

Community led transformation: From problems to possibilities



Gloucestershire
Gateway
Trust



GO TOGETHER
CO - CREATED COMMUNITY SOLUTIONS



GO TOGETHER
CO-CREATED COMMUNITY SOLUTIONS

you're invited....

You are invited to be part of an ambitious workforce transformation programme, a bold step towards reimagining how we support children, young people, and families across Gloucestershire.



Driven by a deep commitment to supporting children, young people, and families, Gloucestershire Gateway Partnership has been entrusted with the opportunity to lead Open Access **Universal Youth Services** in Gloucester and the Forest of Dean, as well as **Family Hubs** in Gloucester and the Forest of Dean. Gloucestershire Gateway Partnership is also working with Aspire Foundation, who lead Family Hubs in Cheltenham and Tewkesbury, so, we can develop shared processes across four localities giving quality and consistency to strengthen delivery. This is more than a contract, it's a once in a generation opportunity to spark lasting change, creating spaces where every child, young person, and family can thrive, belong, and shape the future of their communities.

This transformation project isn't just about training, it's about building a culture of trust, resilience, and community-led action. Through a co-created and relational approach, we aim to shift from traditional, deficit-based services toward empowering communities to lead their own transformation.

Through working together we have a unique opportunity to embed long-term, systems-wide change, strengthening our workforce, fostering emotional well-being, and ensuring every neighbourhood becomes a place where people are valued, connected, and able to shape their own futures.

This work is too important to do alone. We need partners who share our vision, organisations and individuals ready to invest in a new way of working that prioritises relationships over rigid structures, strengths over deficits, and co-creation over top-down solutions.

By joining this movement, you will help create the conditions for healing, inclusion, and resilience, where families, communities and professionals come together to build stronger, healthier futures for all.

All partners across the Gloucestershire Gateway Partnership are invited to join. You will be learning from each other in mixed groups, which will also create an opportunity to build new relationships across the partnership.

**Are you ready to be part of something transformative?
Let's Go Together.**



our approach



GO TOGETHER
CO-CREATED COMMUNITY SOLUTIONS

The Partnership is embracing a co-created approach by working closely with Go Together as a trusted partner to develop this transformative programme. Together, we are shaping a learning journey that not only meets professional development needs but also sparks curiosity, fosters learning and builds relationships. Go Together have provided a guiding structure, with an intention to co-design the content of the programme with colleagues across Gloucestershire Gateway Partnership, allowing flexibility and responsiveness.

To achieve this we have developed a unique phased approach that places equal weighting on the following components:

Appreciative Inquiry ➡ Education & training ➡ Consultation to embed learning ➡ Reflective practice

Phase 1: Appreciative Inquiry.

A method to assess aspirations and the 'as is' position in relation to community development practice. The process help identify strengths and facilitates co-designed actions that match the needs of the partnership. The process emphasises the importance of building relationships, it is about putting "people before programme" and understanding that "relationships precede actions".

Phase 2 & 3: Education and Training

Phase 2 will offer whole workforce: introductory training. Content will be informed by the outcomes of the Appreciative Inquiry. This ensures that the starting point is relevant to current roles, while bridging a connection to future ambitions.

Phase 3 Uses the Appreciative Inquiry specialist training will be co-designed with a group of participants. Potential topics are summarised in this document.

Phase 4. Reflective Practice

Practice Circles are designed to enhance a progression from transactional to relational cultures that promote staff wellbeing and reduction in toxic stress and secondary trauma, while evolving community driven practice.

Phase 5 - Consultation to embed learning

Expert consultation regarding specific issues that require facilitated support. This is an agile process that supports staff in building confidence to apply their learning, overcome barriers to engagement and provides co-regulation during periods of transformation and change.



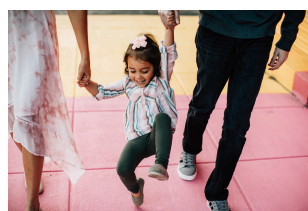
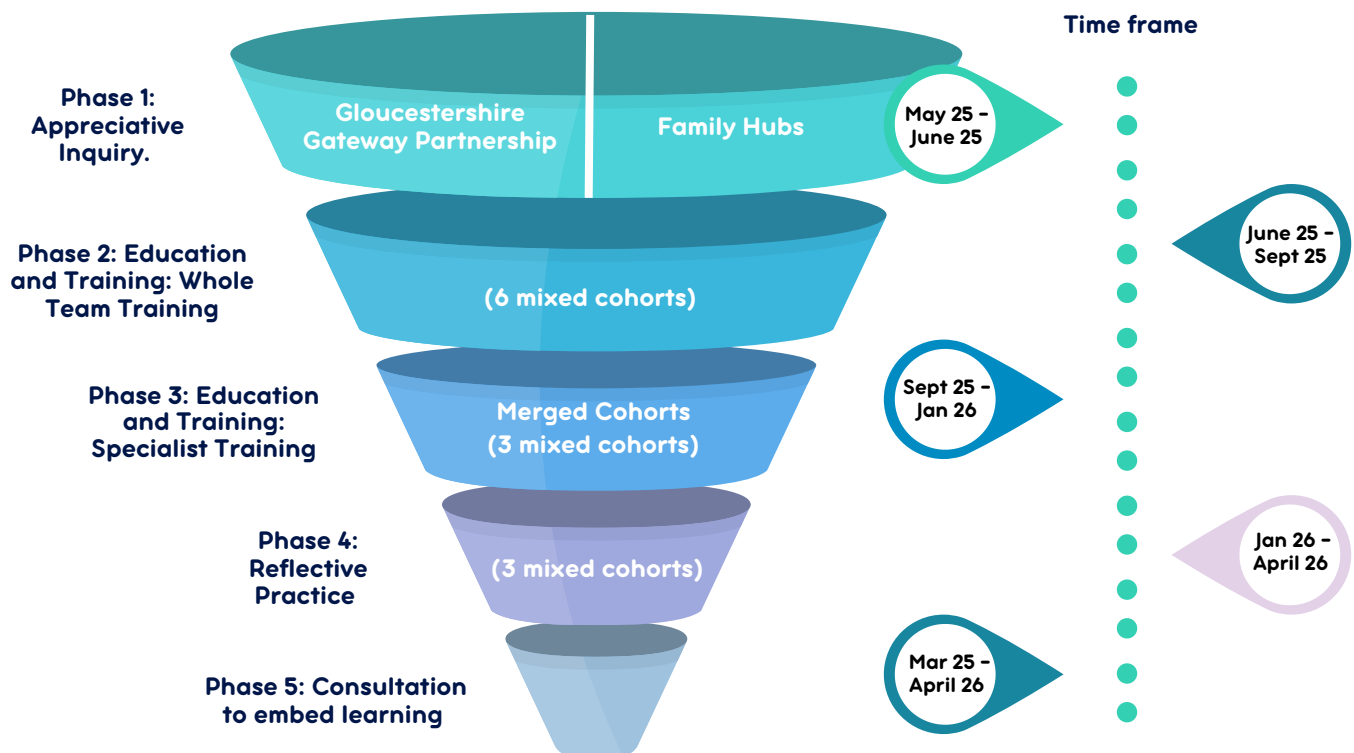


GO TOGETHER
CO-CREATED COMMUNITY SOLUTIONS

phased delivery

The project adopts a funnelled approach, starting wide to introduce partner organisations to community development practices, which then narrows towards more specialist inputs for those engaging in more direct community based work.

The initial appreciative inquiry will be staggered to ensure there is sufficient time for the new structure to settle.





GO TOGETHER
CO-CREATED COMMUNITY SOLUTIONS

programme content

Phase 2: Education and Training: Whole Team Training. 2 days

This two-day workshop is more than just a training, it's a catalyst for transformation. Designed to spark curiosity, connection, and action, it invites participants to reimagine the role of communities and organisations in driving change. Through interactive exercises, storytelling, and deep dialogue, we explore what's possible when we harness the power of relationships and community strengths.

Day 1 begins by grounding ourselves in purpose, understanding why we're here and what we hope to gain. Participants visualise thriving communities, then confront real-world barriers that stand in the way. Through rich conversations and hands-on activities, we explore how to shift from deficits to strengths to unlock potential, and how to recognise our collective power to make change happen.

The second day focuses on deepening understanding and mobilising change. We will focus on shifting from traditional service delivery to strengths-based practice, community-driven approaches. We explore how to move from being service providers to enablers of citizen-led action, ensuring the voices, skills, and aspirations of communities take centre stage.



Needs based approach (half empty)

Outside in/ top down

Needs/ Problems/ Disabilities

Experts/ Service Providers

Community as a consumer/
beneficiary

Competition & dependency

Agencies/ Offices & Centres

One to one, 'To' or 'For' the
people.

Professional codes, systems
and clients



Asset based approach (half full)

Inside out/ Bottom up

Assets, gifts, strengths, abilities

Citizens

Community as a producer
of services

Collaboration and initiative.

Neighbours, streets, public spaces

Community led actions 'of' or
'by' the people. Solidarity.

Reciprocity, relationship,
trust and connection



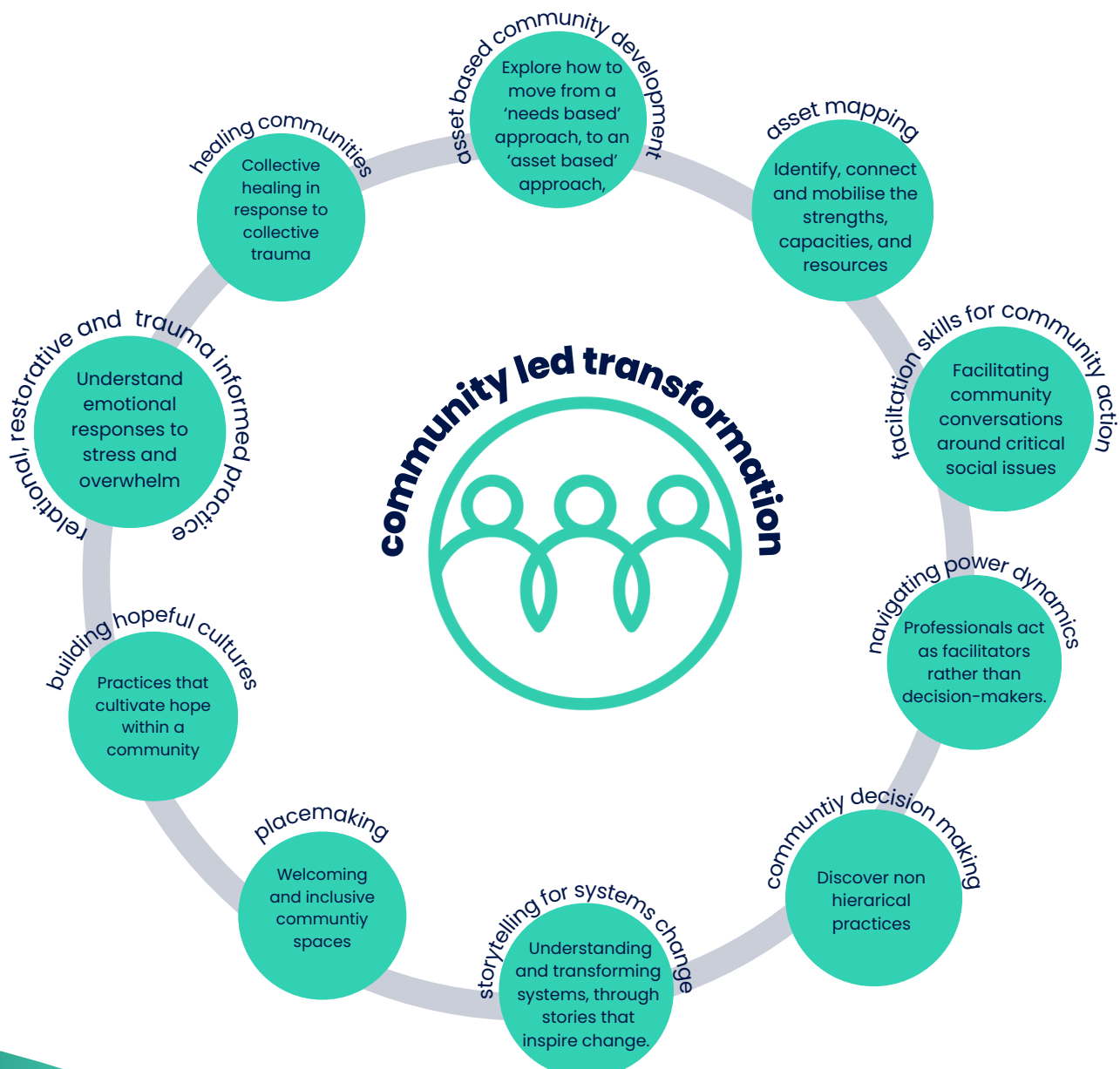
GO TOGETHER
CO-CREATED COMMUNITY SOLUTIONS

programme content

Phase 3: Education and Training: Specialist Training – 8 days

Content of the specialist programme for those working more directly with communities will be co-designed with a small group of volunteers from across the Partnership. There are number of community-led approaches that the Partnership can choose from – workshops themes are offered in the image below. The co-design group will work together to determine the specifics of the programme to meet the needs of the partnership.

All these approaches require a paradigm shift to discover a new way of working and being, that moves from addressing problems through traditional service provision, to possibilities that are relationship driven, utilising community strengths and assets.





GO TOGETHER
CO-CREATED COMMUNITY SOLUTIONS

who is Go Together...



Go Together is a social purpose organisation that believes in the power of relationships to create meaningful change. We nurture the vital connective tissue that organisations and communities need to address complex social challenges effectively.

By leveraging a relationship-centered model, we foster trust, empathy, and shared power among diverse stakeholders. Our approach breaks down silos, encouraging collaborations that unlock innovative, community-led solutions to systemic inequities and pressing social issues.

With Go Together, you'll gain the relational support and coordination necessary to achieve transformative systems change. Together, we can build a more equitable and resilient future, because real change happens when we go together.

Vision

A world where relational and adaptive approaches drive systems change, elevating community agency, resilience, and shared decision-making.

Mission

To bridge organisations through authentic relationships, empowering collaborative, empathetic, and innovative solutions to systemic challenges.



GO TOGETHER
CO-CREATED COMMUNITY SOLUTIONS

contact



If you want to find out more before the programme starts, here are some people to contact



GO TOGETHER

Name **Rich Holmes**

Phone **07748845514**

Website **www.gotogether.org.uk**

E-mail **rich.holmes@gotogether.org.uk**



**Gloucestershire
Gateway
Trust**

Name **Alison Walker** OR **Mark Gale**

Phone **07718931007** **07970694521**

Website **www.gloucestershiregatewaytrust.org.uk**

E-mail **alison@ggtrust.org** **mark@ggtrust.org**

