



Compassionate Communities Scotland Action Learning Programme

When you hand good people possibility, they do great things!

Our new **Action Learning Programme** is for leaders, practitioners or managers from any sector or community organisation with an interest in Compassionate Communities. Based on active learning principles, it draws on rich learning from [Compassionate Inverclyde](#) and aims to support people in many other communities to improve lives and opportunities by living our values of kindness, dignity and compassion. The collaborative approach is supported by a small grant from the Scottish Government and by a kaleidoscope of partners from Scotland and IFICs international community of practice.



Over fifty people have registered their interest, many bringing a wealth of knowledge and experience of working with their local communities. They seek an opportunity to connect and network with other people who have similar passions and ambitions for their communities. The programme kicked off on 9th March 2020 – just days before Covid-19 changed lives in every community. Over forty people from across Scotland, Isle of Man and London came together for an interactive co-design workshop. Participants shared their experiences of volunteering and community led initiatives and developed new ideas for action. Little did we know how much we would need this day of inspiration to prepare for the challenges ahead!

This report shares some highlights of the day. The workshop presentations can be found [here](#) along with a blog from Alison Bunce who co-leads IFICs international special interest group on [Compassionate Communities](#)

“ Great opportunity to network and hear from people with different experiences”

As further face to face sessions are not possible at the moment, the programme will offer a series of virtual sessions for knowledge exchange, peer support, reflection and development. To follow the progress of the Action Learning community, sign up to the Compassionate Communities Special Interest Group [here](#).

Stronger Together

Professor Anne Hendry, IFIC Scotland Director, thanked participants and collaborating partners for their interest and support. The day started with a reflection on what's strong - participants were invited to share their 'superpowers' as a light hearted way to illuminate the rich assets, passion and experience in the room.



Alison Bunce, Danielle Galli, and Jill McInness described the story of Compassionate Inverclyde - sharing their personal experience of the social movement and the impact on the lives of all involved. More details are available in the [Evaluation reports](#)

Alison stressed **every community is different**. There is no magic blueprint and Compassionate communities emerge in many different ways, building on local strengths and opportunities to meet local needs and ambitions. She welcomed the valuable insights from other communities who will bring their learning and support to the programme:

[Compassionate Isle of Man](#)

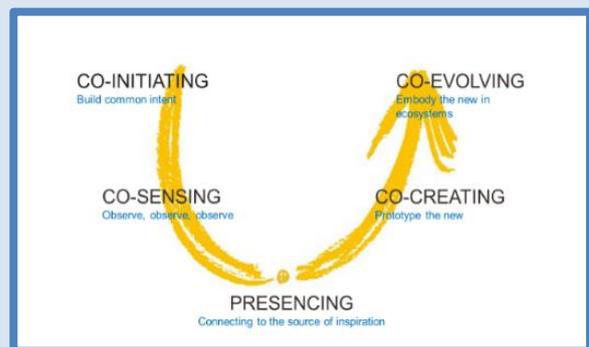
[North London Hospice Compassionate Neighbourhoods](#)

[Strathcarron Hospice Compassionate Communities](#)

[The Truacanta project](#)

Discover

Clare Cable, CEO of The Queen's Nursing Institute Scotland, highlighted some frameworks that may be useful for communities embarking on a 'shared journey of discovery.' She outlined the four stages of active learning, principles of co-production and asset based approaches, and the Theory U framework.



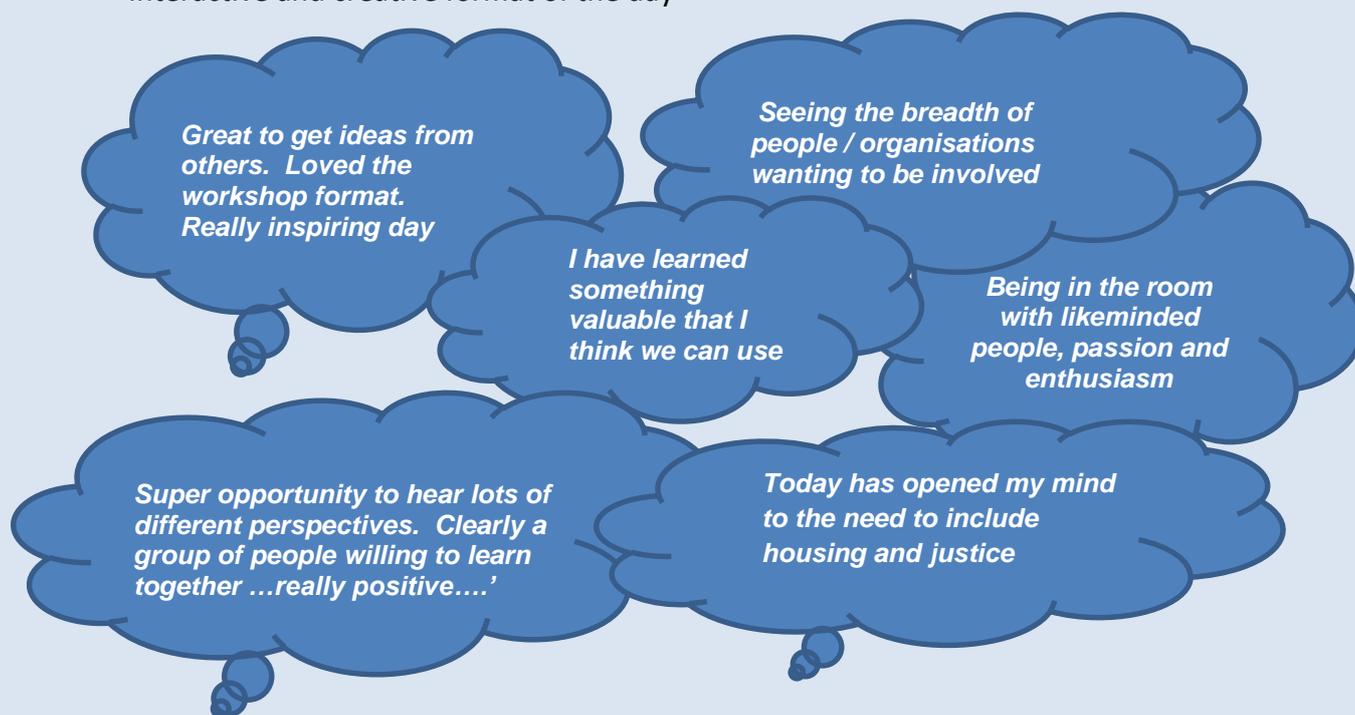
They are all underpinned by a need to create time and space for dialogue - to listen to local people and have conversations about what matters, working alongside community representatives and facilitators.

' start with listening to people and ask what is it like to live in? '

Reflections

The day concluded with an opportunity for participants to reflect on the sessions. The interactive and creative format of the workshop was warmly welcomed. Highlights were:

- The space and time for dialogue and opportunity to network
- Creative space to think and explore
- Introductions and insights into who is doing what in other areas
- Nurturing and sharing learning
- Interactive and creative format of the day



Looking Ahead

Mandy Andrew, Associate Director at the ALLIANCE, invited participants to offer suggestions to shape the next phase of the Action Learning Programme. Many people wished time to reflect and consider this question with their community partners. Some initial suggestions were clustered around three themes:

- ❖ Opportunity to participate as a team (local / regional) to create the best conditions for compassionate communities to thrive. Some participants from the same geography had been unaware of each other's interest and were already beginning to organise as a virtual team.
- ❖ Create opportunities for facilitated 'safe space' conversations with peers from other areas to network and build resilience. It was acknowledged that this would be particularly important if (or perhaps, when) the going gets tough!
- ❖ Explore options to connect virtually and understand how to maximise use of social media and digital technologies to exchange learning and share innovation.

Next Steps

The workshop galvanised considerable energy and enthusiasm and confirmed there is a need for this Action Learning programme. In the exceptional circumstances of covid -19 this need is all the more urgent and important. The workshop report and presentations will be shared with all who registered interest in the Action Learning Programme and a link will be circulated to the ALLIANCE membership and to IFIC Scotland's international community.

The programme team will contact all who registered interest to discuss opportunities to join a series of virtual sessions for knowledge exchange, reflection and peer support.

The steering group will continue to advise on programme development and ensure synergies with other programmes and resources, including Truacanta and the fantastic range of volunteering activities emerging as part of Scotland Cares – our national Covid-19 volunteering effort. More information is at readyscotland.org

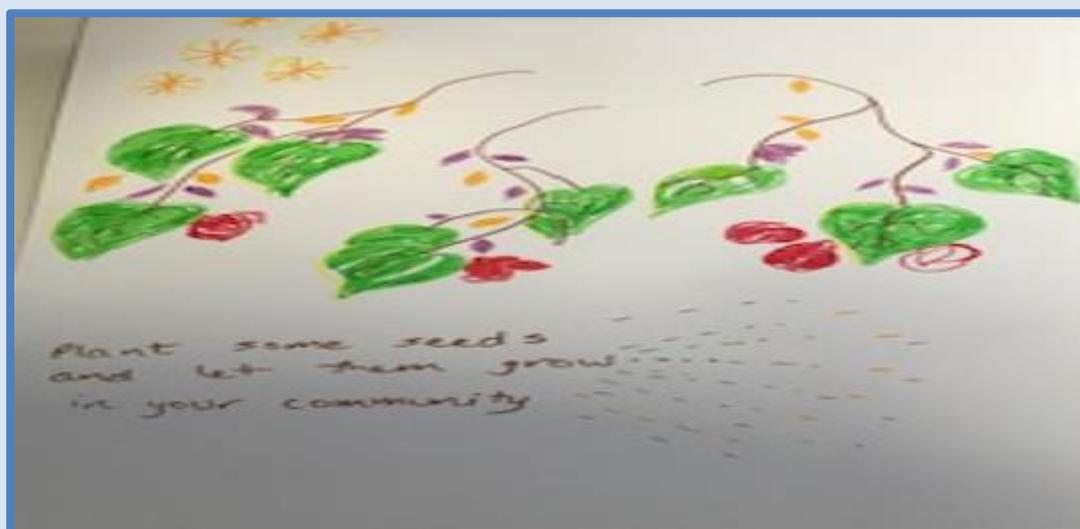


The ALLIANCE has launched [Community in Action](#), a new series to share stories of the third, health and social care sectors working together to provide essential services to vulnerable citizens during the COVID-19 outbreak. These narratives will enrich the network and resources for for the Action Learning programme.

The abundant acts of kindness shared through the news and social media give us hope and inspiration in this difficult time.

Sending our warmest wishes to Compassionate Communities everywhere –
You are our brave hearts, living Scotland's values.....

We are a society which treats all our people with kindness, dignity and compassion, respects the rule of law, and acts in an open and transparent way



Appendix 1: Co-design Workshop Agenda

Time	Activity
10.00	Welcome and setting the scene
10.15	Introductions: knowing me, knowing you
10.45	Sharing the journey of Compassionate Inverclyde
11.30	Tea, coffee and networking
11.45	Foundation frameworks and the power of shared learning
12.30	Lunch, connections and networking
13.30	Building the space to create a vision: Dreaming a dream
14.30	Break
14.45	Creative action planning
15.30	Reflections and next steps
16.00	Close

Facilitators:

Mandy Andrew	Associate Director, Health and Social Care Alliance Scotland
Alison Bunce	Compassionate Inverclyde Programme Lead
Anne Hendry	Director, IFIC Scotland
Clare Cable	CEO, Queen's Nursing Institute Scotland
Madeleine O'Brien	Leadership Coach
Irene Barkby	Director, NMAHP, NHS Lanarkshire
Laura Turney	Scottish Government
Rikke Iversholt	Acting Director, Iriss
Leanne Wiseman	District nursing student

For further information on the Action Learning Programme please contact:

Professor Anne Hendry anne.hendry@lanarkshire.scot.nhs.uk

Mandy Andrew mandy.andrew@alliance-scotland.org.uk

Appendix 2: Workshop participants

Inverclyde	Danielle Galli
	Jill McInness
Perth & Kinross	Audra Webster
	Emma Oramm
	Louise Davidson
	Lindsey Griffin
	Fiona Johnstone
Dundee	Clare Cockburn
Angus	Elaine Colville
Ayrshire	Lynn Anderson
	Irene Wilson
	Jana Martin
	Stephanie Gilfiddler
	Jackie Hamilton
Isle of Man	Wendy Smith
	Cathryn Bradley
Dumfries & Galloway	Abby Warrick
	Caroline Comerford
	Gillian Coupland
North London Hospice	Debbie Usiskin
Lanarkshire	Christine McNally
	Janice McClymont
	Patrick McCormack
	Kelso Louise McIntee
	Vicky Purves
	Karina Wolfendale
Grampian	Jason Strathdee
Renfrewshire	Brian Hunter
	Adele Fraser
	Roisin Robertson
Strathcarron Hospice	Susan High
The ALLIANCE	Rosanne Logan
NHS National Services Scotland	Manira Ahmad