

## **Multi-Cultural Family Base Using the Continuous Learning Framework to support organisational development**

“Multi-Cultural Family Base (MCFB) is a Leith-based voluntary sector organisation in Edinburgh which works with vulnerable children, young people and their families, especially those from Black and Minority Ethnic communities. MCFB is committed to being a learning organisation and believes that ongoing learning and development for staff, volunteers and Board members is vital to ensure that the best services possible are provided. MCFB has therefore welcomed the Continuous Learning Framework.

MCFB has been working with the Lloyds TSB Capacity Building programme and as part of this the MCFB Board of Directors has worked with a governance consultant. One session was used to consider the organisational capabilities, which was extremely helpful both in highlighting areas of existing good practice and areas for improvement. It is also planned to use the CLF to support annual reviews for staff members.

Cathy Macnaughton, Chief Executive of MCFB says “I particularly like the CLF as I think it is positive and aspirational, and so fits very well with the ethos of this organisation. I think it is helpful that it considers both personal and organisational capabilities, thus supporting learning for both employees and employers. I think this is a tool which can really help to promote best practice in organisations.”

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