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Evaluation of the Children, Young People & Families Early Intervention and Adult Learning & Empowering Communities Fund - Baseline Report



CHILDREN, EDUCATION AND SKILLS



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Learning & Empowering Communities Fund
Baseline Report
Iconic Consulting
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Contents

Introduction	1
Background and policy context.....	1
Evaluation	4
Report Structure	5
Knowledge, skills, capacity, and equalities	6
Knowledge, skills and capacity overview.....	6
Capacity.....	6
Knowledge and skills	7
Equalities	8
Prevention and early intervention	11
Partnership working	13
Joint working with other third sector organisations.....	13
Involvement in local groups and national structures.....	15
Interaction with the Scottish Government.....	16
CYPFEI and ALEC Policy Officers	18
Financial sustainability and funding	21
CYPFEI & ALEC funding	21
Financial sustainability.....	23
Alternative funding.....	24
Conclusions	26
Appendix – Self Assessment	29

Introduction

The Scottish Government established the Children, Young People & Families Early Intervention and Adult Learning & Empowering Communities (CYPFEI & ALEC) Fund to enhance the core services and infrastructure of national third sector organisations in relevant policy areas during the period 2016-19. In total 118 third sector organisations were awarded funding of approximately £14m for 2016/17 with subsequent funding dependent on satisfactory progress towards individual outcomes and the overall budget available. Iconic Consulting is conducting a formative evaluation of the CYPFEI & ALEC Fund to assess whether the overall vision for the Fund is achieved and to help inform future decisions around this area of funding. This baseline report summarises the initial evaluation findings.

Background and policy context

The overall vision of the Fund is to:

- Deliver nationally on improved outcomes for children, families, young people and adult learners through supporting the Third Sector in prevention and early intervention approaches.
- Strengthen the Third Sector to increase the effectiveness of services and policies that prioritise prevention and early intervention in the areas of children, young people and families and adult learning, at a national level through:
 - Developing the third sector's national level infrastructure to support local service delivery.
 - Establishing mechanisms that support sharing of information and intelligence between Scottish Government and the third sector to improve policy development and the use of evidence in policy making.
 - Increasing the intrinsic capacity and skills of third sector organisations across a range of features (including through experience sharing between organisations).
 - Increase the number of formal and informal partnerships between third sector organisations.

The Fund aims to contribute to the following national outcomes:

- Our children have the best start in life and are ready to succeed.
- Our young people are successful learners, confident individuals, effective contributors and responsible citizens.
- We have improved the life chances for children, young people and families at risk.
- We have tackled the significant inequalities in Scottish society.
- We have strong, resilient and supportive communities where people take responsibility for their own actions and how they affect others.

- We are better educated, more skilled and more successful.

The CYPFEI element of the Fund is expected to improve outcomes for children, young people and their families through: 1) the delivery of prevention and early intervention; 2) building parenting and family capacity and skills; and 3) contributing to positive and sustained support for children and young people to achieve their potential under the GIRFEC Wellbeing indicators. The ALEC element of the Fund is expected to improve outcomes for adult learners and building community capacity through: 1) prevention and early intervention through adult learning and community capacity building; 2) support to, and delivery of, lifewide, lifelong, learner-centred adult learning as outlined in the Statement of Ambition for Adult Learning in Scotland; and 3) using an asset based approach, work with adult learners or with communities to plan and co-design learning or capacity building opportunities. The CYPFEI & ALEC Fund objectives are aligned with and expected to contribute to delivery of Scottish Government policy in these key areas.

Getting it Right for Every Child (GIRFEC) underpins the Scottish Government's approach to children, young people and families. It is defined as 'the national approach in Scotland to improving outcomes and supporting the wellbeing of children and young people by offering the right help at the right time from the right people'. GIRFEC is based on four principles that are clearly evident in the CYPFEI & ALEC Fund:

- It is child-focused - it ensures the child or young person, and their family, is at the centre of decision-making and the support available to them.
- Is based on an understanding of the wellbeing of a child - it looks at a child or young person's overall wellbeing - how safe, healthy, achieving, nurtured, active, respected, responsible and included (SHANARRI) they are - so that the right support can be offered at the right time. This principle was developed further in the SHANARRI Wellbeing indicators.
- Is based on tackling needs early - it aims to ensure needs are identified as early as possible to avoid bigger concerns or problems developing. This is in line with wider Government policy on shifting service delivery to early intervention and prevention (see 1.11)
- Requires joined-up working - it is about children, young people, parents, and the services they need working together in a co-ordinated way to meet their specific needs and improve their wellbeing.

The Children and Young People (Scotland) Act 2014 enshrined elements of GIRFEC in legislation. Key parts of the Act aim to improve the way services work to support children, young people and families by: putting in place a single planning process to support those children who require it; placing a definition of wellbeing in legislation; and placing duties on public bodies to co-ordinate the planning, design and delivery of services for children and young people with a focus on improving wellbeing outcomes. The Act also increased the entitlement to free early learning and childcare from 475 to 600 hours per year for all three and four year olds, as well as eligible two year olds. The Scottish Government has pledged to increase this entitlement to 1,140 hours per year by the end of this Parliament, a move

informed by the findings of the Commission for Childcare Reform. Other parts of the Act relate to children and young people's rights and supporting looked after young people. Implementation of the Act's Named Person provisions has been delayed following a legal challenge in the UK Supreme Court.

The Act confirms the Scottish Government's longstanding commitment to early intervention and joined-up working in this policy area which was set out as early as 2008 in Early Years and Early Intervention. A Joint Scottish Government and COSLA Policy Statement which emphasised the intent for national and local government to work together to identify children and young people at risk of poor outcomes and address this through building capacity within families and communities. In the same year the Early Years Framework set out '10 overlapping elements that need to come together ... in a concerted, long-term effort involving all partners working across a range of policies and services to deliver transformational change'. The Early Years Collaborative, launched in 2012, used improvement methodology to develop and implement innovative tests of change to improve outcomes for children and families. The GIRFEC agenda was also incorporated into the National Parenting Strategy published in 2012. The purpose of the Strategy is to act as a vehicle for valuing, equipping and supporting parents to be the best that they can be so that they, in turn, can give the children and young people of Scotland the best start in life'.

Scottish Government policy on education and learning is also relevant to the Fund. The CYPFEI element of the Fund complements formal education policy outlined in Curriculum for Excellence (CfE) which provides an integrated framework for learning across the curriculum and throughout childhood to build the four key capacities for all children (successful learner, confident individuals, responsible citizens and effective contributor). CfE 'aims to ensure that all children and young people in Scotland develop the attributes, knowledge and skills they will need to flourish in life, learning and work'. Activity supported by the Fund also complements the Scottish Attainment Challenge launched in 2015 that aims to address the attainment gap through funding for initiatives focussed on supporting pupils in deprived areas, initially targeting improvements in literacy, numeracy and health and wellbeing in primary schools.

The ALEC element of the Fund specifically aims to deliver relevant elements of the Adult Learning in Scotland Statement of Ambition. The Statement, developed by the National Strategic Forum for Adult Learning, sets out how adult learning should contribute to the development of individuals, families, communities and society at large through lifelong, lifewide and learner-centred opportunities. It encompasses both formal and informal learning and makes the links to personal skills and employability, life chances, outcomes for communities and development of a knowledge-based society, as well as the social justice, health and social care policy agendas. Community based learning is key to delivering this and the Requirements for Community Learning and Development (Scotland) Regulations 2013 and related guidance sets out that local authorities must work with partners and communities to secure community learning and development in their area and to publish their plans every three years. How Good is the Learning and Development in our Community supports the sector to assess progress.

The Community Empowerment (Scotland) Act 2015 is intended to empower community bodies through the ownership of land and buildings and strengthen their voices in decisions and development of services. The Act specifies a range of duties that will apply to Community Planning partners and sets out expectations about the deployment of resources and planning processes. A Scottish Community Development Centre Briefing Paper suggests the Act will address inequality through: 1) the strengthening of community planning to give communities more of a voice in how public services are planned and provided; 2) new rights enabling communities to identify needs and issues, and request action to be taken; and 3) the extension of the community right to buy or otherwise have greater control over assets.

The Christie Commission on the Future Delivery of Public Services was a key driver of the above policy developments. It concluded that radical reform around the design and delivery of services was required to bring about successful change, including closer partnership working, more effective planning and embedding community participation. In response to the Commission, the Scottish Government organised its public service reform agenda on four pillars: 1) a decisive shift towards prevention; 2) a greater focus on 'place' to drive better partnership, collaboration and local delivery; 3) investing in people who deliver services through enhanced workforce development and effective leadership; and 4) a more transparent public service culture which improves standards of performance through innovation and the use of technology. The developments have taken place in a landscape of reduced resources. In this climate of tightening public expenditure, and rising demand for services, the challenge for the public sector and its partners has been how to 'deliver more, with less'.

Evaluation

The specific questions to be addressed by the evaluation are:

- How has this fund as a whole contributed at a national level towards improving outcomes for beneficiaries?
- Has the embedding of early intervention and prevention in the ethos of organisations supported through this fund been sustained or improved. If so, what was the contribution of this fund, and what has the impact been?
- Has the Fund impacted on internal Scottish Government processes and ways of working, including third sector having opportunities to co-produce and add value to the development of Scottish Government policy?
- Have the capacity, skills and knowledge of the third sector improved as a result of being part of this funding programme. If so, what has the impact been?
- Have formal and informal partnerships between third sector organisations arisen as a result of being part of this fund? If so what has the impact of these partnerships been?

The evaluation involves a mixed methods approach which, to date, has consisted of:

- Initial discussions with the Scottish Government team overseeing the Fund and the team at Lloyds TSB Foundation for Scotland responsible for monitoring and administering the grant and delivering a learning and development programme.
- A review of Fund documentation such as the application guidance, and form, and minutes of the Board meeting in December 2015 that assessed applications.
- A review of the grants including the amount awarded, the purpose of funding, and outcomes.
- A review of relevant policy documents, as well as relevant reports on predecessor funds, Third Sector Early Intervention Fund Year 2 Review and Strategic Funding Partnerships Review.
- A self-assessment form completed by 103 of the 118 funded organisations, a response rate of 87%. This online survey gathered views on the strengths, weaknesses and support needs of third sector organisations. As well as providing an assessment of current issues, the findings are designed to be used as a benchmark to identify changes in third sector views over the life of the Fund.
- Interviews with seven Scottish Government/Education Scotland Policy Officers and twelve funded organisations selected to include a cross-section of grant holders. In addition, six stakeholders¹ have been interviewed to provide broader perspectives.

Report Structure

The remainder of this report is structured around the key issues addressed by the self-assessment survey and consultations as follows:

- Knowledge, skills, capacity and equalities (Section 2).
- Prevention and early intervention (Section 3).
- Partnership working (Section 4).
- Financial sustainability and funding (Section 5).
- Conclusions (Section 6).

¹ Children in Scotland, Scottish Children's Services Coalition, Voluntary Action Scotland, Scottish Council for Voluntary Organisations (SCVO), Coalition of Care and Support Providers (CCSP) and Convention of Scottish Local Authorities (CoSLA).

Knowledge, skills, capacity, and equalities

This section focuses on knowledge, skills, capacity and equalities issues in the third sector organisations supported by the CYPFEI & ALEC Fund. It presents baseline findings from the self-assessment survey plus a summary of relevant issues raised during consultations with the sample of funded organisations, Policy Officers and stakeholders.

Knowledge, skills and capacity overview

Third sector survey respondents gave a very positive assessment of the knowledge and skills available to deliver their organisations' core aims, rating these issues as 8.8 and 8.5 out of 10 respectively. A lower, but still positive rating of 6.9 out of 10 was provided for organisations' capacity (including staff, buildings and equipment) to deliver core aims.

On a scale of one to ten, please rate...	Average rating
The knowledge available in your organisation to deliver your core aims	8.8
The skills available in your organisation to deliver your core aims	8.5
Your organisation's capacity to deliver your core aims within an organisation including staff, buildings and equipment	6.9
Overall	8.1

Capacity

A number of funded organisations commented on general reductions in the levels of funding available to third sector organisations in recent years, highlighting the impact this has had on overall capacity, or the pressure this has placed on small staff teams. Several noted that increased competition for funding - and the resultant time or resource implication - was having a negative impact on overall capacity and growth prospects. This included organisations' ability to make strategic changes and service improvements, or to carry out research and analysis in support of longer-term planning.

“Generating income/grant support for head office ...is an ongoing challenge with a huge amount of time, skills and capacity directed to fund-finding rather than organisational development and service improvement”. (Third sector funded organisation).

A particular concern was that services were experiencing growing demand due to wider social and economic conditions, and the policy directives summarised in section 1 of this report, while reductions in funding were affecting organisations' capacity and ability to meet this demand.

“While we have the skills and knowledge, capacity has been compromised due to funding cuts and increased demand for services”. (Third sector funded organisation).

“The funding helps us to change what we do and who we serve, the last few years have seen a lot of demand relating to people with complex support needs”. (Third sector funded organisation).

“Look at the GIRFEC agenda - keying into statutory structures requires capacity”. (Stakeholder).

One Policy Officer noted that staff turnover had been an issue for some of their funded organisations and, in their view had impacted on the organisations’ work. This Officer added that CYPFEI & ALEC funding contributes to staff costs in these organisations, which they envisaged would help address this capacity issue. One third sector organisation stated that sector as a whole was experiencing high levels of staff turnover, partly caused by relatively static salary levels, and organisations were also facing difficulties recruiting new staff, particularly in rural areas.

Many third sector organisations, by definition, rely on the help of volunteers. One consultee highlighted the ongoing challenge organisations face in recruiting, training and retaining volunteers, especially in rural areas. It was suggested that low self-confidence and self-esteem of potential volunteers contribute to this challenge.

Knowledge and skills

Funded organisations were generally confident about the knowledge and skills developed within their organisations, especially their detailed knowledge of a range of issues affecting service users. Many staff have developed proficiency in complex areas such as child protection and risk management, though many were concerned about the impact of staff turnover and funding constraints on their ability to maintain skill levels.

“We are building layers of learning about cultural trends, context and severity, including research with specific communities that allows us to understand the risks ...the information we have built up on prevalence, practice and approach is disseminated through training”. (Third sector funded organisation).

“We have been able to bring others up from the minimum wage, which will help to keep some of the excellent staff and skills within the organisation”. (Third sector funded organisation).

Many funded organisations highlighted their willingness to share these lessons to or train other service providers, agencies and professionals (especially secondary/ umbrella bodies). This was acknowledged by Policy Officers who commended their funded organisations for their in-depth knowledge. Some Policy Officers had worked closely with organisations on initiatives in the past and had utilised their expertise to help inform the work.

“They are very clued up on prevention and early intervention, equality issues and targeting disadvantaged communities”. (Policy Officer).

Some Policy Officers felt the funded organisations tended to undersell what they do and the impact of their work to external audiences. However, there were views that this was improving and the Fund could contribute further to this.

“They seem to be slowly getting better about selling what they do, developing case studies showing the impacts this can have in other areas”. (Policy Officer).

“I hope the Fund contributes by increasing awareness of the impacts an organisation is having and helping them to sell their work better. A key question is how do you get volunteers and managers to think about and recognise the impact of what they are doing on young people, without putting them off?” (Policy Officer).

“The organisations can sometimes undersell what they do... people don’t understand their reach and scale”. (Policy Officer)

Third sector survey respondents highlighted skills and knowledge gaps and shortages. This included specific skills such as digital and multimedia capabilities or data and analytical skills, as well as specialist/dedicated staff in areas such as human resources, fundraising, policy, marketing or communications. A specific issue was also highlighted regarding the planned introduction of minimum qualification levels required for residential care workers.

A third sector stakeholder suggested that financial pressures made it difficult for the sector as a whole to implement quality assurance procedures such as European Quality Management Framework which require significant resources – both financial and human. However, the Fund appears to be assisting some organisations to address this issue. For example, one consultee explained their organisation is utilising CYPFEI & ALEC funding to enhance its Investors in People procedures (as well as to strengthen its finance and personnel functions). Another organisation is using the funding to support a central post who is working on quality assurance issues with service delivery staff across Scotland including the introduction of internal quality audits.

Equalities

Third sector survey respondents were very positive in their assessment of equalities issues. Understanding of equality issues (9.1) was rated marginally more positively than the way these issues have been integrated in the planning and delivery of core services (8.6).

On a scale of one to ten, please rate...	Average rating
The extent to which your organisation's staff understand equality issues	9.1
The extent to which equality issues are integrated in the way your organisation's core services are delivered	8.6
The extent to which equality issues are integrated in the planning of your organisation's core services	8.6
Overall	8.8

There was a strong consensus across consultees that the funded organisations, and the third sector more generally, are absolutely committed to promoting equality and diversity, and to upholding the rights of individuals and groups with a protected characteristic identified in the Equalities Act 2010. It was noted that many of the organisations existed specifically to promote or protect minority groups. It was also widely reported that no third sector organisation set out to deliberately discriminate. A number of the funded organisations provided examples of the ways in which they have implemented policies and guidelines, updated practices (e.g. recruitment, partner selection) or delivered training to ensure that they fully address equalities issues.

Some of the comments from survey respondents and consultees suggested that the size of a third sector organisation may have a bearing on the degree to which equalities issues can be integrated into the planning and delivery of core services. A small number of Policy Officers and stakeholders commented that smaller third sector organisations (where their policies appeared to be less formal or not as well documented) may find it more difficult than larger organisations to demonstrate to funders their commitment to equalities. One added that this was essentially a capacity issue that the Fund may directly or indirectly help to address; an example was cited of a funded organisation introducing a part-time Policy Officer who will focus on equalities issues. A small number of third sector organisations raised similar concerns, commenting on the resource implications of dealing with people with significant needs, or the fact that they lack specialist language skills or access to (external) advice on accessibility of materials.

“We don't have the staff capacity to work beyond a certain level of need. We therefore are currently not able to involve children with severe complex needs in our mainstream processes”. (Third sector funded organisation).

Only a small number of third sector survey respondents - all larger organisations - specifically commented on undertaking analysis of their organisation's reach or on evaluating the impact of their activities amongst specific groups.

“[We are] committed to equality of opportunity and ... the extensive use of data to identify those groupings of young people who may not be gaining access”. (Third sector funded organisation).

“We use social media and do mapping and targeting of disadvantaged areas, employing outreach staff to go into unemployment hotspots or areas that are under-served”. (Third sector funded organisation).

Two other noteworthy equalities issues were raised, although neither was widely discussed. A small number of third sector survey respondents commented on the need to influence the practices of other agencies, including statutory providers, regarding equalities issues, for example in the way that referral decisions are made. One stakeholder raised a very different issue, noting that the diversity of staff and board members in third sector organisations does not fully reflect the sector’s intrinsic commitment to equality and suggested that organisations should consider their internal, as well as their external, processes more closely.

Prevention and early intervention

As highlighted in section 1, Scottish Government policy has embraced a shift to prevention and early intervention. This section focuses on these key issues in the third sector organisations supported by the CYPFEI & ALEC Fund. It presents baseline findings from the self-assessment survey plus a summary of relevant discussions with the sample of funded organisations, Policy Officers and stakeholders.

Third sector survey respondents confirmed the importance of prevention and early intervention to their organisations, rating it 9.3 out of 10. The extent to which these issues have so far been embedded in the delivery of organisations' core services was also rated very highly (8.7), although slightly lower than their importance.

On a scale of one to ten, please rate...	Average rating
The importance of prevention and early intervention to your organisation	9.3
The extent to which prevention and early intervention are embedded in the delivery your organisation's core services	8.7
Overall	9.0

A number of funded organisations stated that prevention and early intervention are very important to third sector organisations, with some stating it is why the organisations exist. For example, one stated:

“That’s what we do - by definition”. (Third sector funded organisation).

Policy Officers and funded organisations were generally of the opinion that the core services supported by CYPFEI & ALEC fund are focused on prevention and early intervention. A number of examples were provided including a third sector organisation that is using part of its grant to support a core service which delivers social and emotional development in primary schools using an internationally recognised and independently validated approach. Another consultee highlighted the Fund’s support of organisations that promote children’s rights as contributing strongly to prevention.

Consultees also suggested that the Fund’s support for infrastructure costs – as opposed to core services – would help them to focus on early intervention and prevention by freeing time and resources to address the issues.

The contribution of third sector intermediaries to the prevention and early intervention agenda was also highlighted. It was suggested that these intermediaries provide information, training, development, communications and support on prevention and early intervention that showcase best practice and strengthen organisations’ ability to address these issues.

A number of consultees suggested that some organisations may not necessarily regard their activity as prevention and early intervention, despite it being so. For example, a stakeholder and a Policy Officer independently highlighted the work of uniformed youth groups as being preventative without it necessarily being recognised as such by the majority of those delivering it. Although not viewed as a significant issue, it was also suggested that some organisations are not particularly good at capturing their impact in this area, potentially to their detriment. The challenge of attributing longer term impact to activity was also noted.

Some of the third sector survey respondents emphasised that their work is part of a much wider prevention and early intervention process involving other third sector organisations, as well as statutory agencies. Statutory organisations are viewed as having a decisive impact on individual outcomes and some third sector organisations highlighted their role in seeking to influence statutory agencies and other providers, sharing their knowledge of the value of earlier referral/intervention (and the potential negative effects of later referral/intervention).

“Our research and partnerships teams do significant work with professionals to raise awareness about the links [with other issues] to try to ensure an effective prevention/early intervention approach in other agencies as well as our own”.
(Third sector funded organisation).

Several third sector survey respondents commented on the difficulties of trying to balance reactive work (dealing with existing problems and crisis situations), with proactive, longer-term work aimed at preventing or reducing future problems. For some, financial pressures make this more difficult, and the Coalition of Care and Support Providers (CCSP) is undertaking research to examine the extent to which early intervention services among its members are being affected by budget reductions.

“The sector in general is struggling enormously to cope with demand. A lot of the early intervention services are seeing drastic funding cuts and at the same time organisations are being funded to work with a family on a set of problems but in reality they have much more protracted and serious set of problems. So, on the one hand third sector organisations 100%, completely understand early intervention and focus on that as part of their ethos, however in practice it’s being more and more difficult as funding is being pulled from less crisis management projects”. (Third sector funded organisation).

“Most of our users come to us when things have gone wrong with other services, and/or the family is already experiencing some kind of crisis. Therefore, much of our initial work is often focused on resolving current problems, after which we can take a more 'preventative' approach”. (Third sector funded organisation).

“We attempt to deal with 'the problem' ... as well as trying to intervene to prevent it from repeating. It feels like our resources are spread quite thin to operate on these two fronts at once”. (Third sector funded organisation).

Partnership working

This section focuses on partnership working in the form of joint working between third sector organisations supported by the CYPFEI & ALEC Fund and other third sector organisations, their involvement in local groups and national structures, and their interaction with the Scottish Government including a specific focus on the Policy Officer assigned as part of the Fund. It presents baseline findings from the self-assessment survey plus a summary of relevant issues raised during consultations with the sample of funded organisations, Policy Officers and stakeholders.

Joint working with other third sector organisations

Although all aspects of joint working with other third sector organisations were rated positively, respondents were more positive about informal partnership working (rating it as 8.4 out of 10) than formal partnership working (7.2). Information sharing with other third sector organisations was rated at 8.0 out of 10.

On a scale of one to ten, please rate...	Average rating
Your organisation's informal partnership working with other third sector organisations	8.4
The way your organisation shares information with other third sector organisations	8.0
Your organisation's formal partnership working with other third sector organisations	7.2
Overall	7.9

The majority of third sector survey respondents provided comments confirming their commitment to joint working and gave many examples of effective partnerships with other third sector organisations. This included consortium working, co-location and shared services, shared training, and joint campaigning and policy influencing. One funded organisation described how CYPFEI & ALEC funding is enhancing their partnership working by contributing to the cost of a Policy Officer, previously funded by the Third Sector Early Intervention Fund (TSEIF), who had provided very useful information that enabled senior staff to contribute more constructively to discussions with larger third sector partners with longstanding policy teams. Another organisation stated that they are using the funding for a development post (also previously funded by the TSEIF) who was building relationships with third sector, and statutory, partners.

Some third sector organisations suggested that time pressures and capacity issues have had an impact on their joint working with other third sector organisations.

“Time limitations have restricted opportunities ... for partnerships with [the] third sector”. (Third sector funded organisation).

The financial environment has also led to some third sector organisations focusing efforts on partnerships with local authorities and other statutory services, at the expense of third sector partnerships.

“The nature of the support work has meant that priority ...has been [on] forming strong partnerships with statutory sector agencies”. (Third sector funded organisation).

Third sector survey respondents identified a number of challenges to partnership working including avoiding reputational risks and developing partnerships with organisations that were ‘the right fit, at the right time’. There was also a sensitivity about sharing information with other third sector organisations, with increased competition for funding cited as exacerbating tensions or reluctance to share information.

“We have excellent relationships with other organisations, but still feel protective over some elements of our work. We often have to strike the balance between sharing our work or not ... due to the sector becoming more competitive and vying for position”. (Third sector funded organisation).

“As fewer funds become available this can result in organisations 'protecting their interests' which can in turn result in an unwillingness to work in partnership”. (Third sector funded organisation).

“The funding will make a contribution to our ability to take part in forums and networks, though we have to be careful with information sharing”. (Third sector funded organisation).

“There is enormous tensions within the sector, between organisations, because they are in an absolutely cut-throat, competitive environment. There are some very unpleasant dust-ups that go on between organisations”. (Third sector funded organisation).

“It is a sad fact that we are in competition with each other, not just for funding but sometimes for families as well”. (Third sector organisation).

The above views were shared by a consultee suggested that lateral links, or partnership working between and across organisations, are most at risk when organisations are under financial pressure and focus on core services and relationships with funders and commissioners. Another consultee welcomed the Fund’s focus on partnership working but questioned its potential impact.

“Any improvement in collaborative working will be welcome – but it is perhaps not reasonable to expect this fund to have an impact on partnerships, certainly considering the small amounts of money”. (Policy Officer).

During the consultations there was a consensus that partnership working between third sector organisations was generally to be welcomed with good relationships and collaboration where appropriate. However, there were contrasting views on

attempts to promote partnership working depending on the consultee’s perspective. Some stakeholders and Policy Officers were keen to promote partnership working to improve the efficiency and effectiveness of third sector organisations and to achieve value for money from grant funding. However, some funded organisations and third sector stakeholders noted that organisations were independent, had their own interests to protect and suggested there was an element of paternalism where partnership working was promoted by other parties.

Involvement in local groups and national structures

The CYPFEI & ALEC Fund is supporting national third sector organisations - defined as those working in four or more local authority areas - and this was reflected in survey respondents’ rating their involvement in national structures more positively (7.7 out of 10) than their involvement in local groups (6.5).

On a scale of one to ten, please rate...	Average rating
Your organisation's involvement in national structures	7.7
Your organisation's involvement in local groups	6.5
Overall	7.1

Numerous third sector funded organisations recognised the value of engagement with local and national groups, partnerships or forums and some noted how the Fund will enable them to continue or enhance their involvement.

“The funding also makes it easier for me to attend [relevant] networks”. (Third sector funded organisation).

“The funding helps and motivates us to take in and contribute to third sector forums, which takes time but is seen as being worthwhile on an organisational and personal level”. (Third sector funded organisation).

Third sector survey respondents raised a number of issues in their additional comments. Many identified capacity constraints, citing the time or resources required for extensive engagement, particularly at the local level.

“[We] have recently reduced attendance at meetings due to time pressures”. (Third sector funded organisation).

“We spread ourselves thinly striving to attend all the relevant groups that we can but it is important that we continue to do so locally and nationally ...in order to influence change”. (Third sector funded organisation).

While some observed that the core funding can only help with engagement, several others commented that resource constraints meant they were prioritising national structures above local engagement, or had to be selective in their local engagement, taking account of local resources, project activity, need or conditions.

“Where we have reasonable levels of local resource we have more capacity to be represented on local groups, where we do not, we have to be more selective about how we spend our time and will prioritise direct work with young people over involvement in local groups”. (Third sector funded organisation).

Many of the national-level organisations unsurprisingly felt that they lacked the reach and resources to engage in local groups, though many of their partners did participate. It was suggested that funding constraints on local authorities led them to seek greater engagement with the third sector and although the relationships were challenging at times, there was a sense that local authorities increasingly value the sector. It was suggested that the CYPFEI & ALEC Fund helps some third sector organisations to engage at this level. However, there were also suggestions that only the largest and well-resourced third sector organisations are able to engage at a local level (partly driven by a desire to enter local markets) and that some local public sector agencies have a preference for “the big brands”. One stakeholder suggested that the Fund could be viewed as reinforcing the dominance of national third sector organisations and that support for smaller, local organisations is required, especially to take forward the Scottish Government’s localism agenda.

Representatives of third sector organisations working across all areas of Scotland highlighted the importance of funding national infrastructure and how this enables them to provide support to local groups and projects. A small number of third sector survey respondents commented that they had found it difficult to access some national-level structures and their perception was that the same third sector organisations tend to be involved in such groups.

“You don’t always know that something is happening to get involved, so you miss opportunities – especially for follow up things. The people already involved tend to stay involved and you don’t hear about it”. (Third sector funded organisation).

Interaction with the Scottish Government

Third sector survey respondents assessed their organisation’s alignment with the Scottish Government’s national outcomes particularly highly, rating it as 9.0 out of 10. The way organisations share information with Government and their ability to influence policy development were both rated at 7.8 out of 10, which was more positive than the dissemination of information and intelligence by Government (6.7).

On a scale of one to ten, please rate...	Average rating
The extent to which your organisation's core services align with National Outcomes	9.0
The way your organisation shares information and intelligence with the Scottish Government / Education Scotland	7.8
Your organisation's ability to influence the development of Scottish Government policy	7.8

The way the Scottish Government / Education Scotland disseminates information and intelligence to your organisation	6.7
Overall	7.6

Third sector survey respondents tended to reaffirm their commitment to supporting national outcomes and gave many examples of the way their work supports young people, families and adult or community learners. Many third sector organisations also commented positively on their relationship with Scottish Government and their influence on policy.

“They (Scottish Government) are very open with us on work going forward. We are delighted ... that some of our work and recommendations have helped influence policy”. (Third sector funded organisation).

“We have excellent working relationships with many SG staff”. (Third sector funded organisation).

Policy Officers also highlighted the interaction they have with third sector organisations aside from the direct links resulting from the CYPFEI & ALEC Policy Officer role. They noted that a number of funded organisations regularly interact with the Scottish Government, and other agencies, through membership of partnerships, groups, networks and fora. The Scottish Government also engages with the Coalition of Care and Support Providers Committee which includes a number of third sector organisations.

“They are involved in national and local groups; and we work closely with them through national stakeholder forums”. (Policy Officer).

Policy Officers, funded organisations and the majority of stakeholders supported the requirement for grant holders to seek to contribute to the national outcomes. However, one stakeholder felt this was erroneous and unnecessarily burdensome given the amount of funding involved for funded organisations.

The majority of funded organisations and stakeholders with experience of working with Education Scotland were positive about their relationship with some commenting on the understanding Education Scotland staff tend to have of policy and service delivery issues. However, one consultee suggested that more broadly some Education Scotland staff are less in tune with the third sector than Scottish Government colleagues:

“The Scottish Government will defer to third sector knowledge when appropriate, however that is not the same with Education Scotland in our experience. They can make assumptions that they know best when they could learn so much from the sector, for example, around wellbeing and engagement”. (Third sector organisation).

While respondents commented positively on their engagement with one or two main contacts in the Scottish Government or Education Scotland, some noted that

it was can be difficult to identify officials dealing with other (linked) policy areas and a directory of contacts in Scottish Government/Education Scotland was suggested. It was also claimed that where potential contacts were identified it could still be difficult to engage them. A small number of comments were made regarding the turnover of Policy Officers which necessitates building new relationships, sometimes with Officers who are new to a policy area and have limited knowledge. One consultee suggested that some Scottish Government officials appear to regard funding for third sector organisations as providing some right or expectations over the funded organisations, although this was an isolated view.

Third sector organisations' own constraints were also noted as impacting on interaction with the Scottish Government.

“We have far more detailed information/statistics on what is happening 'on the ground' than we currently have the resources and opportunities to pass on”.
(Third sector funded organisation).

“We often get last minute requests to attend events or meetings. While we would like to take part we only have a small team and if diaries are full we cannot drop existing commitments”. (Third sector funded organisation).

Some of the survey respondents' comments illustrated the lower rating given to dissemination of information by the Scottish Government and the ability to influence policy.

“We do find the flow of information in the opposite way can be patchy at times, depending on the policy area, the strength of relationships and the challenge to policy development that we are making”. (Third sector funded organisation).

CYPFEI and ALEC Policy Officers

One of the defining features of the Fund is the identification of a named Policy Officer from either Scottish Government or Education Scotland. There are almost 50 Policy Officers who are the link person, generally for two or three funded organisations although the number varies. Funded organisations were assigned an Officer from the most relevant Scottish Government/Education Scotland team, where possible, and this has frequently involved an individual they have had previous contact with. Internal meetings to explain the role of Policy Officers were welcomed and seen as likely to lead to a consistent approach.

Many of the Policy Officers were involved in discussions regarding which applications were to be funded – this was viewed as a robust and constructive, if time-consuming, process. Policy Officers were also involved in subsequent discussions with some of the funded organisations to refine their outcomes where the grant award was less than requested – the Policy Officers appear to have provided valuable advice which ensured the outcomes were realistic and well defined. Some Policy Officers commented that the quality of the initial outcomes set

by organisations varied and in some cases were not SMART² where they described activities rather than outcomes, for example. Moving forward the Policy Officers will review the quarterly and annual monitoring reports submitted by their funded organisations and this was generally viewed by Officers as a useful way of keeping updated on progress which should identify any issues, although one reserved judgement at this stage.

A significant part of the Policy Officer role will be to liaise with funded organisations, acting as a first point of contact. Both the Policy Officers and funded organisations were very positive about this aspect of the role, with both regarding it as potentially mutually beneficial. Policy Officers envisage informing their funded organisations about other relevant initiatives and providing up-to-date information on Scottish Government policy (which was seen as particularly important for organisations not previously funded, especially those with a UK-wide remit that may be less familiar with the Scottish context). Part of their role may also be to signpost their funded organisations to business planning support if a need is identified. By raising awareness of their funded organisations within the Scottish Government there is also a perception that the Policy Officers may lead indirectly to other opportunities for their funded organisations. For their part, funded organisations regard the Policy Officer as someone they can call on if they need information on Scottish Government policy or initiatives and as an advocate within the Scottish Government who will help to raise their profile.

“Our role is also to ensure that good practice is shared and built upon”. (Policy Officer).

“I think it is going to be good. I see it as a collaborative relationship as opposed to them (Scottish Government) disciplining the organisation. It helps the Policy Officer to know what we are doing in the context of this funding and the relationships between that and some of the other work they are doing. It helps the Policy Officer to join some of the dots and it can be useful for us if we have questions or want to develop something further, we know where to go. It just seems to be quite a neat completing of the circle of the relationship between funder and funded work”. (Third sector funded organisation).

“It takes time to build relationships, gain trust and respect. Once you have this it is much easier to advise them on things they could improve or change”. (Policy Officer).

Recipients of predecessor funds - the Third Sector Early Intervention Fund (TSEIF) and Strategic Funding Partnerships - had contact with the Scottish Government/ Education Scotland although this tended to relate to fund administration rather than policy issues, particularly with regard to the TSEIF. Consultees therefore welcomed the formalisation of a named policy contact as part of the CYPFEI & ALEC Fund which they felt strengthened links.

² Specific, Measurable, Attributable, Realistic, and Time-bound (SMART).

Some Policy Officers stated the support they envisage providing to their funded organisations will essentially be a continuation of their existing positive relationship with third sector organisations. These relationships have been established through contact from previous initiatives or funding.

“There is no real change in our relationship, we know each other well and they are able to pick up the phone to let us know things. We have done a lot of lot of work together”. (Policy Officer).

“Some of us had a very similar role with many of the same organisations funded under the Strategic Funding Partnership”. (Policy Officer).

In many cases Policy Officers tend to be the link person for more than one organisation working in the same field and this not only makes sense from a policy perspective but should also facilitate information sharing and joint working between the funded organisations. An example of this was noted with a Policy Officer planning to facilitate a session with their funded organisations to look at partnership working and sustainability.

It was noted that Policy Officers have been proactive in seeking to build relationships with new organisations, for example by accompanying Lloyds TSB Foundation for Scotland on visits or in setting up meetings directly. The Policy Officers welcomed Lloyds TSB Foundation for Scotland’s administrative role in the Fund which allows them to dedicate their time to policy-related matters and focuses on their strengths. Policy Officers – and funded organisations - also commented positively on the extent and nature of communications with the Foundation to date. The planned events and learning and development programme to be delivered by the Foundation were welcomed by Policy Officers who suggested it could help third sector organisations address identified issues.

“We need to make sure the newer entrants are involved and have a voice, capacity building events should help with this”. (Policy Officer).

Most stakeholders were also supportive of the learning and development programme and some suggested it could potentially be a significant element of the Fund where third sector organisations receive specialist support. However, one stakeholder questioned the learning and development programme’s inclusion in the Fund suggesting that funding could have been included in the grant to allow third sector organisations to source their own support. There was also a view that the learning and development programme could further strengthen grant holders - already benefitting from financial support - at the expense of non-grant holders. One stakeholder suggested the Scottish Government publicise its own internal training sessions as part of the learning and development programme, as third sector organisations may benefit from some of the sessions and would welcome the opportunity to train alongside Scottish Government staff.

“The more that personal relationships are developed across sectors the more mutual value and respect will develop”. (Stakeholder).

Financial sustainability and funding

This section focuses on the financial sustainability and funding of the third sector organisations supported by the CYPFEI & ALEC Fund. It presents baseline findings from the self-assessment survey plus a summary of relevant issues raised during consultations with the sample of funded organisations, Policy Officers and stakeholders.

Third sector survey respondents rated both their awareness of additional funding sources and how well equipped they are to apply for these sources highly at 7.1 out of 10. They rated their success in securing external funding at a similar level (6.9). However, respondents were significantly less positive about the financial sustainability of their organisation rating it at 4.9 out of 10 and this was the only question on the survey to be rated below 5.

On a scale of one to ten, please rate...	Average rating
Your awareness of alternative sources of funding for your organisation's work	7.1
How equipped your organisation is to apply for alternative sources of funding	7.1
The extent to which your organisation has been successful in securing external funding to date	6.9
The financial sustainability of your organisation	4.9
Overall	6.5

CYPFEI & ALEC funding

Many respondents expressed their gratitude to the Scottish Government for their ongoing commitment to fund third sector organisations, specifically the fact that this is one of the few funds supporting core services and infrastructure (as distinct from project funding). Numerous third sector organisations expanded on what CYPFEI & ALEC funding enables their organisation to do including support for business management functions and providing staff time/capacity that in turn allows them to identify and access other funding streams, undertake policy work or explore new partnerships and projects.

“Securing [this] contribution to core costs has made a significant impact on our ability to draw in funding for front line services”. (Third sector funded organisation).

“[This funding] enables us to add value to the other sources of funding, as other funders tend to be more open to providing funding if core [Government support] is in place”. (Third sector funded organisation).

“[This funding] brings with it the capacity to sustain our high quality front line services and the opportunity to test out new approaches to achieve greater impact”. (Third sector funded organisation).

“The funding provides us with some security and takes some of the pressure off fundraising... I can spend that time working with the team”. (Third sector funded organisation).

“It provides a bit of stability to plan ahead. For us it helps with co-ordination and support costs that nobody wants to pay for. It provides and protects the quality of our work. It’s just really helpful. The flexibility is the magic thing about the Fund”. (Third sector organisation).

“It is a brilliant fund that allows us to do the back office support that [in turn] allows us to continue helping young people”. (Third sector funded organisation).

“It gives us the capacity to network and you can’t underestimate that as its through such links that collaboration comes”. (Third sector funded organisation).

Several umbrella bodies and ‘secondary’ service providers (who often support primary or frontline providers) also commented on the lack of alternative funders for their work.

“Our particular problem is that we are second tier, one step removed from people actually providing frontline services. Practitioners say we are crucial but funders often aren’t interested, they would rather support project activity”. (Third sector funded organisation).

In the absence of this funding many felt that their organisation’s work, including front line service provision, would be likely to suffer. This included a number of organisations using CYPFEI & ALEC funding to support core services and infrastructures previously supported by the Scottish Government via the Third Sector Early Intervention Fund (TSEIF) or Strategic Funding Partnerships.

“Without this funding we would have had to make redundancies”. (Third sector organisation).

“What would not be possible is the support to ensure partnerships are forged, skills are increased, work is delivered as cost-effectively as possible, practice is transformed into data to help influence/inform policy. In short the core funding enables us to be greater than the sum of our parts”. (Third sector funded organisation).

“We would have a much less consistent and unsustainable model of individual centres seeking smaller grants for local use, and we would lose the significant benefits, in terms [of] consistency and reach, of our current structure”. (Third sector funded organisation).

“Infrastructure funding is different from project funding; it is not about added value or impacts, but survival”. (Policy Officer).

A number of third sector organisations suggested that the multiplier effect of the Fund would be very high for example one suggested it would help them secure up to five times the value of their grant. Another organisation highlighted the benefits in securing funds from private sector donors:

“Private sector donors are interested in our ability to bring in public sector funding. This funding allows us to present a public-private funding model [and] helps us to attract private sector funding”. (Third sector funded organisation).

One of the third sector organisations commented on the paradox they face with well-resourced infrastructure thanks to the CYPFEI & ALEC Fund, while at the same time facing severe financial pressure with their service delivery. They acknowledged however that over time the infrastructure support should strengthen the organisation including their ability to source alternative sources of funding. Other organisations also commented on the increasing difficulty they face securing project funding, particularly from public sector sources.

Two consultees questioned the requirements attached to the CYPFEI & ALEC Fund, including the need for organisations to evidence a need and set outputs and outcomes for funding related to core services and infrastructure. One stakeholder stated the third sector had raised concerns about this via the Short Term Working Group that informed the development of the Fund and there was therefore some disappointment that it had been retained. Target setting was seen as particularly difficult for umbrella/representative organisations that seek to promote issues and/or the interests of their members, and a small number of consultees felt it inappropriate.

A small number of consultees questioned the Fund’s criteria, and subsequent decisions, that supported the continuation of existing core services but did not support proposals for new services despite similarities between the two (existing and new services).

Financial sustainability

The third sector survey highlighted concerns around financial sustainability and the consultations confirmed this as a considerable challenge for the third sector organisations supported by the CYPFEI & ALEC Fund. A number of consultees stated that third sector organisations are facing financial pressure in the context of reduced public sector funding at the same time as facing an increasing demand for their services. There was a consensus that funding for core services and infrastructure relieves some of the financial pressure they face and will help the organisations to focus on strategic issues and funding for service delivery.

The commitment to three-year funding, subject to annual review, was also welcomed by many consultees as it allows the organisations a degree of stability, although others commented that the lack of a firm commitment in years 2 and 3

was problematic. Some consultees also highlighted that the funding is time limited which makes it difficult to plan for the future.

“As long as the organisation delivers and works towards agreed outcomes ... there should be reassurance of core funding over some period of time. The more secure and stable an organisation is then the more it is able to develop, reflect, and have the confidence to try new or more creative ways of working”. (Third sector funded organisation).

“One of the organisations said they were focussed on sustainability and reducing reliance on SG funding as budgets continue to tighten. Lack of money in general is an issue, especially as the level of funding in years 2 and 3 is not guaranteed”. (Policy Officer).

“Financial sustainability is a mantra but it’s very difficult. Stability is important”. (Stakeholder).

One consultee also noted that the Scottish Government had previously supported a number of organisations via TSEIF or Strategic Funding Partnerships and they regarded the CYPFEI & ALEC Fund as providing some temporary financial stability rather than long term sustainability. There were a number of requests for the Scottish Government to confirm arrangements for the continuation of the Fund beyond April 2019 at the earliest opportunity as this would ensure effective planning.

Alternative funding

One third sector organisation stated they had specifically tapered the funding requested from the CYPFEI & ALEC Fund to ensure they focused on alternative sources of income. In addition, there were examples of how the Fund was directly assisting grant holders to source alternative funding:

- One organisation explained that part of their CYPFEI & ALEC funding was contributing to the cost of a fundraiser who was tasked with securing additional funds.
- Another organisation explained that the Fund will allow them to gather and share evidence-based learning from their activities with the aim of sustaining it via other sources including the public sector.

The benefits of the Policy Officer link-up were demonstrated by one funded organisation that received support on financial planning from their Policy Officer and information on additional funding sources from Lloyds TSB Foundation for Scotland. Another Policy Officer explained how they are working with one of their funded organisations that supports families that have suffered child bereavement to build on their success in selling services to financial institutions and to identify additional income sources. Another Policy Officer had discussed alternative funding options with one of their funded organisations following a CYPFEI & ALEC Fund award that was less than the amount requested. It was noted that some funded organisations receive funding from other Scottish Government budgets and we are

aware that the Scottish Government is working towards a joined-up approach to funding where possible.

Conclusions

The CYPFEI & ALEC Fund is supporting the core services and infrastructure of 118 national third sector organisations over the period April 2016 to March 2019. The Fund aims to contribute to national outcomes and reflects the Scottish Government's policy on children, young people, families, adult and community learning including GIRFEC and the Adult Learning in Scotland Statement of Ambition. The Fund also addresses key approaches promoted by the Scottish Government including prevention and early intervention, and joined-up working. This baseline report is part of the formative evaluation of the Fund which aims to assess whether the overall vision for the Fund is achieved and to inform future decisions around this area of funding. This report has summarised the initial evaluation findings, drawing on a wide range of evidence including a self-assessment survey completed by 103 of the funded organisations and consultations with the sample of twelve funded organisations, seven Policy Officers and six stakeholders.

The self-assessment survey has provided a baseline of the strengths, weaknesses and views of the national third sector organisations supported by the Fund. Overall, the survey showed that organisations identified many more strengths than weaknesses as summarised in the table below and the graph in the Appendix. Respondents gave the most positive ratings to prevention and early intervention and the way this is embedded in their work (9.0 out of 10), as well as their understanding and integration of equality issues (8.8). The themes rated least positively overall were financial sustainability and funding (6.5) followed by involvement in local and national structures (7.1).

On a scale of one to ten, please rate...	Average rating
Prevention and early intervention	9.0
Equality Issues	8.8
Knowledge, skills and capacity	8.1
Joint working with third sector organisations	7.9
Interaction with Scottish Government	7.6
Involvement in local groups and national structures	7.1
Financial sustainability and funding	6.5

The consultation findings summarised in sections 2 to 5 of this report support the survey findings and highlight additional issues which will be assessed throughout the evaluation. In section 2, third sector organisations identified capacity issues as a significant challenge resulting from financial pressures and increasing demand for services driven by social and economic conditions and policy developments. Generally, skills and knowledge within the organisations were viewed as strong,

with consultees commending the expertise that exists in the organisations, although some skills gaps and shortages were noted. It was also reported in section 2 that organisations were committed to equality and diversity, with a number of the organisations established with the aim of promoting and protecting the rights of specific minority groups. There was, however, a suggestion that some smaller organisations may find it more difficult to articulate their approach.

One of the key questions to be assessed by the evaluation is whether embedding early intervention and prevention in the ethos of organisations supported by the Fund have been sustained or improved, and if so, what was the Fund's contribution, and what has the impact been. Section 3 highlighted that at the outset of the Fund, prevention and early intervention are important to national third sector organisations and embedded in their delivery. Generally, the funded organisations suggested the CYPFEI & ALEC Fund will maintain and enhance their prevention and early intervention focus with examples provided of their own work and how they seek to influence partners. Some organisations identified increasing demand for frontline services, leading to capacity issues, as a constraint on their prevention and early intervention work.

Section 4 highlighted that overall third sector organisations work well with other organisations in the sector. It was, however, reported that decreasing funding and increasing competition has led some third sector organisations to reassess information sharing with other organisations in the sector. At this stage it is too early to address the evaluation question of whether formal and informal partnerships between third sector organisations have arisen as a result of being part of the Fund, or any impact these partnerships might have. However, a Policy Officer and Lloyds TSB Foundation for Scotland highlighted an example of how this may occur with planned activity involving a small number of organisations working in one particular policy area. Section 4 also noted that positive relationships generally exist between third sector organisations and the Scottish Government/Education Scotland. However, there was a view that this is limited to one or two key contacts and information dissemination by the Scottish Government/Education Scotland could be more consistent. Positive views about the Policy Officers assigned to third sector organisations as part of the Fund were reported, the main benefits of which are envisaged as greater understanding and mutually beneficial communications around policy issues.

One of the questions to be addressed by the evaluation is whether the Fund has impacted on internal Scottish Government processes and ways of working, including the third sector having opportunities to co-produce and add value to the development of Scottish Government policy. The early evidence is positive, for example, one of the stakeholders explained how the Board that met to discuss allocations - consisting of internal and external representatives - had influenced some of the decisions, and commended the process. Consultees involved in the Short Term Working Group that informed the development of the Fund also commented positively on the process; others commented that they would have welcomed the opportunity to be involved if they had the capacity to do so.

“The development of the Fund was very good, it was not done to us, it was very open and was the diametric opposite of some other funds”. (Stakeholder).

There was also a view that closer working relationships between third sector organisations as well as with the Scottish Government have been promoted by the Fund.

“I would hope it will lead to a healthier system with much healthier relationships, better flows of information that inform better decision making and with the voice of communities much more articulated”. (Stakeholder).

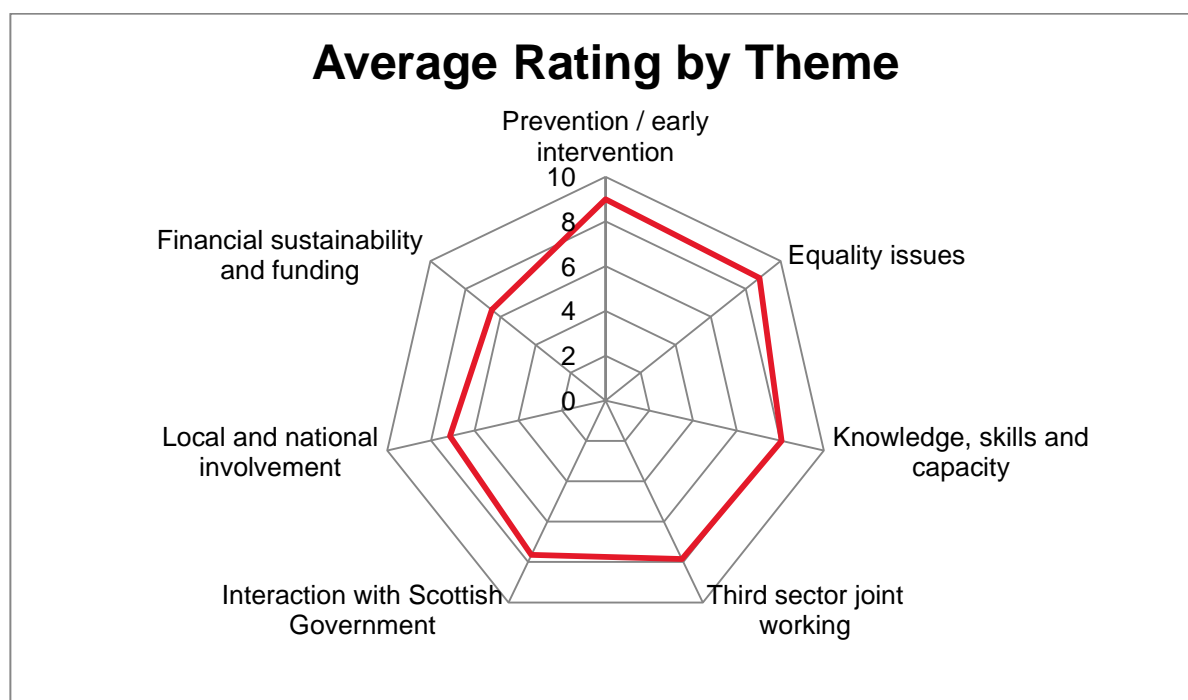
Section 5 noted that third sector organisations warmly welcomed the Fund’s support for core services and infrastructure in light of the prevailing financial climate and that this is adding to organisational capacity, which it is envisaged will help to enhance prevention and early intervention and joint working. This therefore provides early evidence in response to the evaluation question of whether the capacity, skills and knowledge of the third sector improved as a result of being part of this funding programme, and if so, what the impact has been. Financial sustainability was generally regarded as challenging although there were some examples of how the Fund is assisting organisations to identify alternative funding sources.

One of the key questions to be assessed by the evaluation is how the Fund as a whole contributes at a national level towards improving outcomes for beneficiaries. At this very early stage it is clearly too soon to answer this question. The majority of consultees suggested that the Fund would contribute to improving outcomes for beneficiaries of each organisation and therefore there would be a collective national level impact. However, they cautioned that the CYPFEI & ALEC Fund represents a relatively small percentage of the overall income of the majority of the funded organisations and the impact would therefore be proportionate. In addition, while they agreed that the Fund is aligned with the national outcomes they emphasised that any impact would be proportionate to other funding, initiatives and policy developments, and would only be evident over time. The difficulty of measuring attribution and of the impact of secondary organisations supported by the Fund was raised by some consultees.

This baseline report is part of a formative evaluation of the Fund and its findings will be re-visited as the evaluation progresses. It is also hoped the findings will inform the work of the Stakeholder Group and the learning and development programme to be delivered by Lloyds TSB Foundation.

Appendix – Self Assessment

The following shows the average ratings of each theme covered by the self-assessment survey in graph form. The closer to the outer edge of the graph (web) the more positively that theme was rated by respondents. Presenting the survey findings in this way provides a useful visual summary. Subsequent surveys at the mid-point and near the end of the Fund will be overlaid to illustrate any change over time in respondents' views.



How to access background or source data

The data collected for this social research publication:

- are available in more detail through Scottish Neighbourhood Statistics
- are available via an alternative route using the following link
<http://www.gov.scot/Topics/People/Young-People/early-years/delivery/thirdsectorfunding>
- may be made available on request, subject to consideration of legal and ethical factors. Please contact <email address> for further information.
- cannot be made available by Scottish Government for further analysis as Scottish Government is not the data controller.



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