

# **Berkshire Community Learning Network – Small Steps to Big Voices**

## **Appendix 1**

### **CCB Education & Inclusion Delivery Model**

#### Referral/Potential Engagement – Step 1

Identify possible Barriers:

- Geography
- Ethnicity
- Culture
- Language
- Gender
- Age
- Occupation
- Health
- Education
- Disability
- Financial
- Caring responsibilities
- Sexuality

Strategies:

1. To identify whether the need for employment/training support can be met, that no additional barriers will be created in the attempt to reduce them and current access to services can be improved.
2. To identify whether a single or a combined approach will enable opportunities to be realised alongside measurable achievement and success.
3. To identify existing service support to prevent duplication, the potential for both internal & external joined up working and the opportunity for network support mechanisms to add value.
4. To identify whether there is sufficient ability/capacity to enable sustainable achievement in terms of skills, knowledge, understanding , capacity and finance
5. If appropriate, create an individualised Step 2 Link Up process

#### Initial Delivery/Support – Step2

Barriers:

- Step 1 non-completion
- Unidentified additional barriers
- Identified non-existent barriers

Strategies:

Ensure that the Step 1 link up process creates an opportunity to question potential need versus actual need through:

1. The creation of a flexible and adaptive needs analysis framework
2. An approach/methods which are both active and re-active
3. Ensure that evaluation informs, modifies and adapts Step 3

### Delivery/Support – Step 3

#### Barriers:

- Step 1 & 2 non-completion/fit
- Insufficient continual evaluation of the knowledge & understanding underpinning planning and delivery in response to need
- Insufficient flexibility, adaptability, time/capacity and resources

#### Strategies:

1. Ensure continual Step1 – 3 adaptation & modification/ What, Why, How & When process

### Evaluation – Step 4

#### Barriers:

- Current funding framework, short timeframe & target focus
- Purpose, prioritisation, time/capacity
- Project culture & lack of joined up working

#### Strategies:

1. Build in continual evaluation mechanisms within project processes
2. Use data to generate information
3. Analyse information to generate new knowledge & understanding to inform and develop service delivery through increased breadth & depth of existing knowledge & understanding
4. Realise opportunities to develop cross sector/discipline discussion to identify joined up working opportunities to increase reach, effectiveness, quality and value

### Outcomes – Step 5

- 1) Individual/Community
- 2) CDW/Tutor
- 3) E & I Team
- 4) CCB
- 5) Partners
- 6) Funders