



London Skills & Development Network

Partnership and Collaborative Working Statement

Overview

London Skills & Development Network (LSDN) is a not-for-profit Social Enterprise in the field of **education and training** services.

Collaborative working is part of LSDN's **values** and **ethos**, it is measured as part of LSDN's organisational **Key Performance Indicators** (KPI's) and contributes to LSDN's **Strategic Priorities**.

LSDN is **positive** about **partnerships** and **collaborative working**.

LSDN is an outward looking organisation and aims to both **learn and share good practice**, innovation, ideas and new ways of working, which have the **potential to impact positively** on its learners, staff and the wider training sector.

We seek to work in partnership with a wide range of organisations and individuals who **share a common ethos with LSDN**.

LSDN's primary objective for partnership and collaborative working is to **enhance positive and sustainable outcomes**, learning experiences and welfare support for its learners and the wider communities we serve.

LSDN expects the **highest levels of integrity** from all those who work for or on behalf of the organisation, if we fail to **deliver as promised**, we want to know so we can **set things right**. LSDN has a learner first approach and this includes a strong and robust commitment to learner recruitment and delivery practices.

Partnership and collaborative working ethos

■ **Co-operation**

As a social enterprise, LSDN's co-operative ethos is based on a willingness to share ideas, resources and knowledge for the purpose of social development and improvement. LSDN is also positive about feedback and continuous improvement and will proactively seek opportunities to give and receive constructive feedback with a view to improving and positive development.

■ **Collaboration**

LSDN actively seeks to collaborate and work in partnership with a wide range of organisations and stakeholders for the benefit of its learners, staff and the wider community. In choosing partnerships and collaborative opportunities, LSDN will focus on quality, added value and commitment to achieving positive outcomes and impact for learners and other service users/clients.

■ **Transparency**

LSDN designs its projects and services to ensure high levels of transparency.

Clear and comprehensive policies and processes are in place to govern all key operations and functions of LSDN projects and programmes, including, procurement; contracting; finance; performance management; audit; quality monitoring; data management; and communication arrangements. Policies and processes are applied without fear or favour and any changes to implementation or application of policies or processes are clearly communicated at the earliest possible opportunity.

The performance management of staff, projects, and external providers is conducted in an objective and evidence-based manner without bias, discrimination or preconceived notions.

Partnership and collaborative working in practice

<i>What it is</i>	<i>What it is not</i>
✓ Shared purpose with joint commitment to the highest levels of quality.	× Opportunity for all to set their own agendas and priorities.
✓ Transparency and accountability.	× Lack of accountability & performance monitoring.
✓ Willingness to give and receive feedback.	× Inability to challenge or have difficult conversations.
✓ Support <u>WITH</u> challenge.	× Support without challenge.
✓ Objective, fair and honest practices.	× Lack of boundaries.
✓ Sharing and exchanging knowledge, good practice and resources.	× Lack of compliance and evidence of improvements.
✓ High expectations and standards.	× Culture of low expectations/ minimum standards.
✓ Learner driven and learner focused.	× Provider-driven/focused