APPENDIX 1: Community Partnership Peer Challenge 2021 – DRAFT Action Plan

	Theme	Specific Feedback	Actions
PEOPLE	**1. Community Leadership**	**LGA Feedback** • Increase capacity and capability – Chairs, Vice-Chairs, Communities Officers, partners • Variation between CPs in stages of development / maturity • Learning and Development – take time to upskill • Enable Chairs as community leaders – less 'chairing' and more 'enabling' and 'facilitating' **Actions Already Agreed** ✓ CP Chairs Learning and Development Plan drafted – to be implemented from January 2021: ▪ Asset Based Community Development ▪ Dealing with Difficult People ▪ Leading Engaging and Participative meeting	**Visioning Event Feedback** ∗ The L&D Plan needs to be for all CP participants including partners external to ESC (not just Chairs) to support Chairs to move the model on as they develop ∗ Reduce the number of CP meetings in favour of less formal elements like surgeries and T&F Groups between meetings ∗ Need for more facilitation skills within CPs to support flexibly structured CP meetings, either by upskilling current members and/or getting relevant people around the table ∗ Don't let major infrastructure get in the way of CP delivery ∗ Focus on levering in additional capacity for CPs from external sources (copying EDF's support for the Transport & Travel T and F Group) ∗ Build CP's appetite and ability to respond to local issues in their own way if they are true to the CP vision / priorities ∗ Clear role definition for Chairs, Vice Chairs and ESC Officers in context of their capacity to do the role (time etc) ∗ Succession plan - build in resilience by preparing and supporting both future and newly appointed Chairs and Vice Chairs ∗ Promote work on shared priorities across more than one CP and support Chairs & Vice Chairs to meet with other organisations to pool / share information & resources ∗ Encourage all Councillors (ESC, SCC and Town and Parish Council) to participate fully

| PEOPLE | 2. Engagement | **LGA Feedback**
• With Communities of Interest (including young people)
• Ensure all voices are heard
• Sponsorship from CMT and wider organisation
• Stronger links with other locality-based staff e.g. economic development, health
• Of all internal and external stakeholders in next steps

Actions Already Agreed
✓ Youth Voice relaunched September 2021
✓ Rural Youth Work project approved by Cabinet November 2021
✓ Youth Focus project in urban areas (SCC funded)
✓ Event at Trinity Park on 05/11/21 for Board, Chairs/Vice Chairs and Officers – first stage in engaging partners in next steps
✓ Build on work of CAS and SALC to engage VCS and T&PCs
✓ Report to ESC CMT 19/10/21
✓ Take Peer Challenge feedback and recommendations to all CPs | **Visioning Event Feedback**
∗ Get buy in and explicitly write external people and resources into projects and activity
∗ Ensure CPs operate transparently, restate the message that anyone can join if the partnership sees benefit in them being there
∗ Hear underrepresented voices - especially young people who can help shape CP priorities and activities
∗ Put CP resources into youth outreach to ensure our Young People can participate in the CP vision
∗ Advocate for schools to promote CP's and local democracy as a way to get things done
∗ Remember to build on networks that are already strong and not always go it alone
∗ Develop CP model to flex and bring in different people who have specific knowledge/resources dependent on the issue of focus - it does not need to be the same people trying to cover everything at every meeting
∗ Chairs don't have to try and do everything at meetings – they can hand over facilitation to others to make meetings more engaging
∗ T&F groups are an opportunity to engage a wider audience
∗ Propose each CP hold a second workshop to engage wider stakeholders, consider refreshed data and restate/adjust priorities
∗ Equip CPs with skills/capacity to map assets in their area and build a supportive network of people who share priorities
∗ Re-energise effort to support partners to identify which CP's they would benefit from joining – and in what capacity (CP member / T&F Group participant etc) |

| PROCESS | 3. Communication | **LGA Feedback**
- Within Community Partnerships
- Between Community Partnerships
- Between Community Partnerships and the Board
- With partners
- With communities and localities
- With ESC departments
- Celebrating achievements
- Sharing good practice and lessons learnt

Actions Already Agreed
- ✓ Proposed Community Partnership E-Bulletin (agreed at Chairs meeting)
- ✓ Named senior lead and additional marketing capacity for CP in ESC Communications Team
- ✓ Build on the success of the CP Chairs meetings and ensure each CP is represented at every meeting
- ✓ Refresh the CP Communications and Publicity Plan - revisit and restate original aims of CP's | **Visioning Event Feedback**
* Bespoke work with Heads of Service / individual ESC services
* In depth stakeholder mapping to help shape how we communicate our key messages to different audiences
* Need to increase visibility of CPs in their communities
* Good communication and publicity require the right amount of dedicated resource
* Better use of tech for better communication
* Face to face meetings can deliver better communication
* Capture and share both learning and best practice between CP's to continually drive-up impact of all CP's
* Good examples of CP members / officers going out to meet partners to discuss issues at their own venue/getting out into communities – increase visibility and reach
* Share learning where CP's have built constructive links with other networks (e.g., INTs)
* Build links between CP's and other networks like INTs to reduce duplication and deliver better shared outcomes
* Some CPs are more effective than others in attracting funding and can share how they do it
* Move messaging away from just focussing on the funding – promote the wider impact of the CP's and showcase activities that have worked well
* Deliver peer reviews across the CP family
* Share CPs pipeline of activity early to promote collaboration
* Develop more buy in to CP's from across all ESC members and officers |

| PROCESS | 4. Form and Processes | **LGA Feedback**

* Ensure processes aren't getting in the way - some organisations felt grants process was onerous
* Move back to face-to-face facilitated problem-solving workshops
* Increase solution-focussed capacity in communities, partners, and wider system
* Review funding allocation – move away from small grants

Actions Already Agreed

✓ ESC has set up small team to undertake an evaluation of the small Grants Schemes
✓ Team can pull together recommendations on the range of funding models available to CPs to the CP Board
✓ Support Chairs to make the transition from virtual to face to face open meetings and workshops that were proving so successful before lockdown | **Visioning Event Feedback**

* CPs work well when they focus on one priority – make sure the right people are around the table and work collaboratively to problem solve one issue at a time
* Important to continue to share information about various external funding opportunities between CP's
* Currently CP Chairs and Officers do a lot of the work – we need to share the work (and benefits) for CPs to grow and become more successful
* The capacity and resources needed by each individual CP vary as each are unique – shouldn't treat them all the same
* Due diligence but make processes as light touch as possible to free up CPs to e |

| OUTCOMES | 5. Oversight and Evaluation | **LGA Feedback**
• Maintain strategic oversight and focus
• Take time to reflect and reset against original vision for CPs
• Understand the impact of Covid on the course of CPs
• Evaluation framework
  • Understanding success

Actions Already Agreed
✓ Quarterly monitoring of activity funded by CP Board
✓ Monitoring of all small Grant scheme funded projects | **Visioning Event Feedback**
∗ Revisit original aims and aspirations for CPs to reset / restate original vision – them measure impact against this
∗ Understand what has been achieved and don't lose the learning
∗ CP Delivery Group will develop and oversee a robust impact monitoring and management framework and report annually to the CP Board |