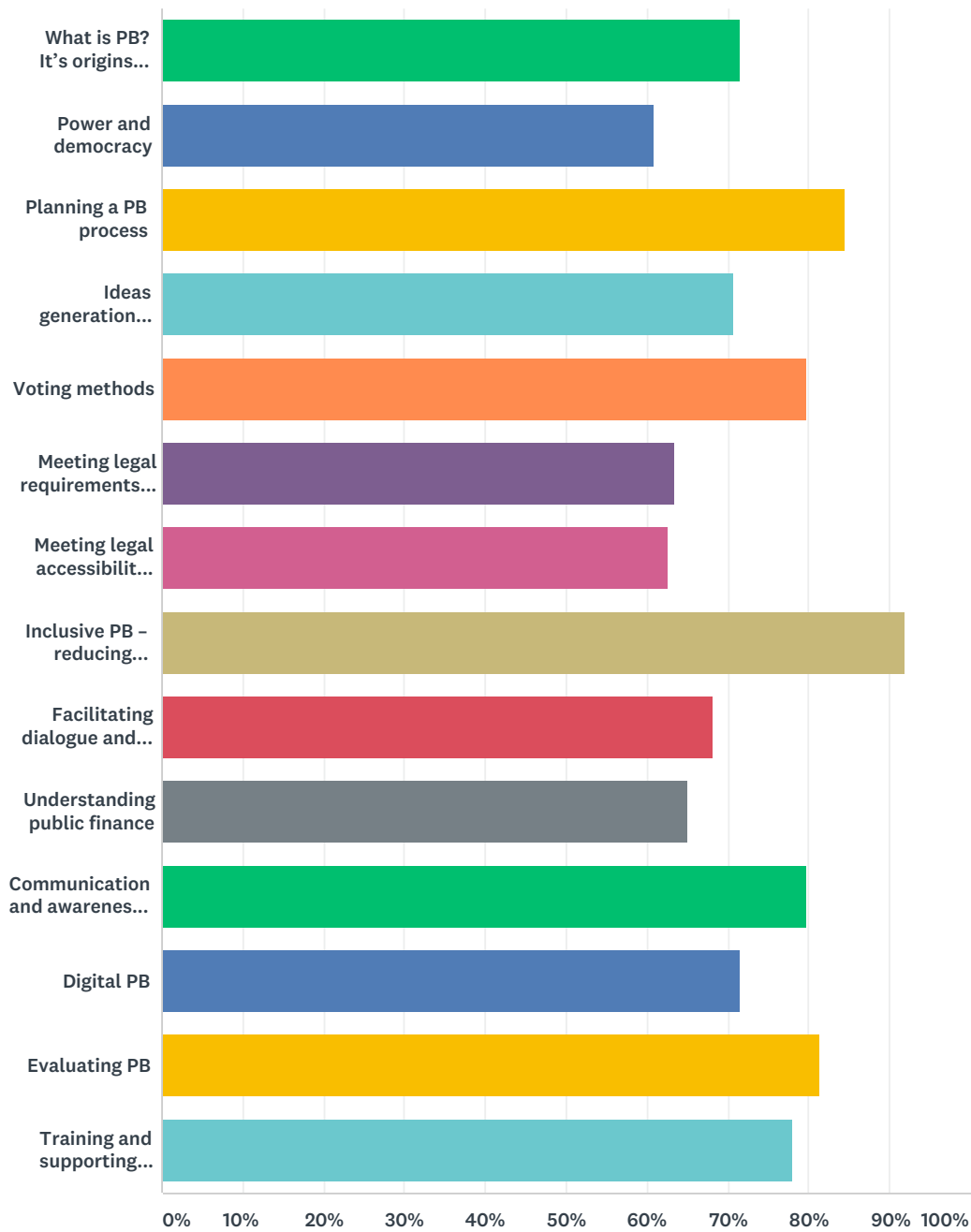


Q1 What do you think should be included in PB facilitator training? (Select all that apply)

Answered: 123 Skipped: 0



ANSWER CHOICES	RESPONSES	
What is PB? It's origins and its values	71.54%	88
Power and democracy	60.98%	75
Planning a PB process	84.55%	104
Ideas generation methods	70.73%	87
Voting methods	79.67%	98
Meeting legal requirements, e.g. GDPR	63.41%	78

PB training survey

Meeting legal accessibility requirements and fulfilling public sector duties	62.60%	77
Inclusive PB – reducing barriers to participation	91.87%	113
Facilitating dialogue and deliberation	68.29%	84
Understanding public finance	65.04%	80
Communication and awareness raising	79.67%	98
Digital PB	71.54%	88
Evaluating PB	81.30%	100
Training and supporting volunteers	78.05%	96
Total Respondents: 123		

Q2 Is there anything missing from the previous list?

Answered: 59 Skipped: 64

#	RESPONSES	DATE
1	The benefits of PB for communities, third sector organisations and individual community members.	2/26/2019 3:48 PM
2	Types of PB events - eg Locality and/or Thematic Touch on mainstreaming	2/26/2019 12:13 PM
3	No, its a very comprehensive list.	2/22/2019 1:39 PM
4	no	2/22/2019 10:36 AM
5	Honesty and transparency in reporting data	2/20/2019 2:23 PM
6	no	2/19/2019 12:39 PM
7	NA	2/19/2019 12:27 PM
8	n/a	2/18/2019 10:33 AM
9	Community development/ engagement approaches	2/18/2019 10:22 AM
10	Supporting communities in preparing bids Conflict resolution vs "healthy debate"	2/18/2019 9:38 AM
11	Resilience in PB - Support beyond the PB process (what happens to potential projects that don't get funded or voted in (the ones which may still have potential for impact?))	2/18/2019 9:25 AM
12	lessons learnt from pilot PB areas	2/18/2019 9:24 AM
13	Mainstreaming PB.	2/18/2019 9:04 AM
14	In evaluating PB have a section with examples of previous PB events and compare and contrast, plus look at "what worked"	2/15/2019 3:13 PM
15	Keep it PB focused - the other are of interest but can be sort elsewhere	2/15/2019 2:36 PM
16	No, anticipate that matters like plain language will be included above	2/15/2019 11:50 AM
17	what works, examples of good practice, different types of PB Project based / mainstreaming / ideas generated by public / menu of projects produced by authority.	2/14/2019 3:42 PM
18	Please don't make PB look illiterate by apostrophising possessive 'its'. Because all of the above would be useful, it would be better to ask people to rank their answers by importance. For me, the most important would be GDPR, evaluating, understanding public finance, meeting legal requirements and inclusive PB.	2/14/2019 2:50 PM
19	no	2/14/2019 2:32 PM
20	Examples of best practice - what worked and what didn't - why	2/14/2019 1:44 PM
21	Engaging and Empowering communities to embrace PB	2/14/2019 12:20 PM
22	I think the list above will depend on the level of training, some would be better for introductory training e.g. PB, origins & values, but most PB practitioners would not need that information.	2/14/2019 9:06 AM
23	Not that I can think of	2/14/2019 6:40 AM
24	I would suggest examples of PB that have been carried out - good and bad, AND comment from communities that have participated especially those who found it badly organised.	2/14/2019 1:38 AM
25	Digital voting platform training	2/14/2019 12:03 AM
26	National Standards for Community Engagement	2/13/2019 9:42 PM
27	No	2/13/2019 9:19 PM
28	It seems quite comprehensive.	2/13/2019 8:01 PM
29	Different styles of PB exercise - but that may be included in "Planning a PB Process". Different tools for PB might be handy to know about. Legal requirements I would expect to be the responsibility of others. If such requirements were made the responsibility of trainers people are less likely to train.	2/13/2019 6:55 PM
30	None that I can thing off.	2/13/2019 6:36 PM

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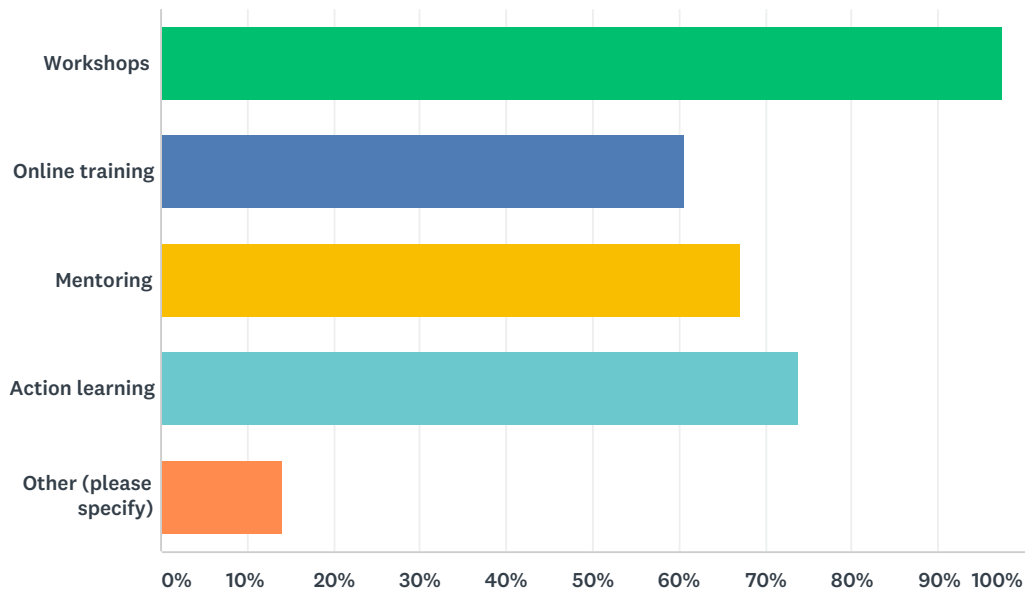
31	Graphic Facilitation Courses	2/13/2019 5:52 PM
32	Who is best placed to run PB	2/13/2019 5:33 PM
33	I'm completing this, probably amongst a number of people in Northern Ireland at the early stages of PB development partly to assist thinking for the future but also to identify that some here might wish to avail of good practice and training from Scotland in the future. The area I would suggest is missing is: Working in collaboration with partners to deliver PB. We have some experience of pooling small scale budgets from a mix of statutory agencies as we sought to develop PB in a context of collaborative Community Planning and would see value in continuing to develop this approach.	2/13/2019 5:01 PM
34	Role of partners; opportunities to pool resources; reduce risks	2/13/2019 4:47 PM
35	Digital Literacy for vulnerable and hard to reach groups.	2/13/2019 4:40 PM
36	Relevance to Community.	2/13/2019 3:53 PM
37	Equal Oppirtunities Training ECHR Awareness	2/13/2019 3:11 PM
38	Formation of a PB Umbrella Body that can permanently offer advice and assistance to communities/volunteers,Not for Profits on the process and offer support, with case studies,web site etc.	2/13/2019 3:06 PM
39	it would have been worth sending a full explanation of PB first? Or have I missed and email?	2/13/2019 2:47 PM
40	Guidance on the costs and resources required to run a PB exercise. i.e. a sample or archetypal project plan.	2/13/2019 1:58 PM
41	Supporting small groups and disabled people to understand process of making bids	2/13/2019 1:57 PM
42	equalities - prob undr public sector duties but too buried - need explicit work on gender, disability race etc .	2/13/2019 1:49 PM
43	nope	2/13/2019 1:40 PM
44	Actual leadership of PB from both Scottish Government and Local Authorities by doing it and not just talking about. Providing money to facilitate the implementation	2/13/2019 1:26 PM
45	as there is no where else to add anything, I am doing this here. how would this link with the PB Champions programme? there is local training in place in various areas, could this be looked at as part of the development process - don't need to start from scratch!	2/13/2019 1:14 PM
46	managing conflict and opposing opinions.	2/13/2019 1:04 PM
47	Where to access funding to support and deliver PB projects, particularly for the third sector	2/13/2019 12:53 PM
48	Examples / case studies of good practice	2/13/2019 12:52 PM
49	Engagement of communities, setting up focus groups, inclusion and disability priorities from the outset and not an add-on.	2/13/2019 12:50 PM
50	No, very comprehensive	2/13/2019 12:48 PM
51	The relationship beyeeen a PB approach and the foundation of participation as a democratic right protected by international human rights legislation. The duties and responsibilities of duty bearers (ie public bodies) to ensuring democratic participation of all, what participation is and what it is not - where to get helpful resources and tools on hr's informed participation methodologies	2/13/2019 12:44 PM
52	Understanding communities	2/13/2019 12:43 PM
53	Reflective Learning	2/13/2019 12:34 PM
54	A known accessible resources of all related information at one source point, thus participating individuals can refer to, but also refresh their skills and understanding on a regular basis, in whatever format suits there time to digest.	2/13/2019 12:16 PM
55	No	2/13/2019 12:05 PM
56	Examples and case studies on what is working well right now in Scotland. How to convince public sector partners of the value of PB in encouraging local decision-making....	2/13/2019 12:01 PM

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57	Many of the skills above can be aquired, further developed through development/training opportunities that are already available through TSIs, who also tend to have skilled facilitators, some of whom are trained trainers through existing PB, and in respect of other third sector orgs (for example, I am trained to deliver Social Enterprise Academy course on practitioner led training, and am part of Moray Wellbeing Hub peer trainer network). So it is vitally important that any training offers are developed with TSI networks, as well as public sector partners, so that we can work together to support trained facilitators, voluntary, paid, third sector and public sector, who are a very valuable resource and already contribute a great deal to many national and local programmes, in relation to PB and other strands of work that require facilitated discussion and decision making.	2/13/2019 11:58 AM
58	Engagement across the wider community	2/13/2019 11:51 AM
59	Common problems/challenges arising Best practices Mainstreaming (as oposed to one-offs)	2/13/2019 11:45 AM

Q3 What training methods do you think are most suitable for PB training? (Select all that apply)

Answered: 122 Skipped: 1



ANSWER CHOICES	RESPONSES
Workshops	97.54% 119
Online training	60.66% 74
Mentoring	67.21% 82
Action learning	73.77% 90
Other (please specify)	13.93% 17
Total Respondents: 122	

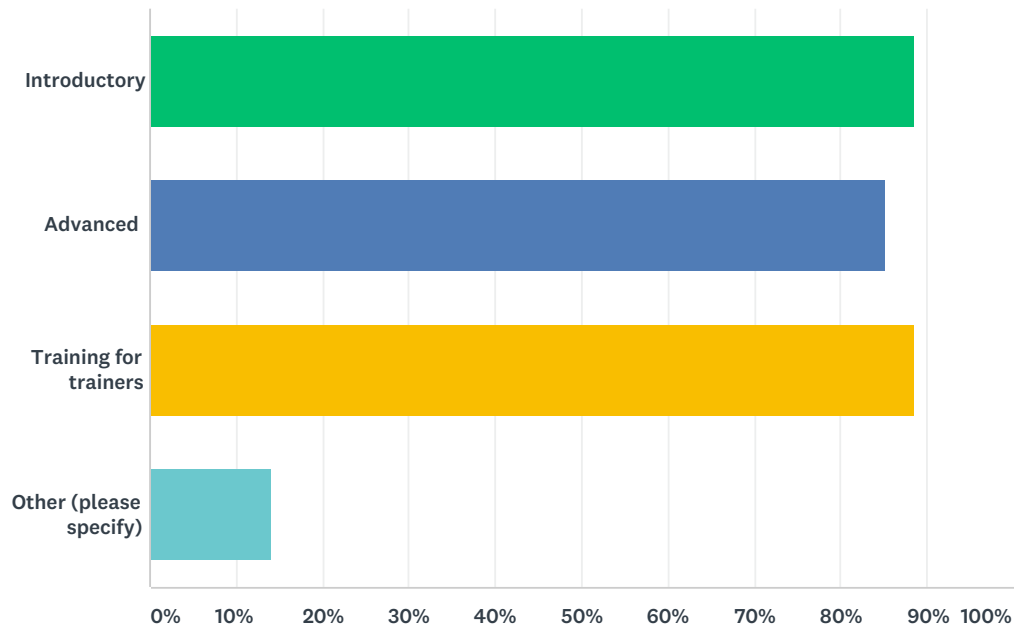
#	OTHER (PLEASE SPECIFY)	DATE
1	Shadowing other people's events	2/26/2019 12:13 PM
2	blended learning	2/18/2019 9:25 AM
3	combination of above	2/15/2019 11:50 AM
4	training guides - downloadable	2/14/2019 4:05 PM
5	All of the above, depending on trainees' needs and experience. However, online is least likely to be useful. Sharing of knowledge and experience is least likely to be useful and mostly likely to be 'tick-box'.	2/14/2019 2:50 PM
6	I have personally done some training through a Q & A session whilst working through the steps required to organise a PB exercise.	2/13/2019 6:55 PM
7	Graphic Facilitation / Agile	2/13/2019 5:52 PM
8	Practice / dry run option on digital voting platforms	2/13/2019 4:40 PM
9	World Cafe and Open Doace sessios	2/13/2019 3:11 PM
10	as people learn in different ways a wide range of training models would be useful	2/13/2019 1:14 PM
11	A tion Learning, if I'm understanding that correctly as taking part in a PB process/ event, sort of incorporates Mentoring. podcasts, webinars, videos rather than boring traditional multiple choice online training	2/13/2019 12:55 PM
12	practice sharing events	2/13/2019 12:53 PM

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13	All of the above, but particularly useful are events and publications where practice is shared and examples used to illustrate successful and also challenging experiences and their outcome on the individual, group, community and/or wider society.	2/13/2019 12:44 PM
14	Reflective Learning Workshops	2/13/2019 12:34 PM
15	Accredited training	2/13/2019 12:05 PM
16	A variety of methods should be used to acknowledge different learning styles and understanding	2/13/2019 11:51 AM
17	Attending an actual event - training day as offshoot	2/13/2019 11:45 AM

Q4 What levels of training are required? (Select all that apply)

Answered: 121 Skipped: 2



ANSWER CHOICES	RESPONSES	
Introductory	88.43%	107
Advanced	85.12%	103
Training for trainers	88.43%	107
Other (please specify)	14.05%	17
Total Respondents: 121		

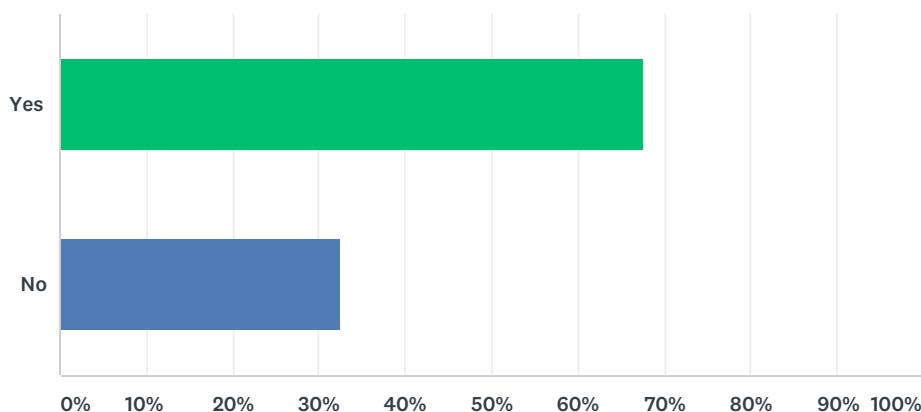
#	OTHER (PLEASE SPECIFY)	DATE
1	Introductory training aimed at community members who wants to understand the process so they can take part in voting. Advanced for those who may want to sit on a steering group/panel or may want to apply for funding.	2/26/2019 3:48 PM
2	refresher training, elected members briefings/CPD	2/26/2019 12:13 PM
3	Case studies	2/26/2019 9:07 AM
4	learning needs in PB should be assessed (as opposed to training)	2/18/2019 9:25 AM
5	Who does this question apply to? Surely the training levels would vary with trainees' needs, experience and interest.	2/14/2019 2:50 PM
6	Should have choice to have accredited and non accredited	2/14/2019 1:44 PM
7	How does one define "advanced" for example as there are no definitions yet as far as I know	2/13/2019 6:55 PM
8	Above answers are in respect of Northern Ireland current needs	2/13/2019 5:01 PM
9	Advance may also cover 'other'. Training to help facilitate more complicated and complex conversations with senior officers and Elected Members.	2/13/2019 4:40 PM
10	Councillors need trained - and sold, the idea of PB Key officials esp in Finance and Commissioning	2/13/2019 1:49 PM
11	Level required depends on current knowledge	2/13/2019 1:26 PM
12	for senior managerial level staff for local authorities	2/13/2019 12:55 PM
13	Training on what digital PB is and how it works	2/13/2019 12:50 PM

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14	We need to build capacity and this can only happen through a training for trainers method	2/13/2019 12:48 PM
15	Network/peer support and engagement - over the horizon scanning and learning practice	2/13/2019 12:44 PM
16	Localised Knowledge	2/13/2019 12:34 PM
17	Refreshing training due to policies and government ongoing actions on it	2/13/2019 12:16 PM

Q5 Should PB training be formally accredited? E.g. Through SCQF.

Answered: 114 Skipped: 9



ANSWER CHOICES	RESPONSES
Yes	67.54% 77
No	32.46% 37
TOTAL	114

#	PLEASE TELL US WHY	DATE
1	Yes, but at a low enough level that it does not preclude involvement from people who may be intimidated by formal qualifications.	2/26/2019 3:48 PM
2	Maybe explore this but not a key requirement might put some people off	2/26/2019 12:13 PM
3	Formal qualification will give validation for those delivering PB	2/26/2019 11:52 AM
4	Potential costs? An informal accreditation (if that's a thing) would be good though	2/26/2019 10:29 AM
5	Would create gate keepers from those who received accreditation	2/26/2019 9:07 AM
6	possibly for more advanced levels but think this could mean an additional barrier/bureaucracy	2/25/2019 12:06 PM
7	Accreditation is a nice to have but not a necessity.	2/22/2019 1:39 PM
8	Cant see its really that complicated!	2/21/2019 12:54 PM
9	It gives value to information and binds a code of conduct	2/20/2019 2:23 PM
10	Gives something back to volunteers!	2/19/2019 1:36 PM
11	although not immediately to provide time for evaluation - provides a standard which will ensure quality delivery and credibility	2/19/2019 12:39 PM
12	It will encourage more participation and also serve as motivation helping participants to use that as work experience	2/19/2019 12:27 PM
13	To encourage younger people to get involved	2/18/2019 10:44 PM
14	So the information you receive/give as factual and accurate	2/18/2019 11:36 AM
15	I don't think any young people would attend as they may think it's too formal.	2/18/2019 10:33 AM
16	as it's an important skill and should be formally recognised	2/18/2019 10:22 AM
17	It should be open to anyone within a community and there should be no barriers to getting involved i.e. making it formal (even if there is merely a perception of formality)	2/18/2019 10:22 AM
18	Yes - depending on level of training or in what capacity (ie youth achievement award)	2/18/2019 9:25 AM
19	It would increase the credibility of PB.	2/18/2019 9:04 AM
20	It will help career advancement.	2/17/2019 12:55 PM

PB training survey

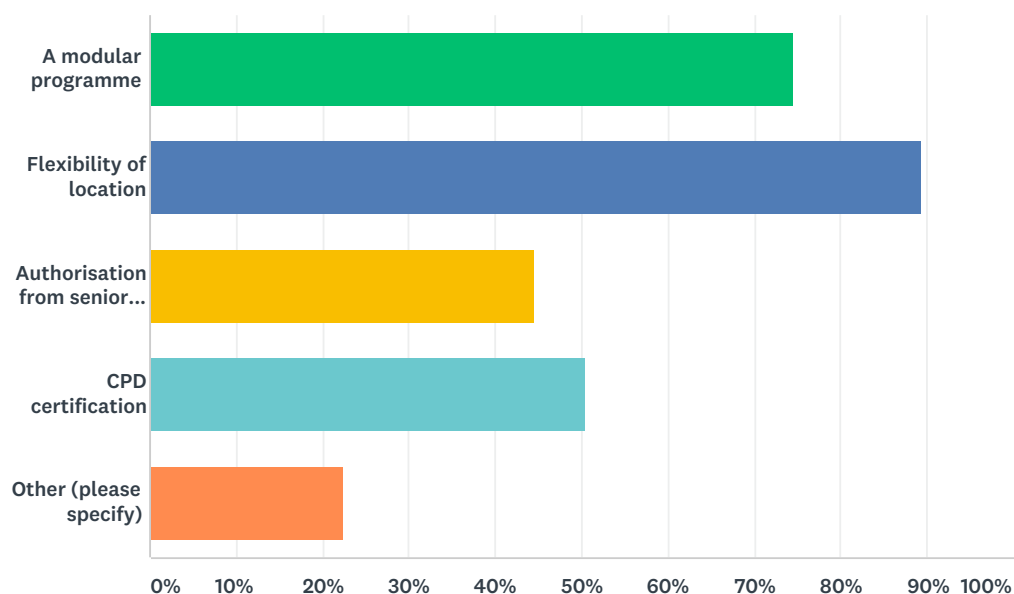
21	Yes but people should still be able to volunteer without the formal qualification and should be able to attend the workshops they deem necessary.	2/15/2019 3:13 PM
22	Not really sure if this is necessary	2/15/2019 2:36 PM
23	stop the delivery of #bad# courses and people attending the same course several times	2/15/2019 11:50 AM
24	So that the person doing the training has recognition.	2/15/2019 11:49 AM
25	May deter some from attending or lead to wrong people attending	2/14/2019 4:33 PM
26	It doesn't require a qualification to deliver it - just experience, guidance or support rather than another layer of beaurocracy. Once a facilitator completes in one location they are able to repeat making relevant changes depending on what is decided.	2/14/2019 4:05 PM
27	It may be helpful I have already had mixed messages in existing PB Training regarding budgets/ deadlines and evaluation methods	2/14/2019 3:42 PM
28	This would add to the recognition of PB's importance.	2/14/2019 2:50 PM
29	I THINK IT SHOULD	2/14/2019 2:32 PM
30	Should be optional - choice - up to participant to choose	2/14/2019 1:44 PM
31	gives legitimacy and provides standards	2/14/2019 1:31 PM
32	It is more appropriate that people have hands on experience of PB than the theory of PB - however I am not against accreditation for it	2/14/2019 12:20 PM
33	good practice creates a unified and accountable approach	2/14/2019 11:23 AM
34	It might be worthy to consider accreditation in the future but tests etc. might present as a barrier to some people wishing to become facilitators.	2/14/2019 10:55 AM
35	Valuable CPD opportunity	2/14/2019 9:06 AM
36	Not PB training itself, as this will carry the requirement for assessments of some kind and this might be a deterrent to some people. But if you are training people to deliver PB training to others then this should definitely be accredited	2/14/2019 6:40 AM
37	Take too long and qualification not of particular value	2/14/2019 1:38 AM
38	This is a maybe as long as it doesn't put volunteers off due to commitment and expectations	2/14/2019 12:03 AM
39	Benchmarking. Recognised Learning	2/13/2019 9:42 PM
40	Hinders the process	2/13/2019 9:19 PM
41	it is a professional requirement so should be professionally developed.	2/13/2019 8:56 PM
42	because it is important anyone who purports to be doing a PB process actually is	2/13/2019 8:56 PM
43	As PB is now mainstreamed in Scotland it needs to be run properly and robustly. A formal qualification would help. The problem would be during a transition period where there might not be sufficient people with the qualification to meet all of local government's needs. It would give the role greater status though and could attract people to the training.	2/13/2019 8:01 PM
44	Actually requiring accreditation might well lose people who know lots about PB and could very well train others. If there was an accreditation it is more likely to be accessed by younger students. They are our voters of tomorrow and it could generate an early interest in politics and voting	2/13/2019 6:55 PM
45	This would help volunteer groups get training in the subjects they require to be better trained.	2/13/2019 6:36 PM
46	Key part of establishing PB's legitimacy	2/13/2019 5:01 PM
47	Possibly?	2/13/2019 4:47 PM
48	POssibly reasning for both yes and no. No for local volunteer practioners, but yes for Officers.	2/13/2019 4:40 PM
49	It's really just sharing knowledge. Accreditation might put some off and create a "specialism" when it's not really required.	2/13/2019 4:17 PM
50	unsure as its hard to pitch this to audience specific/ age demographic.	2/13/2019 4:09 PM
51	Professionalism, I am a Community Champion re: PB	2/13/2019 3:53 PM
52	Could increase the recognition of the value of PB as method of Community Engagement and decision making.	2/13/2019 3:47 PM
53	In saying yes I am dvocatingca two tier system where an accreditation might be available but not ultimately required by each individual.	2/13/2019 3:11 PM

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54	It should be optional so that people could attend the training and if some want to go further then recognition of their efforts via a qualification would be good.	2/13/2019 3:06 PM
55	For those who wish to show expertise for career advancement	2/13/2019 2:47 PM
56	Accreditation will ensure consistent training	2/13/2019 2:46 PM
57	Certification values the individuals efforts to excell	2/13/2019 2:46 PM
58	To ensure that quality of delivery is maintained	2/13/2019 1:58 PM
59	This would empower and support individuals	2/13/2019 1:57 PM
60	unsure, great but offputting to some?	2/13/2019 1:49 PM
61	Although it shouldn't prevent non-accredited training opportunities as well.	2/13/2019 1:40 PM
62	It's another opportunity for awards to make money and lots of useless paper qualifications	2/13/2019 1:26 PM
63	It could put off people who want to be involved without spending time getting accredited.	2/13/2019 1:21 PM
64	maybe the training for trainers should be but particularly for intro, this could put people off	2/13/2019 1:14 PM
65	This would help the person towards employment in the field of PB	2/13/2019 1:07 PM
66	The learning is valuable and can be applied to different roles, paid and unpaid.	2/13/2019 1:04 PM
67	Hlp to keep standards high & folks do like a gong	2/13/2019 12:59 PM
68	otpional only	2/13/2019 12:55 PM
69	not sure	2/13/2019 12:53 PM
70	Accreditation gives more credibility to the partiucpant that they have a good knowledge base on the subject	2/13/2019 12:52 PM
71	It would provide a recognised qualification and set a framework for learning standards for PB to be met.	2/13/2019 12:50 PM
72	PB will become 1% of total LA spend and therefore must be taken seriously - it currently stands to be seen as something nice to do, accreditation would give it more authority and ensure that each PB process has a certain standard, not reliant upon postcodes.	2/13/2019 12:48 PM
73	Because that would ensure fundamentals are explored and learned - ie participation as a democratic right, and the responsibilities of public bodies to step back from and share their power	2/13/2019 12:44 PM
74	this is a barrier for some people to opt in	2/13/2019 12:43 PM
75	Credibility and Knowledge Dissemination	2/13/2019 12:34 PM
76	But not that it is a hinderence to be trained, even informally. Registration in accreditation can possibly involve a costing, this could be a deterrent to participate	2/13/2019 12:16 PM
77	All qualifications have a value. A qualification can be used to indicate a level of ability. Having a qualification shows a willingness to study and learn.The same qualifaiction can be an invaluable tool in getting a job.	2/13/2019 12:13 PM
78	People may be more attracted if it is accredited training	2/13/2019 12:07 PM
79	Perhaps for trainers. At other levels could potentially discourage some people as they may not have time etc to commit to formal course	2/13/2019 12:07 PM
80	Could be optional - making accredited training 'compulsory' may put some people off e.g.: time commitment etc., barrier to fit in.	2/13/2019 12:02 PM
81	I suspect that most people would deliver this alongside or as part of their day job. Would SCQF really as value? I'm not convinced..	2/13/2019 12:01 PM
82	Optional, not a requirement, that might not suit everyone, training must be inclusive	2/13/2019 11:58 AM
83	Accreditation gives credibility	2/13/2019 11:51 AM
84	no strong feeling but the formal route may require too much additional time?	2/13/2019 11:45 AM
85	I think it would be useful to have it accredited if PB will continue to grow in Scotland to make it a more recognised skill.	2/13/2019 11:45 AM

Q6 In your experience, what would help people across Scotland to participate in a national PB training programme? (Select all that apply)

Answered: 121 Skipped: 2



ANSWER CHOICES	RESPONSES
A modular programme	74.38% 90
Flexibility of location	89.26% 108
Authorisation from senior managers	44.63% 54
CPD certification	50.41% 61
Other (please specify)	22.31% 27
Total Respondents: 121	

#	OTHER (PLEASE SPECIFY)	DATE
1	In our experience, delivering training to community members needs to tie in with a PB process running in their area that they can take part in. Concepts are difficult to engage with in isolation, in areas where a process was running the people we trained found it to be much more useful, as they could put theory into practice.	2/26/2019 3:48 PM
2	pre course reading	2/22/2019 1:39 PM
3	Accreditation, supported learning from a tutor	2/20/2019 2:23 PM
4	funding if there is a cost	2/19/2019 12:39 PM
5	people need to see the real value in PB and 'feel' the benefit of the approach - living examples of process and impact are powerful - use real examples of community empowerment	2/18/2019 9:25 AM
6	Qualification for each module or workshop as not everyone can attend a full course	2/15/2019 3:13 PM
7	appreciate that all participants are not paid staff	2/15/2019 11:50 AM
8	More promotion of what PB is	2/14/2019 1:44 PM
9	Appropriate financial incentives	2/14/2019 1:31 PM
10	Funding	2/14/2019 10:55 AM
11	Cater for volunteers who already have commitments	2/14/2019 12:03 AM
12	National Awareness Campaign	2/13/2019 9:42 PM

PB training survey

13	If people were able to understand that their participation would make a difference to their local area, for example, they are more likely to participate.	2/13/2019 6:55 PM
14	Don't think I can really comment on this one, but in NI gaining support from senior managers is currently crucial to development of PB generally as well as for training	2/13/2019 5:01 PM
15	Themed?	2/13/2019 4:47 PM
16	If the training had connections and relevance to other areas of empowerment, CLD etc	2/13/2019 4:40 PM
17	Flexible schedule of training ops	2/13/2019 3:11 PM
18	Awareness of pB even some elected Councillors do not know much about it.	2/13/2019 3:06 PM
19	encouragement and inclusion of the voluntary sector	2/13/2019 2:46 PM
20	unless senior managers buy in to this whatever you do can end up being blocked or contained	2/13/2019 1:49 PM
21	Leadership by managers at all levels	2/13/2019 1:26 PM
22	support for traveling	2/13/2019 1:14 PM
23	expenses paid. Accreditation at a certain level linked to public sevice podcasts8promotion / pay cscases	2/13/2019 12:55 PM
24	More than one person from each Local Authority/ area - Some people are worried that PB will become solely their role. It must be a collective team role.	2/13/2019 12:48 PM
25	Exciting and inspiring network events and communications - national and local	2/13/2019 12:44 PM
26	Due consideration that participates may be full time workers, and during the day courses are not always feasible	2/13/2019 12:16 PM
27	on-line learning	2/13/2019 12:07 PM