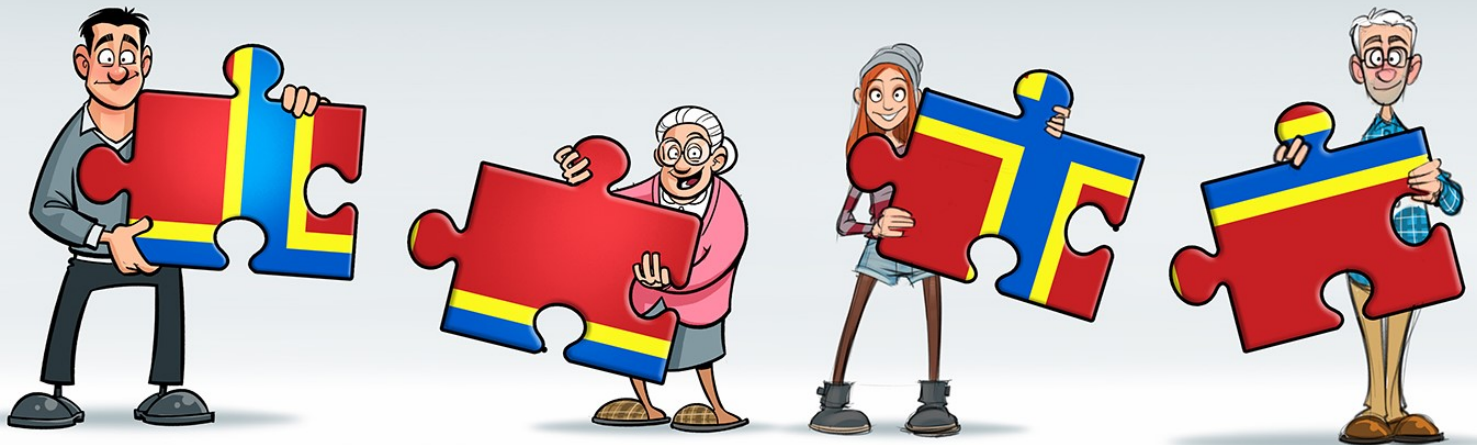


Orkney

2023 Progress Report and Evaluation of Orkney's Community Learning and Development Partners Plan 2021- 2024



Orkney Strategic
Community
Learning &
Development
Group



Introduction

Orkney Islands Council has a statutory duty (Community Learning & Development (Scotland) Regulations 2013) to produce a plan with partners every 3 years in order to “*secure adequate and sufficient provision of Community Learning & Development (CLD) in our area*”. The plan should provide a clearly defined framework for coordinating, planning and delivering CLD with partners who contribute to work supporting:

- **Improved life chances for people of all ages, through learning, personal development and active citizenship; and**
- **Stronger, more resilient, supportive, influential and inclusive communities**

CLD is delivered by many partners within Orkney, including Orkney Islands Council (OIC), Highlands and Islands Enterprise (HIE), Orkney College, Voluntary Action Orkney (VAO), NHS Orkney (NHSO), Police Scotland, Skills Development Scotland (SDS) and other independent groups and charitable organisations, who sit on the Strategic Community Learning Group (SCLG).

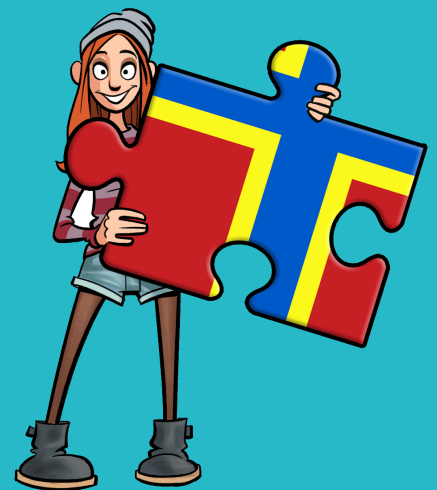
It is the task of the SCLG and this plan, to ensure that people in Orkney, especially those that are disadvantaged, have appropriate access to the CLD support they need. A full list of the Strategic Community Learning Group members can be found at the end of this document.

All partners involved in the delivery of CLD aim to deliver these objectives through:

- community development;
- youth work, family learning and other early intervention work with children, young people and families;
- community-based adult learning, including adult literacies and English for speakers of other languages (ESOL);
- learning for vulnerable & disadvantaged groups in the community;
- learning support and guidance in the community; and
- volunteer development

What is Community Learning and Development (CLD)?

Community learning and development is a way of working with individuals and communities which helps empower those individuals and groups to address issues of importance to them and promotes learning and social development.



Orkney's 3 year partnership plan for Community Learning and Development (CLD), was produced by Orkney's Strategic Community Learning Group (SCLG), which is a partnership of public, private and third sector organisations who are delivering CLD support and activities across Orkney.

The CLD Partners Plan 2021-24 was developed to ensure CLD services are planned for and delivered in a strategic and collaborative way.

Many developments have been made since the process was introduced in 2015, including improved governance and strengthened connections with stakeholders, through regular summarised updates and more formal links with other partnerships including Orkney's Community Planning Partnership.

Progress against key elements of the plan are considered as a standing agenda item for every quarterly SCLG meeting. The plan is monitored, reviewed, evaluated and updated annually with formal reports on progress and amendments taken to the Education, Leisure & Housing Committee once a year.

As an inclusive and effective partnership, the work of the SCLG, over the lifetime of this plan will be guided by 4 overarching principles:

- Challenge inequalities and promote equity of access to services, support and learning
- Provide wider achievement opportunities (to reduce the attainment gap) and improve life chances for all ages
- Contribute to positive health and wellbeing and poverty reduction improvement outcomes
- Ensuring CLD principles and values are promoted and embedded in partnership plans and practice across the local authority

By maintaining a standard of practice across settings, participants experience more consistency of practice whether they are involved in youth work activities, community based adult learning or building community capacity.



What is the purpose of community learning and development?

The purpose of CLD is identified as supporting people, individually and collectively, to make positive changes in their lives and in their communities, through learning.



Review of the CLD Plan during 2022-2023

In September 2021 the new three year CLD Partners Plan for Orkney was published by the SCLG to help partners plan together to avoid duplication, strengthen co-ordination in partnership working and approaches, and improve understanding of the needs of the community.

Last year the plan was updated to ensure it remained effective and responsive to emerging needs. From the 21 actions set out in the plan, 10 have been completed (blue), 10 are on target to be completed within the timescales set (green) and 1 has not been completed on time (red).

Key successes over this year included:

- 12 projects were supported through The Scottish Government's Communities Mental Health and Wellbeing Fund
- The opening of the Employability Hub, which is a collaborative learning and recreational space where partners work together to support individuals to make positive progressions
- An array of health & wellbeing activities and early intervention support has been delivered through adult & family learning, youth work, community development and employability support
- Partners have delivered a huge range of activities and opportunities over this period to support children and families in poverty.
- The Local Employability Partnership (LEP) procured income maximization support through CAB Orkney, supporting 191 individuals to secure financial gain of £235,107.05 from unclaimed benefits
- CLDE secured Pupil Equity Funding to improve attainment, attendance and health and wellbeing through CLD approaches
- Working in partnership, Orkney College and CLDE are expanding English for Speakers of Other Languages (ESOL) provision
- A Language Cafe has been established to support individuals and families to improve their English language skills
- Increased coordination and activity to ensure inclusion of representative voices including the Youth Local Action Group Project, the CLDE Youth Conference, The Scottish Youth Parliament Orkney Sitting and the LEP lived experienced panel
- A training needs analysis was completed to identify the training and development needs of staff and volunteers and an extensive training programme developed
- CLDE secured Multiply Funding for adult numeracy work and are working with VAO and Orkney College to ensure a wide reach of numeracy support and training is offered across the community

In accordance with the regulations, the plan also has to identify needs that will not be met during the lifetime of the plan. During this period the identified needs that were stated as unlikely to be met between 2021-24, were not met, although elements of work continue to be delivered in 4 of the 7 areas highlighted including on "climate change engagement".

What has happened in the last year?

Over the last year, partners from the Orkney Strategic Community Learning Group continued to progress actions in the plan alongside their other work priorities. Actions were monitored and progress evaluated at regular intervals throughout the year to ensure adequate progress was being made through partnership approaches.



Progress Report on CLD Partners Plan during 2022-2023



Connectivity - We will strive to remove barriers to digital poverty by working together to ensure that people have access to equipment and the skills, knowledge, and confidence to use them safely.

Key actions	BRAG	Progress made 2022-2023
Support Community organisations to identify need and investigate opportunities for the development and co-production of Learning Hubs		<p>A number of islands have plans to develop community hubs which can be used for a range of training, learning and social activities. Partners continue to support Westray Community Association, following the £4000 they received for Learning Centre equipment from the Community Based Adult Learning Fund.</p> <p>Sanday Development Trust are supporting financially accessible training and ran a variety of online courses including Emotional Resilience, Mindfulness for Parents, Nutrition & Weight Management course, as well as island-based Chi Kung and Yoga. CLLD funding was accessed by a number of communities to create warm hubs (Eday, Burray, Shapinsay).</p> <p>Developed through the Local Employability Partnership, the Employability Hub opened in February 2023. It is a collaborative learning and recreational space where partners can work together to support individuals to make positive progressions.</p>
Co-ordinate service delivery to ensure basic IT support and training is available in the community		<p>The Adult & Family Learning Service, which incorporates The Learning Link continue to deliver IT support to individuals and groups, including a weekly 'Senior Computing Club'. Due to demand, The Learning Link also ran a specific iPad Safety Group for 4-5 regular learners, of which the youngest was 86, and are also running a drop in facility for 1:1 IT support and training at the library. CLDE continue to provide IT support for recipients of Connecting Scotland devices and are currently working with SCVO investigating the possibility of free satellite connectivity (for 12 months) for areas with no suitable IT infrastructure.</p> <p>The Learning Link are now offering support to all OIC staff requiring assistance to complete online ilearn training and have also trialed specific service based session with School Catering.</p> <p>CLDE in partnership with YoungScot ran 2 Digiknow workshops over the summer to upskill young people in digital resilience. One for under 16's and one for the over 16 age group.</p> <p>Digiknow – Young Scot</p> <p>The SCLG also secured £1500 from the CLD Practitioners Device Fund for IT devices for VAO, CLDE and Sport & Leisure Services.</p>
Collaborate with the local SCAM group to use CLD approaches to coordinate delivery of internet safety training across the community		<p>The Orkney SCAM Action Group, is a partnership between Orkney Islands Council, Police Scotland, National Farmers Union Scotland, Business Gateway, Citizens Advice Bureau and Age Scotland. Regular meetings are held by the Orkney Scam Action Group to coordinate SCAM activity including running a roadshows across Orkney to raise awareness, increase knowledge and provide avoidance advice on scams.</p> <p>Police Scotland also included scam activity and internet safety as part of their recent newsletter to Community Councils.</p> <p>A Cyber Resilience subgroup of Orkney Local Emergency Coordination Group was established, which meets regularly and has representation from the local SCAM group.</p> <p>The Learning Link who are partners on the SCAM Action Group, ran an online Security Course and also delivered an internet security presentation as part of a Young Persons Guarantee Employment programme.</p> <p>Voluntary Action Orkney (VAO) also deliver cyber resilience training for groups, clubs and organisations.</p>

Progress Report on CLD Partners Plan during 2022-2023



Sustainable Recovery - We will work to support sustainable recovery from the pandemic through developing partnership learning opportunities to build peoples skills, confidence and strengthen individual and community capacity and resilience.

Key actions	BRAG	Progress made 2022-2023
<p>Develop collaborative approaches in the delivery of voluntary sector support services to help enhance community development opportunities</p>		<p>A Community Development subgroup has been created from the Strategic Community Learning Group (SCLG) to ensure the continuous coordination of community development support. The subgroup have committed to further develop the 3 pillar meetings in the isles, initially trialed in Sanday, with representatives from the Islands Community Councils, Development Trust & Community Associations coming together to progress actions collaboratively. 24 volunteers representing 14 halls attended the Annual Halls Meeting organised by VAO & CLDE, which included sessions on Community Asset Ownership, Community Led Local Development (CLLD) funding, free energy audits, social media training, fundraising and a session on the Island Games. OIC have worked with local communities to support the re-opening of Isles Pools. CLDE continue to provide ongoing bespoke support to Community Associations and other community groups as required.</p> <p>VAO are supporting community groups in Flotta to avoid duplication. Development Trusts submitted joint applications to Investing in Communities. HIE have supported the production of some Island Development Plans VAO disbursed OIC Cost Crisis Funding to third sector organisations. VAO undertook reviews and community engagement activities to support forward planning and development for two third sector organisations. Small grants were provided through the Local Employability Partnership Innovation Fund to support employment opportunities in the third sector. Police Scotland have introduced a monthly column in the Orcadian and a Police Scotland Community Council newsletter is now produced every 2 months which is improving knowledge and awareness within the community. CLLD funding is now available for net zero projects and support for organisations to extend services to the isles.</p>
<p>Work collaboratively with the Community Wellbeing Delivery Group, to design and deliver learning opportunities for early intervention support and health and wellbeing programmes and activities to meet local needs</p>		<p>Partners continue to offer a range of learning opportunities for all ages. Various health & wellbeing activities and early intervention support has been delivered through CLDE through adult & family learning, youth work (both targeted and universal), community development and employability support. CLDE secured Pupil Equity Funding from Papdale Primary & Kirkwall Grammar School, which is focused on targeted support to improve attainment, attendance and health and wellbeing</p> <p>The Picky Centre deliver falls prevention and pain recovery classes. Partners are looking to develop social prescribing opportunities in Orkney. A number of Island Development Trusts have collaborated on applications to the Investing in Communities Fund, many with a youth/wellbeing focus. Community Associations continue to run an array of activities that contribute to positive health and wellbeing outcomes.</p> <p>Round 2 of the Scottish Government's Communities Mental Health and Wellbeing Fund supported 12 projects. Round 3 is being developed. CLLD funding was used to support a number of wellbeing projects. Two more islands are looking to participate in the Island Wellbeing Project, delivering activities and signposts residents to support. The Isles Self Management project supports people in the isles with long term health conditions.</p> <p>Remembering Together - the Scottish Government's Community Covid Memorial programme Phase 1 co-created community memorial and Phase 2 will deliver a series of memorials across Orkney with artists working directly with community organisations in up to 6 areas.</p> <p>Education and awareness raising sessions have been delivered by Police Scotland on fraud, scam action, sextortion and talks to young drivers. A Fair Warn campaign is arranging a motorcycle safety course to be delivered. The Physical Wellbeing Strategy is under development and Active Schools continue to work with schools & communities to increase physical activity.</p>



Community Wellbeing - We will work to meet local needs through the effective provision of CLD opportunities to enhance individual and community capacity and resilience

Key actions	BRAG	Progress made 2022-2023
<p>Work collaboratively to support the delivery of outcomes from the local Child Poverty Strategy, with a focus on learning, training and personal development</p>		<p>The SCLG continue to support work around Child Poverty, delivering a wide range of services to support people to improve their skills, income and prospects.</p> <p>During 2022-23 CLDE secured an extra 20 ipads from the Connecting Scotland Programme which was aimed at getting digitally excluded households online. Overall CLDE supported 45 organisations to receive 532 devices and internet connectivity for 475 people through a mobile WiFi hotspot.</p> <p>LACER funding through Orkney Islands Council was awarded to VAO for the collaborative 'Money Matters' project.</p> <p>CLLD funded projects supported actions to tackle child poverty. CLDE continually work with identified priority groups and individuals to deliver free bespoke learning and support opportunities including: Confidence to Cook, training and qualifications, WhoCares Group for care experienced young people, the CLDE and Homestart 'Food and Friends' group, the Prom Pop-up, Pride Prom Pop-up, Family Fundays, Family Summer Cooking on a budget, Young Parents Group (in partnership with social work and health colleagues), and a variety of free summer activities including DJ'ing, guitar lessons and 3 isles roadshow offering free family activities.</p> <p>Pupil Equity Funding is being used to deliver CLD support in 2 schools which included the development of breakfast clubs.</p> <p>Council run youth clubs charges are kept as low as possible, remain at £2 per session.</p> <p>OIC administers the rollout of the under 22 free bus travel and the SCLG also continues to lobby Scottish Government to extend this to free ferry travel as do our Members of Scottish Youth Parliament.</p> <p>The Local Employability Partnership (LEP) procured income maximization support services through CAB Orkney. During 2022-23, 191 individuals were supported resulting in client financial gain of £235,107.05 from previously unclaimed benefits entitlements.</p> <p>The CLDE Services Employability team have worked in partnership with the Scottish Childminding Association, Business Gateway, the Care Inspectorate and local training providers to deliver a Childminding Course, ensuring there are more private childminders in the local community, which has been identified as one of the main barriers to employment locally.</p> <p>A campaign to promote employment rights, fair pay and conditions and Scottish Living Wage accreditation, was run and a Your Rights Booklet created. Now an employers' information and resource toolkit relating to employment rights and employer responsibilities is being designed.</p>

Progress Report on CLD Partners Plan during 2022-2023



Community Wellbeing - We will work to meet local needs through the effective provision of CLD opportunities to enhance individual and community capacity and resilience

Key actions	BRAG	Progress made 2022-2023
<p>Increase SCLG support to the work of the Refugee Planning Group to ensure CLD approaches and informal ESOL provision and community support underpin outcome delivery</p>		<p>The Learning Link are currently providing ESOL support to 20 learners, running informal conversational classes at beginner and intermediate level and also provided 1:1 support as required. Active CLD representation on the Refugee Planning Group is ensuring that appropriate actives and support is in place. Recently there has been no ESOL tutor at Orkney College and a coordinator post was being considered to link students up with online ESOL qualification provision through Shetland UHI. However, many ESOL learners have requested face to face rather than online support, so Orkney College and CLDE are working together to ensure adequate ESOL provision and support is in place locally with The Learning Link now looking to deliver ESOL qualifications.</p> <p>Working with Ukrainian families CLDE's & Housing has established a Language Cafe utilising volunteers to support the group and increase their use of the English language. The group are now planning cooking sessions, open days and trips out and regular employability support will also be provided. The local Safeguarding group meet regularly to ensure safe practices and processes are in place to protect the community.</p>
<p>Increase the continuous involvement of young people and other priority groups who are identified as needing support to ensure inclusion of representative voices</p>		<p>The YLAG (Youth Local Action Group) project, supported by Community Led Local Development, funded youth projects decided by young people and the YLAG Co-operation project involved young people from a number of different areas of Scotland, including Orkney. The YLAG Conference was held in Orkney in 2022 and CLLD will be supporting the first ever Scottish Rural & Islands Youth Parliament later this year.</p> <p>The CLDE Youth Conference was held in March 2023, focused on youth engagement and health & wellbeing.</p> <p>CLDE continues to support the Young Islanders, Members of Scottish Youth Parliament and The Youth Forum, securing funding for isles roadshow through Young Islanders.</p> <p>The most recent Scottish Youth Parliament (SYP) Sitting took place in Orkney in July 2023, where Orkney hosted 86 MSYPs and their support workers for the first Sitting to be held in Orkney for 15 years.</p> <p>Promotion is underway as nominations are open for young people wanting to stand for the next 2 year term in the Scottish Youth Parliament for Orkney. Over this time CLDE worked with Shetland and Comhairle nan Eilean Siar to challenge the lack of funding to support MSYP attendance at Sittings. This secured £15,000 toward costs from Scottish Government Islands Team. Monthly updates on The Youth Forum and our MSYP are provided by young people in the Peedie Orcadian, and two young people from Orkney secured two places at the Northern Alliance Youth Conference held in Inverness.</p> <p>Police Scotland are continuing their Island engagement work. The Young Ambassadors program and Young Curator Programme continue to champion youth led opportunities.</p> <p>The Local Employability Partnership (LEP) work with a lived experience panel, who came together to inform and plan the opening of the Employability Hub. This group is now informing and influencing the future plans and direction of the LEP.</p> <p>The Remembering Together Community Covid memorial project is being delivered through a co-creation approach, enabling inclusive and equitable dialogue, prioritising lesser heard voices, ensuring an Orkney appropriate response to memorialising Covid.</p>



Community Wellbeing - We will work to meet local needs through the effective provision of CLD opportunities to enhance individual and community capacity and resilience

Key actions	BRAG	Progress made 2022-2023
<p>Coordinate and contribute to the delivery of wellbeing activities and mental health awareness to upskill people in the community to promote mental wellbeing and reduce stigma</p>		<p>A training subgroup was created and have developed a suite of Mental Health Awareness Training, which provides a pathway of various levels of training and support. The SCLG are working with the Suicide Prevention Group to share resources and identify trainers to be able to provide training in a sustained way. A timetable for delivery is currently being created. Initially, Save a Life Suicide Prevention Awareness Training is being offered across the partnership by NHS Orkney Public Health Department to raise awareness about mental health, self-harm and suicide prevention. Mental Health & Wellbeing was identified as key area of training need in a recent training needs analysis within the CLD sector. As a result Mental Health First Aid Training has also been arranged by the SCLG for wider CLD partners.</p> <p>See Me, Scotland's national programme to end mental health stigma and discrimination, delivered sessions at the 2023 Youth Conference and Practitioner event. Following this, See Me returned to Orkney to deliver training for trainers for Education and CLDE staff.</p> <p>Trusted Adult training, delivered as part of the Youth Worker Training programme, also included mental health training.</p> <p>The Heads Up, youth drop-in sessions delivered by CLDE at The Hub, provided a safe space for older young people to socialise and speak to trained and qualified youth workers.</p> <p>Partners on the Suicide Prevention Taskforce are creating an Orkney specific suicide prevention app.</p>
<p>Wider promotion of the values of volunteering to health, wellbeing and to the community</p>		<p>Volunteering is actively promoted across the SCLG. A new Volunteer Support Worker has been recruited by VAO. Continuous bespoke support is provided to community organisations that require training, help and guidance.</p> <p>The Annual Halls Event provides specific training based on the needs and demands of Hall Committees.</p> <p>Partners continue to run and promote volunteering opportunities for young people. These include, certificated opportunities through Duke of Edinburgh, Youth Achievement Groups, Dynamic Youth, Hi5 and Saltire. The Active Schools Service run the Young Ambassadors Award, Young Leaders Award and Sports Leaders Award. Scapa Flow Young Curators continues and volunteering is part of the Young Persons Guarantee School programme run through CLDE.</p> <p>Police Scotland are working to get their Police Scotland Youth Volunteer programme (PSYV) running in Orkney again.</p> <p>The Youth Awards Ceremony held in March this year, celebrated and recognised the volunteering and wider achievements of young people over the last 12 months.</p> <p>Volunteering opportunities are provided throughout Orkney Islands Council, including at the Orkney Museum, Scapa Flow Museum and the Library and Archives Service. The Learning Link are currently updating their training for volunteer tutors as the number of volunteers in adult learning starts to increase.</p> <p>CLLD is working with VAO to encourage volunteers through web based developments.</p>

Progress Report on CLD Partners Plan during 2022-2023



Community Wellbeing - We will work to meet local needs through the effective provision of CLD opportunities to enhance individual and community capacity and resilience

Key actions	BRAG	Progress made 2022-2023
<p>Carry out a scoping exercise to identify current adult learning delivery and needs across Orkney which can be addressed through collaborative approaches</p>		<p>The Adult Learning delivery audit and scoping exercise on adult learning provision and delivery needs was completed through the Orkney Learning Guidance Forum. A questionnaire was disseminated across organisations to identify and map current adult learning provision in Orkney and targeted consultations also took place with learners and community groups which fed into the findings. The results were fed back from the Orkney Learning Guidance Forum to the Strategic Community Learning Group.</p> <p>Following this exercise the Orkney Learning Guidance Forum has been reviewed and streamlined to focused more on Adult Learning. This Adult Learning Forum will now be tasked with reviewing the findings from the audit and through the SCLG work to meet the needs in the community.</p>
<p>Work collaboratively to plan and deliver Literacy / Numeracy provision to meet local need for individuals, families and communities</p>		<p>CLDE secured Multiply Funding, which is ringfenced from the UK Shared Prosperity Fund specifically for adult numeracy work. 2 new Adult Learning Support Workers have been employed through The Learning Link and services have been procured through VAO and Orkney College to ensure a wide reach of numeracy support and training is on offer across the community. CLDE are working with Development Trusts and local communities to identify needs and to tailor numeracy provision accordingly in all our communities.</p> <p>The Orkney Learning Guidance Forum audit of adult learning has provided a better insight to local adult learning provision. The Learning Link deliver adult basic education through both 1:1 and group work, provide literacy, numeracy, IT support, and ESOL. They work with partner organisations such as Criminal Justice, Youth Services and Employability to deliver bespoke projects and this year they also ran a publicity campaign and delivered partner sessions to encourage key agencies to refer adult learners to benefit from their services.</p>
<p>Increase knowledge and understanding across the partnership of youth work approaches and increase capacity for partners to deliver recognised youth work awards.</p>		<p>CLDE developed an extensive Youth Worker Training Programme which was shared across the CLD sector for wider partners to attend. CLDE in partnership with Youth Scotland ran a 2 day Youth Work Trusted Adult Training in March, covering: Young people & body Image, young people & self esteem, sexual health awareness and teen relationships exploitation. In addition, the, Get Ready for Youth Work and the Introduction to Youth Work training programmes were also delivered this year, providing qualifications for youth workers and young people progressing into the youth work sector.</p> <p>CLDE has increase the understanding and awareness of CLD and youth work benefits through the publication of an updated CLD Youth work offer which has been circulated to schools and wider partners. CLDE arranged the Orkney Youth Conference, followed by the Youth Awards Ceremony, in partnership with VAO, and a Youth Workers Practitioners Training Event, which was oversubscribed. Alongside these events a number of strategic meetings were held with key CLD partners and the national youth organisations and representatives that were present for these events.</p> <p>Dynamic Youth Training has taken place to upskilling wider partners and staff to progress accredited youth awards. Orkney Y-LAG (Youth Local Action Group) jointly funded and participated in a Y-LAG Co-operation Project involving Y-LAGs from a number of other areas.</p>

Progress Report on CLD Partners Plan during 2022-2023



Community Wellbeing - We will work to meet local needs through the effective provision of CLD opportunities to enhance individual and community capacity and resilience

Key actions	BRAG	Progress made 2022-2023
<p>Expand targeted youth work opportunities to engage those who would most benefit from youth work activity and support</p>		<p>A vast amount of youthwork has taken place over this period including targeted and universal project work. Partners are increasingly involved in offering new and alternative curriculum work with schools. CLDE now have youth work staff present in both large secondary schools and the updated Youth Work Offer is available for all schools. CLDE also secured funding for 3 posts through the Strategic and Pupil Equity Funds. The Pupil Engagement Team are focused on achieving the youth work outcomes, focusing on improving health and wellbeing, raising attainment and attendance. Partners jointly run a number of targeted youth work opportunities including: Young Parents Group; Who Cares Group, for care experienced young people; transition programmes; Confidence to Cook; Fireskills; targeted awards work; and much more. CLD partners have also developed an impressive range of free summer activities, providing a range of opportunities for children, young people and families over the summer holiday period. These ranged from DJ'ing; Guitar lessons; 'Sunday Funday'; Summer Cooking for Families; Climate Change Café; 3 Isles Roadshow; Rugby camps; Netball camps; Learn to Swim Classes; and more. CLDE established "Heads Up" an 8 week youth drop-in session, for older young people, to ensure they had a safe space to go and had trained youth workers on hand to speak to and provide support. Street Work, although limited by partners capacity, has been hugely successful and has led to wider associated activities in the Picky Centre and Stromness Community Centre. Duke of Edinburgh Awards Groups and Youth Achievement Awards Groups are in place to support and encourage accreditation opportunities for targeted young people as well as through the universal provision. Progression Pathway work between the Local Employability Partnership and Schools has expanded to identify earlier, young people needing support to secure a positive destination once they leave school. CLDE, Skills Development Scotland and Developing the Young Workforce designed a summer transitions programme specifically for those young people not accessing services or at risk of not making a positive progression.</p>
<p>Provide training and information sessions on UNCRC for the wider CLD sector</p>		<p>The UNCRC (Scotland) Bill was passed in March 2021, but the UK Supreme Court has judged the provisions to be outwith the legislative competence of the Scottish Parliament. The Scottish Government, therefore plan to bring an amended Bill back to the Scottish Parliament as soon as possible after the summer recess. Work around implementing the UNCRC can still proceed. Education and CLDE staff attend a Northern Alliance UNCRC subgroup and two separate UNCRC Professional Learning sessions were offered through the Strategic Community Learning Group to all CLD partners including the Youth Workers Forum and the Local Employability Partnership. These sessions provided a detailed understanding of the UNCRC - Children's Rights and what that looks like in a CLD setting. CLDE also delivered A United Nations Convention on the Rights of the Child (UNCRC) workshop for young people at Stromness Primary School which was very well received. Both the Youth Conference and the Practitioners Training Day had specific UNCRC Session included in the programme.</p>



Partnership Workforce Development & Planning - We will work to ensure we have a skilled workforce by raising awareness of CLD and strengthening learning opportunities for those working and volunteering in the CLD sector.

Key actions	BRAG	Progress made 2022-2023
Explore and expand opportunities and pathways into and within the CLD profession through collaborative work with the North and Northern Alliances		<p>This action is being progressed with the Northern Alliance and Education Scotland, as we look at possible CLD qualification routes. The Northern Alliance ran a session with Dundee University which was open to wider partners to attend. CLDE are investing in qualifications for staff with 3 members of staff completing their Recognition of Prior Learning course this year.</p> <p>UHI has just launched a new HNC in Working with Communities, which was circulated to SCLG partners.</p> <p>Pathways and qualification routes into CLD was also discussed as part of the CLD Standards Council (CLDSC) session held for SCLG and wider partners earlier this year.</p>
Deliver information sessions to wider partners / partnerships to promote the benefits of CLD and the use of CLD competencies		<p>The SCLG arranged for the CLD Standards Council (CLDSC) to run a session for wider CLD partners in March this year. 16 people attended the 2.5 hour session which focused on CLD as a professional sector across Scotland. The session, held online, looked at raising awareness of CLD, professional development opportunities, the CLD Competencies and CLD Code of Ethics, considered training and qualification needs as well as discussing the benefits and options around CLDSC registration.</p> <p>This session highlighted the importance of using CLD approaches to focus on reducing inequalities and raising both standards and awareness of the value of the CLD sector.</p>
Support the wider CLD workforce to benefit from CLD Standards Council registration		<p>The number of people registered with the CLD Standards Council in Orkney has increased from 9 in 2022 to 13 in 2023.</p> <p>The CLD Standards Council session for wider CLD partners looked at the process and benefits of registration. Kerry Spence has now become the local contact for anyone looking to become registered with the Standards Council.</p>
Undertake a needs assessment to identify professional learning needs of our CLD Sector (including H&W, digital access, and training in new learning methods)		<p>Numerous training opportunities have been offered and shared across various partnerships over this last year.</p> <p>The SCLG established a training subgroup and a training needs analysis was completed which identified the training and development needs of staff and volunteers. The survey was distributed to over 150 people including the Orkney Learning & Guidance Forum, Local Employability Partnership, Youth Workers Forum, Third Sector Forum and was included in VAO's newsletter.</p>
Work with partners including The North and Northern Alliance to create a suite of training for CLD workforce to meet the assessment of need		<p>A small pot of funding given to the SCLG from Learn North has been ringfenced to help cover some of the costs for identified training and a programme of training is now being developed. Voluntary and community organisations are also benefiting from required and identified training from this fund.</p> <p>A significant amount of training sessions and webinars have been offered to CLD partners over the last year including the regional Learn North, Winter Learning Festival with sessions on Chime; Creative Voices; Family Learning; Youth Volunteering; and Participatory Budgeting. Health Issues in the Community tutor training was also provided, fully funded through Learn North</p>

Progress Report on CLD Partners Plan during 2022-2023



Partnership Workforce Development & Planning - We will work to ensure we have a skilled workforce by raising awareness of CLD and strengthening learning opportunities for those working and volunteering in the CLD sector.

Key actions	BRAG	Progress made 2022-2023
Improve methods for collaborative data collection in response to the chosen KPIs		As CLDE have to gather a set of Key Performance Indicators (KPI's) for sharing nationally through CLD Managers Scotland, it was agreed that we should gather some joint KPI's across the partnership. Although a small number of shared KPI's have been agreed, the SCLG still need to identify the best way to collate this information across the partnership. It is planned to have this up and running for data collection starting in the next full financial year.

Progress on CLD Partners Plan unmet needs during 2022-2023

Unmet needs - At a time of changing policies, priorities and resources, it is clear that not all CLD needs can be met during the lifetime of this plan. Some identified areas of unmet needs are highlighted below, although during year 2, some progress was made on 4 of the 7 areas listed (marked orange).

Development of wider accreditation opportunities for adults
Widening STEM opportunities through CLD activity
Undertake a Third Sector Skills Survey
While we have been unable to include specific actions in the plan around climate challenge engagement work to raise awareness and support within the community, we will seek opportunities to weave this into actions where possible/appropriate
Expanding partnership work with housing partners to explore preventative work around homelessness with young people
Develop closer links with partners leading on transport and broadband improvements to ensure barriers to participation in learning are reduced
Identifying resources to fund individual professional qualifications and wider opportunities for staff within the CLD sector

CLD Partners Plan Review & Evaluation 2022-2023

Community Learning and Development activity is continuously evaluated using 'How Good Is Our Community Learning and Development', a framework that includes a common set of quality and performance indicators.

The findings of the monitoring and evaluation work have fed into the updated version of the CLD Partners Plan along with the essential input from partners, learners and the community.

Alongside the quarterly monitoring and annual review of the plan, the SCLG also undertook various self-evaluation activities, including the use of the How Good Is Our Community Learning and Development 4 (HGIOCLD4) framework. Focusing on 5 quality indicator areas of: Performance against aims and targets; Improving life chances; Partnership working; Leading people and developing partnerships; and Raising standards.

The following strengths and areas for improvement were identified.

Key strengths

- Improved use of data to inform planning and progress
- Use of self-evaluation for continuous improvement
- Focused approach of the partnership to reduce inequalities and improve outcomes
- Robust planning, monitoring evaluation and governance
- High levels of joint training and development opportunities secured through the partnership
- Development of subgroups has improved and further progressed partnership delivery
- Learner and community voices are incorporated into the plan through a variety of methods and processes

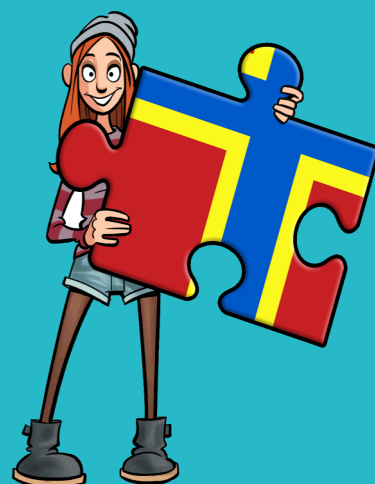
Areas for development:

- Improve the gathering and sharing of data across the partnership to monitor outcomes & evidence impact
- Limited capacity / resource is a concern. Often no or only short-term funding is available for CLD activity which limits the ability for long term partnership improvements
- Need to increase awareness of CLD and the CLD Partners Plan in the community
- Ensure wider involvement of learners and the community in CLD Planning through a variety of different methods
- Streamlining and coordination is needed to ensure better alignment between the vast number of partnerships in existence, including with Community Planning

How does the SCLG maintain quality assurance and ensure the plan is up to date and effective?

Continuous monitoring and self evaluation of the SCLG and an annual review of the CLD Plan are completed to ensure that we learn and improve the planning process as we update and renew the CLD Partners Plan for the final year.

Community and learner input, from various consultation work that has taken place, has been vital in updating the plan for the final 12 months of this plans cycle.



Glossary of frequently used acronyms

Within the context of this document, the acronyms used stand for:

CAB – Citizens Advice Bureau
CBAL – Community Based Adult Learning
CLD – Community Learning & Development
CLDE – Community Learning, Development & Employability Service
CLDSC – CLD Standards Council
CLLD - Community Led Local Development
CMH&WF – Community Mental Health & Wellbeing Fund
CPP – Community Planning Partnership
CWDG – Community Wellbeing Delivery Group
DofE – Duke of Edinburgh Award
DYA – Dynamic Youth Awards
DYW - Developing the Young Workforce
ELH – Education Leisure & Housing
GIRFEC – Getting It Right For Every Child
GUIO – Growing Up In Orkney
HIE – Highlands & Islands Enterprise
HGIOCLD4 – How Good Is Our CLD 4
IT - Information Technology
KPI – Key Performance Indicators
LEP – Local Employability Partnership
MSYP - Member of Scottish Youth Parliament
NHSO – National Health Service Orkney
NOLB – No One Left Behind
OHAC – Orkney Health & Care
OIC – Orkney Islands Council
OLGF – Orkney Learning Guidance Forum
SDS – Skills Development Scotland
SCVO – Scottish Council for Voluntary Organisations
SCLG – Strategic Community Learning Group
SYP - Scottish Youth Parliament
UNCRC - United Nations Convention on the Rights of the Child
VAO – Voluntary Action Orkney
YAA – Youth Achievement Awards
YLAG - Youth Local Action Group
YWF - Youth Workers Forum



Glossary of frequently used terms

Within the context of this document, the terms used mean:

Adult learning - In its broadest sense, adult learning encompasses all 16+ post-compulsory education, taking place in a variety of settings including community venues, workplaces, colleges, universities, online and at home. It is life-long, life-wide, and learner-centred. It includes community-based adult learning which is built around learner needs, is flexible and delivered in local community settings. It is one strand of Community Learning and Development.

Community Development - Community Development is a process where people come together to take action on what's important to them. It helps communities to organise, and identify the issues they want to address, or the opportunities they want to explore. This can be done by communities of place or communities of interest. Community Development is about making a fairer, just and more inclusive society and includes building the skills of community groups and organisations. It is one strand of Community Learning & Development.

Community Learning and Development (CLD) - CLD is a field of professional practice that enables people to identify their own individual and collective goals, to engage in learning and take action to bring about change for themselves and their communities. Education authorities in Scotland have a statutory duty to secure CLD provision with young people, adult learners and community groups/organisations in their area. CLD methodologies may also be used by practitioners in other sectors to engage with communities/learners.

Family Learning - Family Learning encourages family members to learn together, with a focus on intergenerational learning. Family Learning activities can also be specifically designed to enable parents to learn how to support their children's learning.

Learners - This term covers any recipient of the services of a partnership or partner delivering CLD provision. It includes, but is not limited to, people you may call; clients, customers, children, young people, adults, stakeholders, families, volunteers community activists and community members.

MiFi - A MiFi is a portable, battery-powered wireless device that taps into 3, 4, or 5G mobile phone networks to create a broadband hotspot.

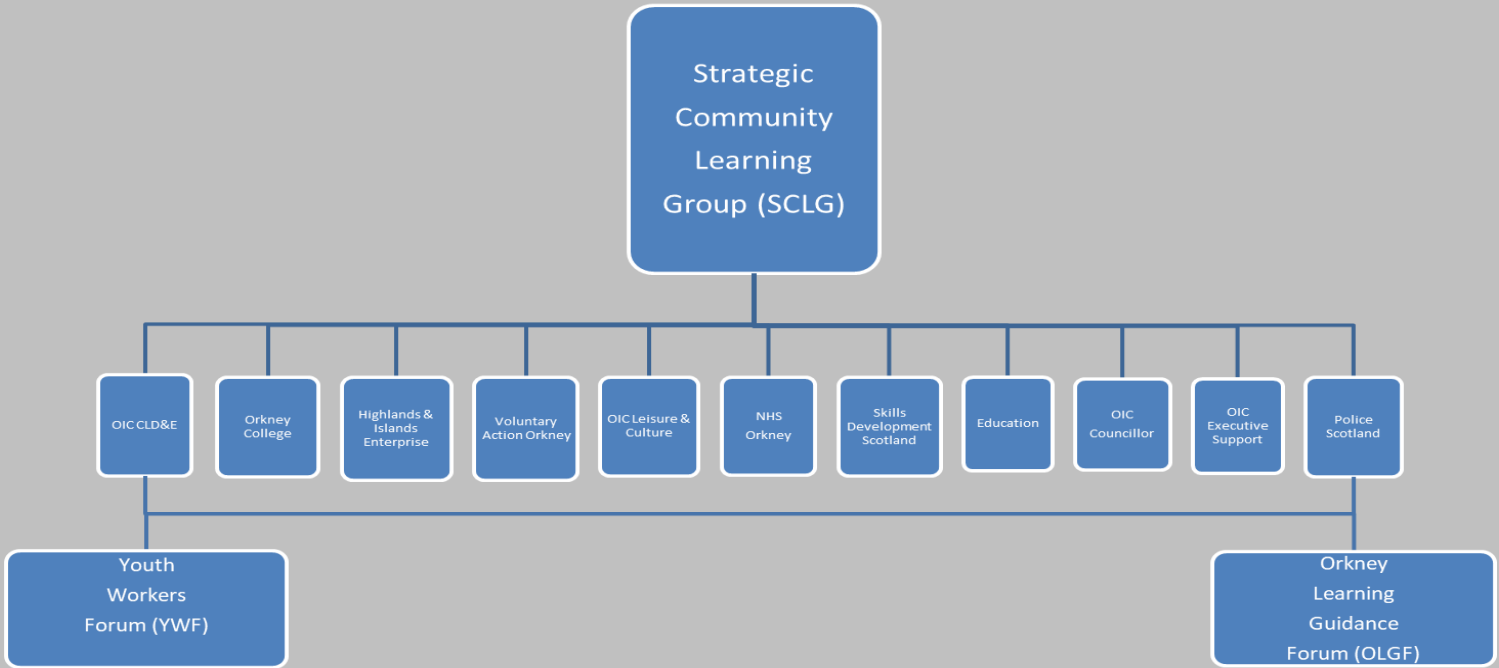
Volunteers - This term is used to cover all those who contribute to your area of work but are not paid to do so. It may also include others such as board members, trustees, management committee members, those on advisory groups, unpaid interns, those on work placements, those undertaking community service, volunteer fundraisers and helpers.

WiFi - A wireless networking technology that allows devices such as computers (laptops and desktops), mobile devices (smart phones), and other equipment (printers and cameras) to connect to the Internet.

Workforce Development - This includes all learning and development activity that both staff and volunteers engage in. It includes but is not limited to: training, career long professional learning, shadowing, mentoring, coaching, secondment, undertaking awards/qualifications.

Youth Work - Youth Work is non-formal educational activities which help older children and young people to learn about themselves, others and society. Youth work activities involve enjoyment, challenge and learning. It supports young people in their personal, social and educational development and to influence decisions about their lives and their communities. It takes place in a range of settings, such as youth centres, schools or outdoors; and is delivered by youth workers, many of whom are volunteers. It is one strand of Community Learning and Development.





This section features a collage of logos for partner organizations: VAO, LD Orkney, University of the Highlands and Islands Orkney College, NHS Orkney, Police Scotland, Highlands and Islands Enterprise (Iomairt na Gàidhealtachd 's nan Eilean), and Skills Development Scotland. To the right is a word cloud with prominent terms like 'Orkney', 'community', 'learning', 'opportunities', and 'people'.

