	The Data Network has 2 key areas of focus, namely: <ol style="list-style-type: none"> <li>1. The foundations of the Partnership's approach to the management of data, including: <ul style="list-style-type: none"> <li>▪ Data accessibility</li> <li>▪ Data infrastructure</li> <li>▪ Data sharing</li> <li>▪ Data ethics</li> <li>▪ Data skills</li> </ul> </li> <li>2. Co-ordination of support to Outcome Improvement Groups and improvement projects when establishing improvement projects and throughout the Quality Improvement cycle.</li> </ol>	Data and Insights, ACC

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		The Network aims to maximise partners' resources whilst accessing and engaging with external support	
Establish a Research Forum	August 2021	The Partnership Forum oversees the co-ordination and consideration of the evidence base which informs the Partnership's strategic decision making.	Data and Insights, ACC
<b>Cross Cutting Campaigns</b>			
Supporting community empowerment and participation	Ongoing	Promotion of the opportunities to participate in improvement activity at city wide and locality level, as well as dialogue between partners on the city wide Outcome Improvement Groups delivering the LOIP and members of the Locality Empowerment Groups/ Priority Neighbourhood Partnerships delivering the Locality Plans to ensure a joint and coordinated approach between professionals and local communities to improve outcomes city wide and at a locality level.	Community Empowerment Group
Promotion of how to tackle and reduce the impact of stigma	August 2021	Everyone has the right to be treated fairly and with respect, however many still today experience stigma. Stigma has been shown to have a profound effect on a person's sense of self, and diminish their self-esteem and confidence. It can also prevent people from seeking help. To be successful stigma needs to be addressed across all of the LOIP Stretch Outcomes. This campaign will raise awareness and understanding of the impact of stigma across the Partnership, but also to promote ways in which we can embed mechanisms for address stigma and changing attitudes through our improvement activity.	ACH&SCP
Raising awareness and understanding of the importance of child participation and engagement in decision making	October 2021	This campaign will raise awareness and understanding of the importance of child participation and engagement and ensure that the LOIP aims have properly considered how their work will impact on children and their families and that all Outcome Improvement Groups are empowered to consider the extent to which they cover 3 P's re Provision, Protection and Participation. To support this we will develop and share Local and National Good Practice of engagement and participation work and ensure that children and young people are aware of how they can get involved.	Children's Services Board

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Benefits of taking a Whole Family Approach	December 2021	The Whole Family Approach is a family led strategy, where families set their own goals, use resources, and support networks while strengthening relationships to achieve their potential to achieve long term change. When services are integrated and working alongside families meeting their whole needs, rather than the individual parts, efficiency is improved, and outcomes are enhanced. The Whole Family Approach should be embedded in all our practice and overarching to all LOIP. This campaign will raise awareness of the importance of working together to offer integrated support with families that promote family led and relational practice with family's voices at the centre of our service developments.	FitLike Hubs, ACC
Adopting an approach to reducing health inequalities	February 2022	Health inequalities are the unfair and unavoidable difference in health across social groups and between different population groups. Reducing health inequalities requires a blend of action to undo the fundamental causes. Everyone has a role to play in reducing health inequalities. This campaign will introduce a range of training, tools and techniques available that can be built into individuals own practice, such as Making Every Opportunity Count; health literacy and Health Inequalities Impact Assessment.	ACH&SCP
Adopting a trauma informed approach	Ongoing/ April 2022	<p>The experience and impact of trauma and adversity in the lives of Scottish people is more pervasive than has previously been recognised and has been exacerbated by the COVID pandemic. It is important to have trauma informed and responsive workforces that can recognise where people are affected by trauma and adversity, able to respond in ways that prevent further harm while supporting recovery, helping address inequalities and improve life chances.</p> <p>The aim of this ongoing campaign is to promote delivery of services in ways which prevent further harm or re-traumatisation for those who have experienced psychological trauma or adversity at any stage in their lives. People living with domestic abuse; individuals facing poverty/financial hardship and people experiencing severe illness or the loss of family are all</p>	NHSG

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		<p>among those at greater risk of experiencing trauma. And those in key frontline roles such as health and social care have had increased exposure to potentially distressing experiences as has the likelihood of stress and burnout.</p> <p>The National Trauma Training Programme, led by NHS Education for Scotland provides an opportunity to build on this ambition and has a wide range of training and tools available to all partners that can be built into services, teams and individuals own practice by raising awareness, knowledge, and confidence among our workforce to equip people to embed trauma informed practice throughout services based on the key principles of safety, trust, choice, empowerment, and collaboration. Teams/services can use the NHS Education Scotland “Taking a Trauma Informed Lens: Walk through” audit tool to establish the extent to which services are trauma informed identifying any risks of active re-traumatising or introduction of primary trauma to assist with identification of areas of priority requiring change and improvement; can learn about the importance of “lived experience” and the need to strengthen engagement and involvement of those with lived experience of psychological trauma, and gain an understanding on the importance of ensuring all staff wellbeing initiatives address any trauma implications.</p> <p>As part of the ongoing campaign, throughout the year a number of existing/future trauma training and tools and Deep Dive initiatives are planned by both local Trauma Champions and the Multi Agency Group and will be promoted across the Partnership to provide Partners with the awareness, tools and training, with an additional focus highlighting local progress/good news stories/examples of good practice as part on an ongoing raising awareness campaign undertaken in April 22.</p>	

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Intersectionality for Improvement Projects Training	Ongoing	<p>An online training session to help Project Teams consider how different characteristics affect the people they're working with on their Improvement Project. The workshop covers:</p> <ul style="list-style-type: none"> <li>• How multiple barriers can affect a person's experience, access to services, self-esteem, etc.</li> <li>• How different characteristics can interact in positive or negative ways: introducing the concept of intersectionality and the benefits of taking an intersectional approach.</li> <li>• "Seldom heard" communities, and how they fit into the Engagement Strategy and Community Planning in Aberdeen.</li> <li>• Resources to explore the demographics of the community Project Teams are working with.</li> <li>• Discussion in small groups, looking at specific ways the above issues are relevant in the context of your improvement project, plus time to create a short action plan to incorporate what was learned and discussed.</li> </ul>	GREC
<b>Leadership - Creating the Conditions for Change</b>			
Development of a Collective Leadership Programme	September 2021	<p>Strong leadership is key to the partnership delivering its improvement ambitions. Through a collective leadership programme, supported by external partners, CPA Board and Management Group members will be encouraged to think differently about their leadership role. We will convene a number of leadership fora to explore different ways of operating, focussing on collaboration and innovation, and reflecting on what we need to do differently.</p>	External Partners e.g. Improvement Service