

Capacity building and development support to help the delivery of the Local Outcome Improvement Plan 2026-36 (Community Planning and HDRC)

PDSA Element	Development Activity	Synopsis of course	Format	Dates	Audience	Delivered By
Planning the System change	Introduction to the wider determinants of health	Intro to why ACC concerns itself with the wider determinants of health	Live seminar video (1hr 9mins)	Live - ongoing	All ACC staff and stakeholders	Angela Scott, Prof. Shantini Paranjothy, Helen Cannings
		Research Awareness course (external link , ACC link)	Course on ACC learn (3 short videos, 15 mins total)	Live – ongoing	All Community Planning Partners Staff interested in the wider determinants of health	ACC Learn (using NIHR resources)
	Theory of Change and Logic Modelling	(external link , ACC link) Making explicit the theory and logic behind a proposed change to enable scrutiny and collaboration	Course on ACC learn (20 minutes)	Live – ongoing	System Change Leads teams and officers designing tests of change	ACC Learn
	Literature reviewing	The overall aim of this session is to share academic approaches to finding relevant evidence to understand what the existing evidence base has to say about your topic, problem, or issue. [this is an extract from a longer description]	Live Seminar video (1hr 4mins) and guidance doc	Live – ongoing	All Community Planning Partners Staff tasked with finding what is already known on a subject	Paul Manson, University of Aberdeen
	Appraising Evidence	The overall aim of this session is to share academic approaches to appraising evidence – when you read an article/ study / evaluation report how do you evaluate if a study finding is valid / should inform what we do Additional links mentioned in video: Cochrane Evidence Essentials 10 Simple Rules for Reading a Scientific Paper	Live Seminar video (29mins)	Live - ongoing	Officers, elected members and stakeholders seeking evidence and wondering if a paper/ publication is of acceptable quality and scope for their	Dr Helen Munro Wild, University of Hertfordshire

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		Understanding Health Research tool			decision making needs	
	Assessing Evidence and Conducting Evaluation	The overall aim of this session is to share academic approaches to synthesising relevant evidence. You will learn about hierarchies of evidence. You have many sources of relevant evidence (this could include research papers, national and local datasets, lived experience) but how to you bring them together and understand what they are telling you in relation to your problem or issue?	Live Seminar video (1hr 9mins)	Live – ongoing	Officers and stakeholders tasked with writing reports on findings of data analysis and literature reviews	Prof Miriam Brazzelli, University of Aberdeen
	How Do We Study Population Health	Epidemiology investigates how diseases impact health and illness in populations, studying their distribution and determinants, and applying this knowledge to control health problems. Several study designs are used, each with unique strengths and limitations.	Live Seminar video and guidance (1hr 15mins)	Live – ongoing	Officers and stakeholders tasked with creating new knowledge through research to inform decisions	Dr Kathryn Martin, University of Aberdeen
	Public Health Approaches to Assessing Population Need	Introduces public health approaches to understanding population need, including use of data, indicators, inequalities analysis and community insight to inform prioritisation and system change design.	Live Seminar video	TBC	Officers and stakeholders tasked with aligning services to population level needs	Phil Mackie, NHS Scotland
	Health in All Policies and Health Impact Assessments	Explores Health in All Policies as an approach to embedding health and equity considerations into decision making, including the use of Health Impact Assessments to understand potential positive and negative impacts of policies and plans.	Webinar		LOIP system change leads, service and policy leads, partners involved in service redesign	Public Health Scotland
	Proportionate Universalism	This webinar from the Collaboration for Health Equity in Scotland (CHES) focused on turning the principle of proportionate universalism into practical action to reduce health inequalities across Scotland.	Live Seminar video	Live - ongoing	All Community Planning Partners Staff	Rishma Maini (Consultant in Public Health Medicine, Public Health

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						Scotland and NHS Fife) Alicia Phillips (Senior Researcher for Marmot Places, Institute of Health Equity) Martin Murchie (Chief Officer Data Insights, Director Health Determinants Research Collaboration, Aberdeen City Council)
	Three tiers of prevention, how to maximise prevention	Explores primary, secondary and tertiary prevention and how systems can shift effort upstream, maximise prevention impact and reduce demand by addressing causes rather than symptoms.	Webinar	Date to be confirmed	LOIP system change leads, service and policy leads, partners involved in service redesign	Public Health
Designing, testing, the system change	System Change Leadership	Develops leadership capability for whole-system change, focusing on working across boundaries, navigating complexity, influencing without authority and leading adaptive change.	In person	6th July and/or the 3rd August	System Change Leads and Co-Leads	Community Planning / University of Aberdeen/Aberdeen City Council/HDRC/Scottish Government

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	Intersectionality for improvement (GREC)	Explores how intersecting inequalities shape people's experiences of services and outcomes, and how improvement activity can better respond to multiple and overlapping disadvantages.	In person course	Date to be confirmed	System Change Lead and Teams, policy and service designers	GREC
	Social media to communicate and connect with communities	Practical session on using social media to communicate clearly, engage communities and support participation in system change activity.	Webinar	Date to be confirmed	officers involved in engagement and communication	ACC
	Foundations of Community Engagement Training	Introduces principles and practical approaches to effective community engagement, participation and co-production in planning and improvement work.	Online Course	Ongoing	Officers and partners engaging with communities as part of system change	Grampian
	PDSA Cycle for communities	Applies Plan–Do–Study–Act cycles to community-based improvement, supporting rapid testing and learning with communities.	In person session	Date to be confirmed	Community members	Locality Planning
	One to one or improvement team Coaching	Provides tailored coaching support to individuals or teams to help apply improvement approaches to their system change, overcome barriers and sustain momentum.	In person	Ongoing	System Change Leads and Teams	Community Planning / improvement advisors
	Human Learning Systems, people journey mapping and empathy mapping.	Introduces Human Learning Systems principles alongside practical tools such as journey mapping and empathy mapping to support learning-led, people-centred system change.	Workshop	Date to be confirmed	System Change Leads and teams	TBC
	Rapid testing using PDSA	Focuses on designing and running small-scale, rapid tests of change to generate learning and adapt interventions in complex systems.	Workshop	15 Sept (2-3:30) 11 Nov (10-11:30) Marischal College, 3 rd Floor West Room 1	System Change Teams	Community Planning
	Understanding data and measurement for improvement masterclass	Introduces measures for improvement, including outcome, process and balancing measures, and	Workshop		System Change Leads and teams	Community Planning Team

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		how to use data for learning rather than performance management.				
	Getting started with data	A basic introduction to thinking about data and data quality. External link, ACC officers link	Scottish Digital Academy and ACCLearn course (1hr)	Online	System Change Leads and teams	Scottish Digital Academy ACCLearn
	Data planning workshop	Data planning workshops to help each team understand its data needs and responsibilities	Workshop	Date to be confirmed	System Change	ACC Data & Insights cluster
Studying, measuring and monitoring the system change	Understanding data and measurement for improvement masterclass	Introduces measures for improvement, including outcome, process and balancing measures, and how to use data for learning rather than performance management.	Workshop	Provisional Dates (please confirm): [all dates 1-3pm] 24 August 24 September	System Change Leads and teams	Community Planning Team
	Introduction to Evaluation	1.What is evaluation? 2.What's the purpose? 3.When to conduct an evaluation? 4.Stages of Evaluation 5.Types of Evaluation External link, ACC officers link	Pre-recorded video, 30 mins	Ongoing	Community Planning Partners staff tasked with evaluating the outcomes of interventions or strategies	Dr Shravya Allumalla
	Introduction to Qualitative Research	What qualitative research is Why qualitative research is important When qualitative research can be useful Different methods of capturing qualitative data Explore some common assumptions/reservations about using qualitative data	Pre-recorded Video	Live – ongoing	Community Planning Partners staff who analyse commentary data to inform service and intervention designs/ changes	Dr Zoe Skea, Prof Louise Locock, University of Aberdeen

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		Real examples of 'lived experience' data being used effectively to help shape quality improvement initiatives.				
	Economic Evaluation	An exploration of the types of economic evaluation that can be undertaken, drawing from models used in the health sector and discussing their application in the social determinants of health	Live Seminar video	Live – ongoing	Community Planning Partners staff tasked with economically evaluating the outcomes of interventions or strategies	Prof Paul McNamee
	Qualitative Evaluation Approaches	TBC		TBC	Community Planning Partners staff tasked with qualitatively (ie non-numerically) evaluating the outcomes of interventions or strategies	Prof Flora Douglas
	Critical Realism in Evaluation	Realist evaluation is an approach to research and evaluation that emphasises understanding the underlying mechanisms, context, and outcomes of social programs and interventions. Realist evaluation seeks to uncover not just whether a program works, but how and why it works, and for whom, under what circumstances.	Live Seminar video	17/06/26 and recording available thereafter	Community Planning Partners staff tasked with assessing the outcomes of interventions or strategies in more complex social and political contexts	Dr Lucia D'Ambusio
Act: Scaling and Spreading	Implementation, spread and sustainable change)	Explores how to implement change effectively, support spread and embed sustainability across organisations and systems.	Workshop	TBA	System Change Leads and teams	Community Planning Team

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