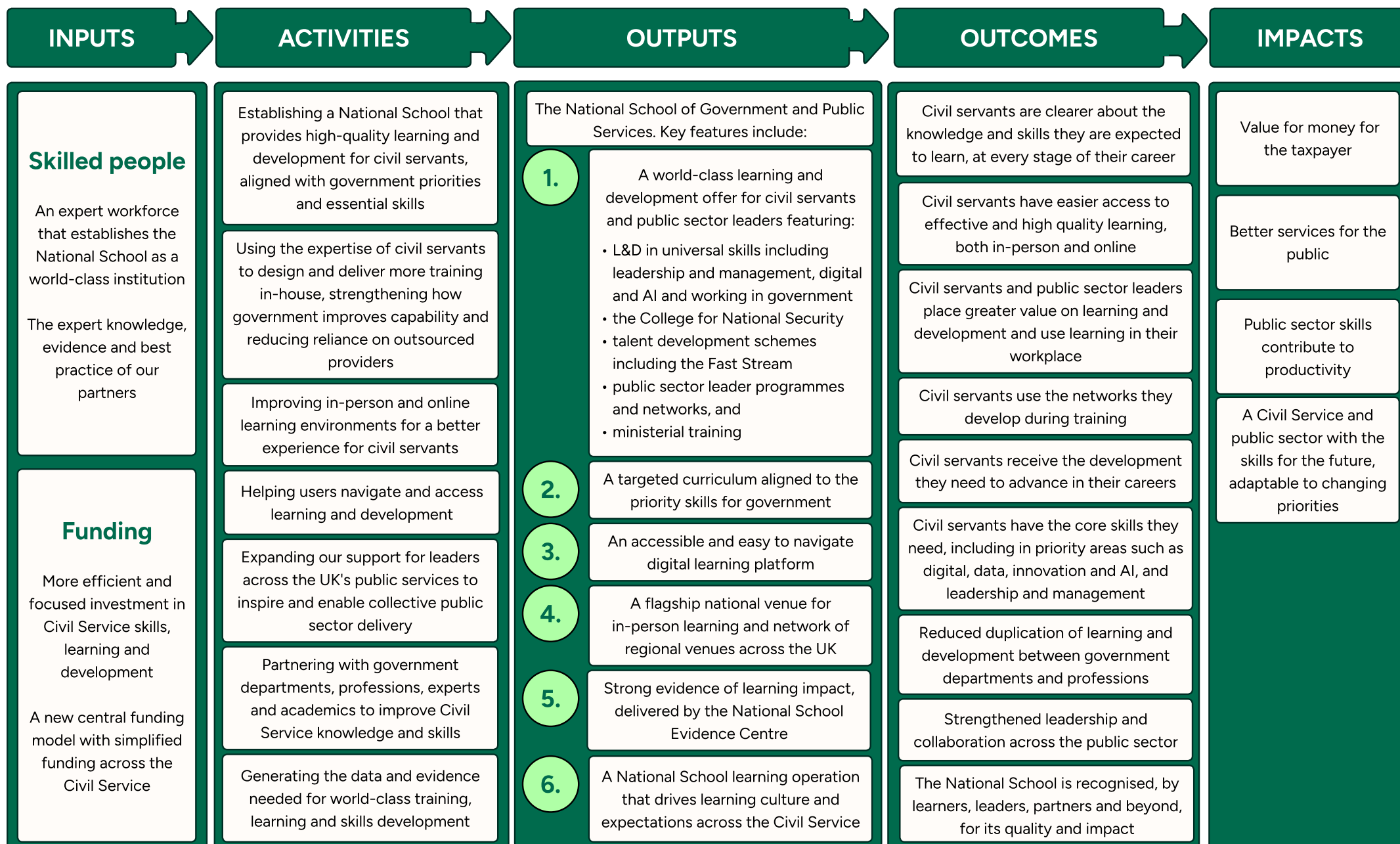




National School of Government and Public Services

Theory of change: How we will drive impact





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KEY ASSUMPTIONS

The National School has the funding, people, and infrastructure needed to build a world-class organisation.

Departments will value National School services

The National School learning offer is used within departments to drive improvements and deliver better public services.

HOW WE WILL DRIVE CHANGE

- **A Civil Service wide strategy:** High quality learning maximised across the Civil Service, with clear responsibilities for the National School, government departments and professions.
- **A Civil Service learning culture:** A lasting learning institution that works across the Civil Service to drive a learning culture.
- **Public sector impact:** A model that delivers evidence-based learning with a long term impact, contributing directly to public sector outcomes.

THE ESSENTIAL BEHAVIOURS WE NEED TO ACHIEVE OUR OUTCOMES

- **Government Departments:** Departments value National School services
- **Civil Service Leaders:** Leaders and managers promote learning and remove barriers
- **Civil Servants:** Learners put learning into practice in the workplace

THE MAIN EXTERNAL FACTORS CONTRIBUTING TO SKILLS IMPROVEMENTS

Learner motivation

Line manager support

Removal of barriers to learning

Department cultures