# The Ecosystem of Learning: a key

## What is Changing Futures?

*Changing Futures* *Cambridgeshire & Peterborough* is about improving the outcomes for people with multiple disadvantage. This will be achieved by people with lived experience guiding professionals on how organisations across Cambridgeshire and Peterborough can work together more effectively and efficiently to tackle multiple disadvantage.

This note sits alongside some slides we have prepared, explaining our “ecosystem of learning”. The note acts a key to the different parts of that ecosystem.

You can find the slides here ***(add link)***

## The four pools

The four “pools” are ways of gathering info and feedback from individuals and organisations across Cambridgeshire and Peterborough

### Operational Partnerships

Organisations meet who work with people in multiple disadvantage. The group reviews caseloads and specific cases. Successes are identified and barriers overcome. Where a barrier cannot be overcome the Operational Partnership passes it on to the Changing Futures team who will work out who can best deal with a barrier, or how best to share a success.

### System Agents

People working to promote and support Changing Futures in a number of organisations and locations, passing learning and barriers on to the Changing Futures team.

### Co-production groups

Groups of people with lived experience coming together to provoke system change, Co-production groups run inquiries and get Direct feedback on the impact of their contributions.

### Other sources

Other players and individuals have a role and can feed in, building the Changing Futures network and sharing their experiences. Learning and barriers are passed to the Changing Futures team who work out the best ways to publicise successes and resolve any barriers.

## The four lakes

The four lakes collect information and work on it to resolve issues and share news of successes.

### Changing Futures team

The Changing Futures team sorts messages coming in from the four pools, to be used by the Change Forums, the Tactical Group and the Strategic Board. With leads on communication, programme delivery, and systems change the Changing Futures team will help resolve issues, escalating the knotty ones to the correct level; and will communicate positive outcomes to everyone through various channels

### Change Forums

Change Forums meet to look at system issues and system successes. They look at specific barriers and successes as a group, analysing problems presented and working together to get a sense of scale.

They bring the right people together to explore and test possible solutions as well as existing resources, all with input from people with lived experience. They also highlight positives to be communicated across the system.

### Tactical Group

A group of organisations and people with lived experience who look at issues raised by the Programme Team and Change Forums, and suggest courses of action to resolve issues, or escalation to the Strategic Board where this is not possible. Highlight positives to be communicated across the system.

### Strategic Board

Leaders from across the system who learn about successes, help communicate these messages and work together to overcome barriers where unresolved by other groups an need input from local strategic leaders, informed by people with lived experience.

## CPPSB (the “sun”)

Cambridgeshire & Peterborough Public Services Board: keeps an overview of the programme and its outcomes over the 3 years of funding, and beyond.

## Streams

Flow of information, positive and negative, on experiences of individuals and organisations who deal with multiple disadvantage in a variety of ways

## The sea

Represents the whole system related to multiple disadvantage and all the collected learning from the pools, streams and lakes. Evaporation from the sea represents learning which leads to system change.

## Clouds

Clouds forming represents messages of learning & system flex being gathered to feed back across whole system, which sprinkle rain on everyone. The rain represents messages & feedback being spread across all parts of the system (newsletters, emails, web sites, discussions, information sharing at meetings etc)

## The salmon (direct feedback)

It is important to make sure the people contributing their life experiences get news on what effect their feedback is having. In the diagram we have used a system of “locks” to show the flow of ideas “upstream” from the Programme Team especially to the Co-production groups. Credit for the locks illustration (slightly adapted) goes to What are Canal Locks? [Illustration by Shiju George]

## Beavers and dams (new barriers forming)

We recognize that even when we are all removing barriers wherever we can, new ones will form, so we need to devise a system where barriers continue to be identified and removed or overcome.

## End note

This learning ecosystem is an evolving thing – by learning, building and growing, we may find better routes for learning, or that new “pools” or “lakes” are needed – or indeed that some overlap and can merge. However this model provides a start point to help see how the various groups will start to work together.

**Useful links to learn more**

🔿 The **5 principles** for Changing Futures are to:

* Recognise complexity
* Build trust
* Open doors (there is no wrong door)
* Meet people where they are
* Embrace learning

🔿 **Read** more at our [web page](https://cambridgeshireinsight.org.uk/changing-futures-cp/)

🔿 **Sign up** for 3-monthly newsletter using [sue.beecroft@cambridge.gov.uk](mailto:sue.beecroft@cambridge.gov.uk)

🔿 **Join in…** This is a learning process, so please ask if you have questions or suggestions. You can find some [FAQs](https://cambridgeshireinsight.org.uk/wp-content/uploads/2022/10/first-attempt-TP-QA.docx) here. Get your question added so others can benefit from your curiosity!