

Item: 10

Education Leisure and Housing Committee: 13 November 2019.

Orkney Community Learning and Development Partners Plan 2018 to 2021 - Update.

Report by Executive Director of Education, Leisure and Housing.

1. Purpose of Report

To present progress update and revised Orkney Community Learning and Development Partners Plan.

2. Recommendations

The Committee is invited to note:

2.1.

That, in October 2018, when adopting the Community Learning and Development Plan for Orkney 2018 to 2021, the Council agreed that an annual review and updated Orkney Community Learning and Development Plan be submitted to the Education, Leisure and Housing Committee, to ensure it remained relevant and appropriate to emerging needs.

2.2.

Progress made since September 2018 in respect of the Community Learning and Development Partners Plan 2018 to 2021, as detailed in Appendix 1 attached to this report.

2.3.

The revised Orkney Community Learning and Development Partners Plan 2018 to 2021, attached as Appendix 1 to this report, which has been developed and updated by partners of the Orkney Strategic Community Learning Group and the Orkney Learning Guidance Forum.

It is recommended:

2.4.

That the revised Orkney Community Learning and Development Partners Plan 2018 to 2021, attached as Appendix 1 to this report, be approved, in so far as it relates to the Council.

3. Background

At its meeting held on 12 September 2018, when adopting the Community Learning and Development Plan for Orkney 2018 to 2021, the Education, Leisure and Housing Committee agreed that an annual review and update of the plan should be submitted to the Committee to ensure it remained relevant and appropriate to emerging needs.

4. Community Learning and Development Partners Plan Review and Update

4.1.

All partners involved in the delivery of Community Learning and Development should aim to deliver outcomes 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.
- Learning for vulnerable and disadvantaged groups in the community.
- Learning support and guidance in the community.
- Volunteer development.

4.2.

The initial Orkney Community Learning and Development Partners Plan 2018 to 2021 was informed and priorities identified through a variety of consultative approaches. Stakeholders, including learners, community groups and young people were involved through new and existing vehicles for community consultation and engagement.

4.3.

Of the 15 identified objectives set out in the Plan, 10 have met or are exceeding targets, two are partially completed with minor underperformance and low risk of failure to meet set targets, three agreed actions are experiencing underperformance with a medium to high risk of failure to meet set targets. Further details are supplied in Appendix 1 attached to this report.

4.4.

During development of the 2019 plan update, attached as Appendix 1, partners from the Orkney Strategic Community Learning Group met regularly to analyse and discuss progress, ensure appropriate linkages were made with other partnership plans and agree appropriate shared actions. An extensive self-evaluation process was undertaken by the Orkney Strategic Community Learning Group and large partnership events were held jointly with the Orkney Learning Guidance Forum to review and update the plan.

4.5.

It was agreed that the priority areas set out in the original version of the Orkney Community Learning and Development Partners Plan 2018 to 2021 should remain:

- Support to volunteers - Volunteers and community groups feel supported, recognised and valued.
- Family Learning - Young people and families experience improved outcomes by learning together.
- Learning pathways - Skills for learning, life and work are supported by clear and effective learning pathways.

4.6.

Any completed actions have been removed from the revised version of the plan. Language and timescales have been updated to ensure the plan remains relevant and effective. No additional actions have been added as all three priority areas have delivery actions that still need to be progressed within the lifetime of this plan.

5. Equalities Impact

An Equality Impact Assessment has been undertaken and is attached as Appendix 2 to this report.

6. Corporate Governance

This report relates to governance and procedural issues and therefore does not directly support and contribute to improved outcomes for communities as outlined in the Council Plan and the Local Outcomes Improvement Plan.

7. Financial Implications

It is recognised that the improvement actions identified and prioritised for the plan will be required to be implemented by partners within existing resources and this has been carefully considered in developing the final plan.

8. Legal Aspects

8.1.

The recommendations in this report are consistent with legal requirements and in particular the Requirements for Community Learning and Development (Scotland) Regulations 2013 which place a statutory duty on local authorities to initiate, maintain and facilitate a process to secure adequate and efficient Community Learning and Development in their area and to publish a Community Learning and Development Plan every three years.

8.2.

Regulation 2 of the Community Learning and Development (Scotland) Regulations 2013 is the main provision which states that an education authority is required to initiate and, having done so, to maintain and facilitate a process by which community learning and development within the area of the education authority is secured in a way that:-

- Identifies target individuals and groups.
- Has regard to the needs of those target individuals and groups for that community learning and development.
- Assesses the degree to which those needs are already being met.
- Identifies barriers to the adequate and efficient provision of that community learning and development.

9. Contact Officers

James Wylie, Executive Director of Education, Leisure and Housing, extension 2436, Email james.wylie@orkney.gov.uk

Kerry Spence, Community Learning and Development Team Leader, extension 2425, Email kerry.spence@orkney.gov.uk

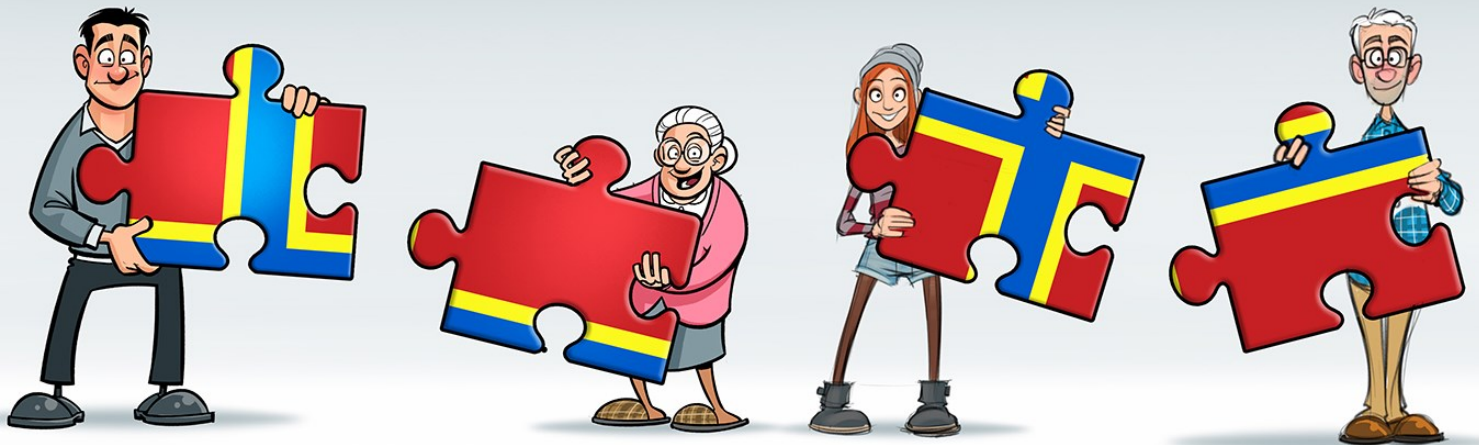
10. Appendices

Appendix 1: Orkney Community Learning and Development Partners Plan 2018 to 2021 – Progress update.

Appendix 2: Equality Impact Assessment.

Orkney

Progress Report and Revised Community Learning & Development Partners Plan 2018 - 2021



1. Welcome

Orkney's 3 year partnership plan for Community Learning and Development (CLD), is 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 2018-2021 builds on the first Orkney CLD plan which covered the period 2015-2018 and sets out how we will deliver CLD across Orkney over the coming years, ensuring services are planned for and delivered in a strategic and collaborative way.

This plan supports and develops the shared mission set out in the Orkney Community Plan and incorporated Local Outcomes Improvement Plan 2018-21 of **'Working Together for a better Orkney'**.

Many developments have been made since the inception of the first plan 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 now reviewed and updated annually with formal reports on progress and amendments taken to the Education, Leisure & Housing Committee once a year.

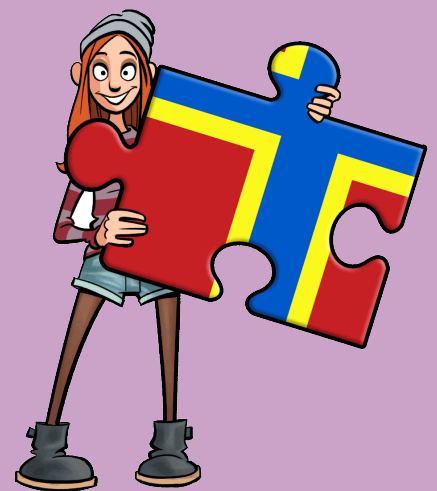
This plan will be shared with the Orkney Partnership, our Community Planning Partnership, and progressed by the Strategic Community Learning Groups through their updated governance arrangements.

James Wylie

Chair, Strategic Community Learning Group
Executive Director Education, Leisure & Housing
Orkney Islands Council

1.1 What is Community Learning and Development (CLD)?

CLD 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.



2. Introduction/Background

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.

The requirement affects all public, voluntary, third sector, private sector agencies and community 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**

The Revised Guidance Note on Community Learning & Development Planning 2018-2021 states that CLD supports primarily disadvantaged or vulnerable groups and individuals of all ages to engage in learning, personal development and active citizenship with a focus on bringing about change in their lives and communities.

CLD is delivered by many partners within Orkney, including Orkney Islands Council, Highlands and Islands Enterprise, Orkney College, Voluntary Action Orkney, NHS Orkney, Police Scotland, Skills Development Scotland and other independent groups and charitable organisations.

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 should 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

2.1 What is the purpose of community learning and development?

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



3. Role of the Strategic Community Learning Group

The revised joint CLD Partners Plan will facilitate how community learning and development will be taken forward by partners in Orkney.

Rather than producing a static plan for the next 3 years this is a live and dynamic plan which will adopt a more fluid and organic approach to reflect the challenges and opportunities that are presented. The plan is reviewed quarterly by the SCLG and a report submitted to the Orkney Islands Council, Education, Leisure & Housing Committee annually, reviewing progress and updating the plan to reflect any significant changes or developments, ensuring it remains an effective and relevant planning document.

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

- Working collaboratively to improve outcomes for individuals, families and communities
- Sharing ownership, resources and data to improve the identification of needs, planning, monitoring and evaluation
- Developing self-evaluation and quality assurance to ensure continuous improvement
- Ensuring CLD staff and volunteers have the skills, confidence and training required to respond to local needs through appropriate workforce development

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



3.1 How will the SCLG maintain quality assurance?

By working together and ensuring a standard of practice across settings, the Strategic Community Learning Group will be able to progress the identified actions and participants will experience consistency based on shared values.



4. Annual Review of the CLD Plan 2018-2021

In September 2018 the new 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.

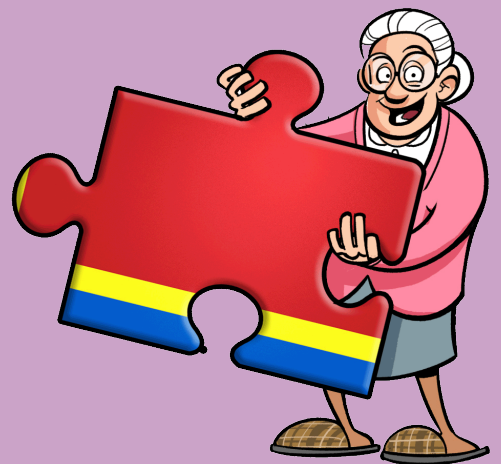
Out of 15 identified objectives set out in the plan, 10 have met or are exceeding their targets, 2 are partially completed with minor underperformance and low risk of failure to meet set targets, 3 agreed actions are experiencing underperformance with a medium to high risk of failure to meet set targets.

Key successes included:

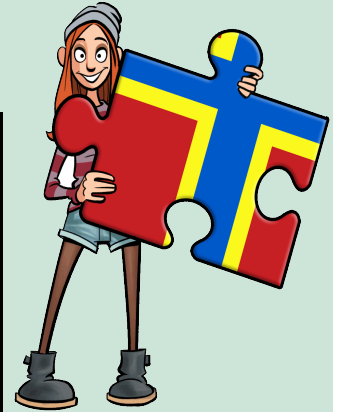
- A range of approaches are being used to raise the profile of volunteering in the community
- Training needs audits were completed and a range of relevant training delivered
- Increased input from young people and the community into local services plans and policies where marginal groups voices, views and opinions are reflected.
- Family Learning Audit is underway
- Increased Family Learning activities and programmes
- The re-establishment of Orkney Learning Guidance Forum
- Linking with the recently established Diversity & Inclusion Group to ensure learning opportunities are available for people with additional support needs

4.1 What has happened in the last year?

Over the last year, partners from the Orkney Strategic Community Learning Group met regularly to analyse and discuss progress and ensure appropriate linkages were made with other partnership plans. A self evaluation and review of the CLD Plan was completed to ensure that valuable work is carried forward and that we learn and improve the planning process as we move into the next 2 years of the CLD Partners Plan.



5. Progress Report on CLD Partners Plan



Support and recognition of community and voluntary contribution	
Key actions	Progress made 2018-19
<p>Collaboratively compile volunteering activity and statistics from across Orkney annually to provide a more accurate understanding of the range of volunteering activity taking place</p>	<p>VAO continues to gather data on volunteering. CLD, Active Schools & Police Scotland are all collecting data on volunteering undertaken by young people. NHS is also now sharing their volunteering statistics with the SCLG.</p> <p>The Scottish Household survey gives both local and national data on volunteering, which highlights the high level of volunteering in Orkney.</p>
<p>1.2 Establish statistical information and create stretch aims linked directly to the output and outcome indicators</p>	<p>Representation has been made on the Strong Communities Delivery Group to ensure a more joined up and holistic approach. A subgroup will look to develop stretch aims and shared data collection practices alongside the Strong Communities Delivery Group</p>
<p>1.3 Undertake a training needs audit and analysis to form a calendar of joint learning opportunities for staff and volunteers</p>	<p>A volunteering training needs audit has been completed by VAO, and their monthly newsletter is now used as a central tool by partners to circulate training opportunities available from SCLG and wider partner organisations. VAO are looking into the possibility of creating a joint training calendar.</p> <p>OIC Community Sports Hub Officer has worked with community sports clubs to identify training needs and has created an activity & sport training calendar. CLD develop annual training programmes based on a training needs audit with youth work staff and volunteers which is undertaken annually.</p> <p>Various training need audits have been completed by partners including Suicide Awareness training audit, Alcohol & Drugs Partnership training audit and CLD & VAO complete a training needs audit with Village Hall Committees/Community Associations annually.</p>

5. Progress Report on CLD Partners Plan



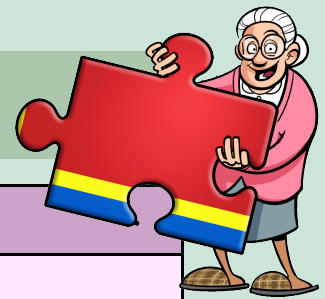
Support and recognition of community and voluntary contribution	
Key actions	Progress made 2018-19
<p>1.4 Jointly raise the profile of community and voluntary activity that takes place across Orkney through joint promotion and events including organising a community development event in partnership with Orkney Community Planning Partnership's Strong Communities Delivery Group</p>	<p>A Strong Communities / SCLG Third Sector Event was organised for September 2019 but due to clashing with other key events, had to be postponed until early 2020.</p> <p>The Annual Halls event has a continued focus on celebrating and supporting volunteers in hall committees across Orkney, with this year's event taking place in Shapinsay.</p> <p>There is an increased number of events and activities undertaken by community organisations such as Development Trusts to recognise and celebrate volunteering commitment (Surf Awards, Westray Development Trust 20th Anniversary).</p> <p>Active Schools present a monthly volunteer on their Facebook Page; the Annual Sports Award recognises voluntary contribution and the School Sports Awards have a strong focus on volunteering.</p> <p>It should be noted that many volunteers have stated that they are not looking for recognition and do not want their efforts celebrated.</p>
<p>1.5 Ensure the strengthening of the 'marginal' group voice is heard within democratic structures</p>	<p>A variety of steps have been taken to strengthen the voice of marginal groups across partners. A community representative is invited to sit on the SCLG. Orkney College have 2 student and 6 community representatives in total on the Council Management Committee and their 13 advisory boards include community members.</p> <p>Many groups and committees now include community and user reps including the Choose Life Group, Patient reps on the NHS Board, Youth Forum members sit on Children & Young People Partnership and CLD are working with the Child Protection Committee to ensure the most vulnerable children in our community are heard. CLD are currently working to increase and broaden membership of the Youth Forum and develop more formal links with Council Committees and Senior Management. To ensure marginalised voices are heard effectively we must ensure a broad range of methods are used. Representation at meetings and committees is one way but not always the most effective. We also must continue to get into the community and listen.</p>

5. Progress Report on CLD Partners Plan



Family Learning	
Key actions	Progress made 2018-19
<p>2.1 Creation of a working group to complete an audit of existing Family Learning activity within Orkney and research Family Learning activities in other areas</p>	<p>An initial working group has been created and a 3-way audit and training exercise undertaken with schools, partners and parent council chairs to identify existing Family Learning provision. A report will now be written for SCLG with key recommendations.</p> <p>The SCLG is also working closely with the Northern Alliance and other Local Authorities to develop a better understanding of family learning approaches nationally.</p>
<p>2.2 Establish statistical information and create stretch aims linked directly to the output and outcome indicators</p>	<p>Data from Scottish Household Survey and the recent Government Census to parents will provide a baseline dataset for this action. This information is currently being reviewed.</p> <p>The SCLG is currently working with Education Scotland's Attainment Advisor to develop further stretch aims and smart targets.</p>
<p>2.3 Develop collaborative and targeted approaches to Family Learning through a variety of inclusive programmes and activities for families including:</p> <ul style="list-style-type: none"> • Healthy Eating • Digital Technology • Hazardous Substances • Financial Literacies • Health and Wellbeing • Support for parents of teenagers • ActiveLife Family & Active-Life Budget membership 	<p>A huge variety of programmes and activities linked to the priority themes have been developed over this time period, including: Confidence to Cook, Internet Safety Sessions for parents and young people, Barnardo's Child Exploitation Training, Crime Stoppers & Fearless training, Alcohol & Drugs Partnership extensive training programme, Money For Life event, Living life to the Full programme, Mental Health First Aid Training and Family Numeracy Days. A Summer Holiday Family programme was developed this year and Family Learning opportunities are now included in the wider Community Learning daytime and evening class programme.</p>

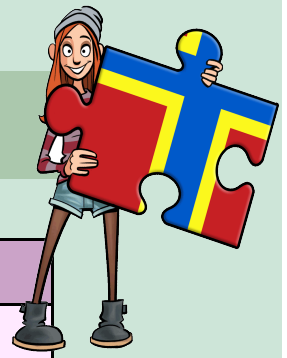
5. Progress Report on CLD Partners Plan



Family Learning	
Key actions	Progress made 2018-19
<p>2.4 Wider review of Family Learning programmes, activities and support, including consultation exercise, carried out to identify the needs and priorities for families which will lead to the formation of a Family Learning Partnership Plan and Programme</p>	<p>The SCLG has aligned with the Scottish Government Census on Parental Involvement and Family Learning. This extensive Scottish Government census will provide both national and local information and avoid the consultation fatigue that many people currently feel. The SCLG will analyse the local data to identify needs and priorities of families across Orkney in terms of family Learning.</p>
<p>2.5 Identify and understand the impact of unpaid caring on young people and families</p>	<p>National information and data has been reviewed and Public Health are looking to now progress work locally with Young Carers, schools and other partners.</p>

Learning Pathways	
Key actions	Progress made 2018-19
<p>3.1 Engage with the relevant workstreams within the Orkney Offer and the Orkney Skills & Employability Strategy Group to enhance learning pathways in Orkney</p>	<p>The SCLG now has key representation on the Orkney Strategic Employment & Skills Group (OESG) who are currently developing a strategy which will provide future direction for a co-ordinated and strategic understanding of skills and employment pathways in Orkney.</p>
<p>3.2 Re-establish the Orkney Learning Guidance Forum (OLGF) with a remit to share information, share good practice, promote joint working and support delivery of the CLD Partners Plan</p>	<p>The Orkney Learning & Guidance Forum (OLGF) was re-established and has met 3 times over this period in accordance with their updated Terms of Reference. OLG members played a key role in the Self-evaluation & Planning Day organised by the SCLG earlier this year.</p> <p>A large number of partners are invited to sit on this group and there is an eagerness to provide opportunities for operational staff to get together, however, there are significant demands on people's time, which has resulted in lower attendance at recent meetings.</p>

5. Progress Report on CLD Partners Plan



Learning Pathways

Key actions	Progress made 2018-19
<p>3.3 Carry out a needs analysis, including statistical information to create stretch aims, map existing provision and establish an action plan to address identified gaps in learning opportunities and pathways</p>	<p>Partners on the SCLG & OLGf did not undertake a specific Training Needs Audit as a number have already been undertaken by various partners including OADP, VAO and NHS. With so many training opportunities available and shared widely amongst partners already it was highlighted the sector was in the fortunate position of identifying needs and offering a variety of training opportunities which are shared amongst partners through partnerships such as OLGf, SCLG and Youth Workers Forum.</p> <p>Further coordination of training needs audits is required but human resource is limited which provides a challenge for the SCLG to overcome.</p> <p>The work to create an on-line resource is underway and will include an analysis of existing training provision and will identify needs and gaps.</p>
<p>3.4 Increase awareness of opportunities and learning pathways through the development of an 'Orkney Learns' online resource</p>	<p>The OLGf are progressing this action. Pro-forma for gathering learning provider information has been created and discussions with Orkney.com on hosting the learning page are ongoing. This group is now aligning to the newly created Diversity & Inclusion Group which is feeding back to the Orkney Skills and Employability Strategic Group. The focus of this group is to ensure the most vulnerable people in Orkney are considered and supported in their learning, skills development and employment opportunities.</p>
<p>3.5 Work with partners to review existing and identify gaps in learning opportunities available for people with additional support requirements; work with partners to address the gaps in community learning opportunities</p>	<p>This action will now be progressed through the Diversity & Inclusion Group. A number of SCLG members are part of this newly formed group, so will feed back to the SCLG regularly.</p> <p>There are many examples of support for wider learning including Ypeople, Independent Living Skills, Connect, Youth Achievement Groups and Supported Employment workers but we have to ensure there is all age support available.</p>

6. Links to Community Planning

The CLD Partners Plan 2018-2021 supports and develops the shared mission set out in the Orkney Community Plan and incorporated Local Outcomes Improvement Plan 2018-2021 of

‘Working together for a better Orkney’.

The Orkney Community Plan and incorporated Local Outcomes Improvement Plan (LOIP) 2018-2021 identified three current priority areas:

- **Strong Communities;**
- **Living Well; and**
- **Vibrant Economy**

Under these priority themes the Strategic Community Learning Group has identified the following linked priorities for their plan:

- **Support and Recognition of Community and Voluntary Contribution**
- **Family Learning**
- **Improving Learning Pathways**

The priorities agreed in the CLD Partner Plan 2018-21 are based on a full understanding of local need. These priorities were identified through direct engagement with the local community, local research and analysis of relevant data and partner organisations knowledge in their CLD related field of expertise.

By aligning our CLD Partners Plan to the priorities identified by the Orkney Partnership, the work of the SCLG complements that of the Orkney Partnership Board and strong communication links provide a conduit for the dissemination of information and for alerting the Orkney Partnership Board to emerging priority issues.

5.1 What is Our Vision?

Working together for a better Orkney



5.2 How does this plan link to Community Planning?

The CLD Partners Plan 2018-21 focuses on one element in each of the Community Planning Partnership priorities each underpinning the importance of using CLD approaches to address and progress these priorities.

7. The Revised Orkney Community Learning and Development Partners Plan

Rather than focus on what individual partners are planning to do over this period, the CLD plan focusses on what the SCLG partnership are going to work on together to achieve over the period. By concentrating on areas of work that require collaboration and partnership approaches that individual organisations cannot achieve alone, the SCLG will be stronger than the sum of its parts.

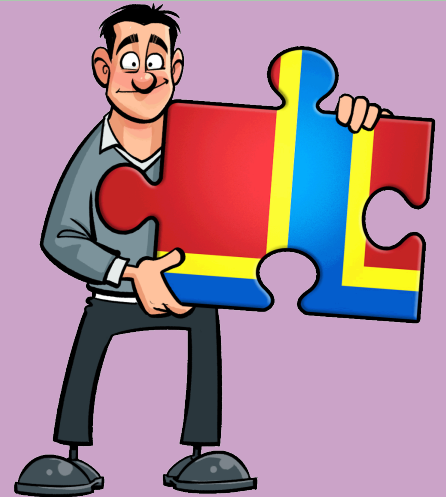
During the revision of the plan for the next 2 years, partners from the Orkney Strategic Community Learning Group met regularly to analyse and monitor progress, ensure appropriate linkages were made with other partnership plans and agree appropriate shared actions.

An extensive self-evaluation process was undertaken by the Orkney Strategic Community Learning Group and larger partnership events were held jointly with the Orkney Learning Guidance Forum to review and update the plan.

It was agreed that the existing priority areas should remain as all three priority areas have delivery actions that still need to be progressed within the lifetime of this plan.

Any completed actions have been removed from the revised version of the plan. Language and timescales have been updated to ensure the plan remains relevant and effective.

Alongside local data, information and consultation, this plan also takes into account a number of strategic policies and plans, both local and national, which relate to the needs of groups, individuals and communities in Orkney.



6.1 What are the key outcome priorities for the Strategic Community Learning Group during the lifetime of this plan?

- *Volunteers and community groups feel supported, recognised and valued.*
- *Young people and families experience improved outcomes by learning together.*
- *Skills for learning, life and work are supported by clear and effective learning pathways.*

8. Conclusions

The information gathered by the SCLG has been used to develop the CLD Partners Plan for the next two years. The Partners Plan contains outcomes we aspire to and actions we will take to make improvements to current provision and develop new ones. In addition the CLD Partners Plan identifies gaps in provision which cannot be met in the timescale of this plan.

The strategic direction for the SCLG and the actions outlined in the partners plan have been developed and prioritised and will continue to be delivered and evaluated through this partnership over the period of this plan. Working together through the plan will enable improved life chances for people of all ages, through learning, personal development and active citizenship which will help develop stronger, more resilient, supportive, influential and inclusive communities.

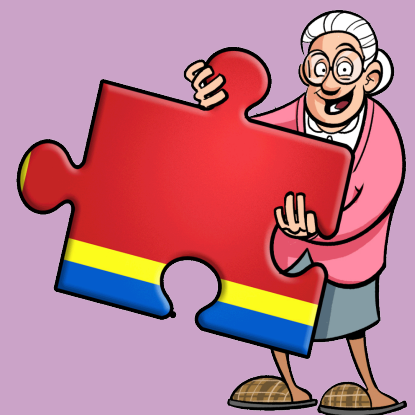
7.1 What is the Orkney Community Learning and Development Partners Action Plan for?

The plan will enable all partners to integrate and improve planning, delivery and evaluation of community learning and development and therefore improve opportunities and outcomes for learners.

9. Monitoring and Evaluation

Community Learning and Development activity is evaluated using 'How Good Is Our Community Learning and Development', a framework that includes a common set of quality and performance indicators for use in self-evaluation by practitioners and managers and in Learning Community inspections by Her Majesty's Inspectorate of Education.

The CLD Partners Plan 2018-21 is updated on a quarterly basis by the SCLG and reviewed annually with a report submitted to Orkney Islands Council's Education, Leisure & Housing Committee. A summary and progress update will also be disseminated widely to partners and stakeholders annually.



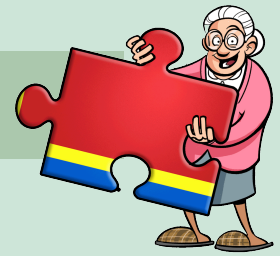
10. The Revised CLD Partners Plan for 2019-2021



Support and Recognition of Community and Voluntary Contribution

Outcome	Existing provision	Key objectives / actions	Timescale	Lead	Output / Outcome indicators
Volunteers and community groups feel supported, recognised and valued	<p>Partners are delivering a significant level of training, support and activities for community and volunteer groups in Orkney as detailed in the locality plan</p> <p>http://www.orkneycommunities.co.uk/COMMUNITYPLANNING/documents/locality-plan/locality-plan-for-non-linked-isles-appendix-1.pdf</p> <p>This includes The Annual Halls Training Event and Volunteers Week celebrations. There are a variety of accredited opportunities available including the Quality Volunteering Award, various Youth Awards celebrated through the Annual Youth Awards Ceremony, Annual Sports Awards, and the development by Scottish Government of a volunteering outcomes framework.</p>	<p>1.1 Establish statistical information and create stretch aims linked directly to the output and outcome indicators</p>	November 2020	Chief Executive, VAO	<p>Statistical information gathered and collated</p> <p>Stretch aims developed</p>
		<p>1.2 Develop a calendar of joint learning opportunities for staff and volunteers</p>	September 2020	Chief Executive, VAO	<p>Calendar of joint training opportunities created</p> <p>Increase in joint training opportunities offered over the life of the plan</p> <p>Increase in the number of staff and volunteers accessing training opportunities over the life of the plan</p> <p>Number of organisations supported</p>
		<p>1.3 Jointly raise the profile of community and voluntary activity that takes place across Orkney through joint promotion and events</p>	Review June 2021	Strong Communities Delivery Group (SC)	<p>Joint event organised</p> <p>Awareness and sharing of information</p> <p>Number of participants attending events *</p> <p>Evaluations of events</p>
		<p>1.4 Ensure the strengthening of the 'marginal' group voice is heard within democratic structures through a broad and varied range of methods</p>	Review June 2021	Community Learning & Development (CLD) Manager	<p>Approved structures in place to ensure marginal groups represented in decision making processes</p>

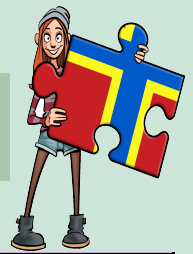
10. Updated CLD Partners Plan for 2019-2021



Family Learning

Outcome	Existing provision	Key objectives / actions	Time-scale	Lead	Output / Outcome indicators
Young people and families experience improved outcomes by learning together	<p>There is a diverse range of family learning activity currently taking place across Orkney including befriending, intergenerational programmes and family learning activities are being developed within community learning programmes.</p> <p>The Orkney Children & Young Peoples Partnership completed a review of parenting support programmes available across Orkney.</p> <p>Links are being established between Education, Leisure & Housing and other partner organisations to develop the parental engagement and family learning agenda with a focus on CLD approaches.</p>	<p>2.1 Complete an audit of existing Family Learning activity within Orkney and research Family Learning activities in other areas</p>	April 2020	Community Learning & Development (CLD) Manager	<p>Audit completed</p> <p>Report presented, and available services/ activities promoted</p> <p>Stakeholder representative on working group</p>
		<p>2.2 Establish statistical information and create stretch aims linked directly to the output and outcome indicators</p>	July 2020	Community Learning & Development (CLD) Manager	<p>Statistical information gathered and collated</p> <p>Stretch aims developed</p>
		<p>2.3 Develop collaborative and targeted approaches to Family Learning through a variety of inclusive programmes and activities for families</p>	June 2021	Community Learning & Development (CLD) Manager and Manager, Orkney Public Health	<p>Evaluations highlight positive outcomes for participants *</p> <p>Increase in ActiveLife family membership</p> <p>Increase in number of Family Learning programmes and activities delivered over the life of the plan *</p> <p>Increase in number of people participating in Family Learning programmes over the life of the plan*</p> <p>Case studies</p>
		<p>2.4 Wider review of Family Learning programmes, activities and support, including consultation exercise, carried out to identify the needs and priorities for families which will lead to the formation of a Family Learning Partnership Plan and Programme</p>	December 2020	Community Learning & Development (CLD) Manager	<p>Consultation completed</p> <p>Family Learning Partnership Plan developed</p> <p>Joint Family Learning programme developed and delivered</p> <p>Increase in participants *</p>
		<p>2.5 Identify and understand the impact of unpaid caring on young people and families</p>	June 2020	Manager, Orkney Public Health	<p>Report with recommendations submitted and action plan produced</p>

10. Updated CLD Partners Plan for 2019-2021



Learning Pathways

Outcome	Existing provision	Key objectives / actions	Timescale	Lead	Output / Outcome indicators
Skills for learning, life and work are supported by clear and effective learning pathways	<p>The newly established Orkney Skills and Employment Strategy Group will audit the established operational groups to ensure strategic and operational co-ordination are linked to its outcomes.</p> <p>Aligning to this, the operational Orkney Offer Group are in the process of broadening its stage development from senior phase to also include: Early Learning & childcare The Broad General Education The 15-24 Pathway Further & Higher Education Leisure & Culture Adult & Community Learning.</p> <p>Wider achievement is promoted and supported through a range of accredited and non-accredited learning opportunities. There are various formal and informal learning opportunities available including intergenerational learning and local Development Trusts offering varying levels of support to residents to ensure learning opportunities are more accessible.</p>	<p>3.1 Continue to engage with the relevant workstreams within the Orkney Offer and the Orkney Skills & Employability Strategy Group to enhance learning pathways in Orkney</p>	June 2021	Principal, Orkney College	<p>Co-ordinated strategic understanding of the landscape</p> <p>Record/feedback of meetings</p>
		<p>3.2 Carry out a needs analysis, including statistical information to create stretch aims, map existing provision and establish an action plan to address identify gaps in learning opportunities and pathways</p>	May 2020	OLGF	<p>Needs analysis completed and action plan produced with a report including recommendations submitted to SCLG</p> <p>Stretch aims developed</p> <p>Identified gaps in provision inform planning</p>
		<p>3.3 Increase awareness of opportunities and learning pathways through the development of an 'Orkney Learns' online resource</p>	August 2020	OLGF	<p>'Orkney Learns' resource developed and promoted on Orkney.com</p> <p>Number of visits to site *</p> <p>Feedback highlights improved access to information on learning opportunities</p> <p>Evaluations show an increase in knowledge, skills and confidence over the period of the plan *</p>
		<p>3.4 Work with partners to review existing and identify gaps in learning opportunities available for people with additional support requirements; work with partners to address the gaps in community learning opportunities</p>	September 2020	Principal Orkney College	<p>Review completed</p> <p>New opportunities developed over the life of the plan</p> <p>Evaluations highlight positive outcomes for participants *</p>

10. Updated CLD Partners Plan for 2019-2021

Unmet needs

The CLD legislation requires the SCLG to identify unmet need. For individuals, families and certain communities of interest it is recognised that there will be unmet CLD need over the life of this plan. The SCLG will continue to monitor, evidence and support those targeted groups and individuals as required, through our core services and partner organisations.

Identified needs which cannot be met within the context of this plan:
Formal accredited <i>recognition</i> of adult <i>volunteering</i> activity
Creation of a communication strategy for the improved understanding of community learning and development in the wider context
Develop collaborative digital literacy learning opportunities
Develop further partnership approaches with a focus on mental health to ensure the preventative and therapeutic value of CLD activity is recognised
Increase linkage with the Orkney Partnership Locality Plan, which focuses on the non-linked isles, to ensure equity of access to CLD services and support across Orkney



University of the Highlands and Islands
Orkney College

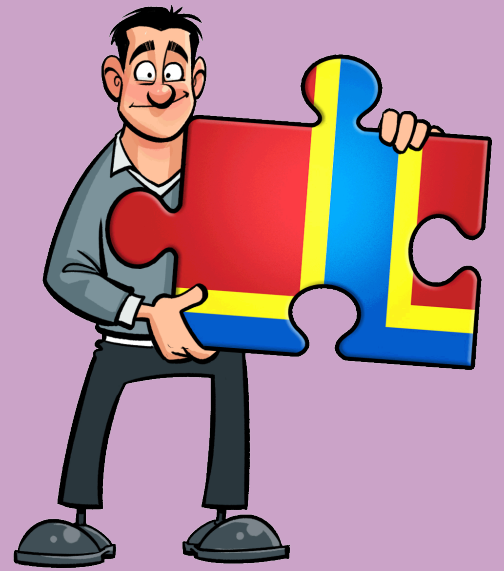
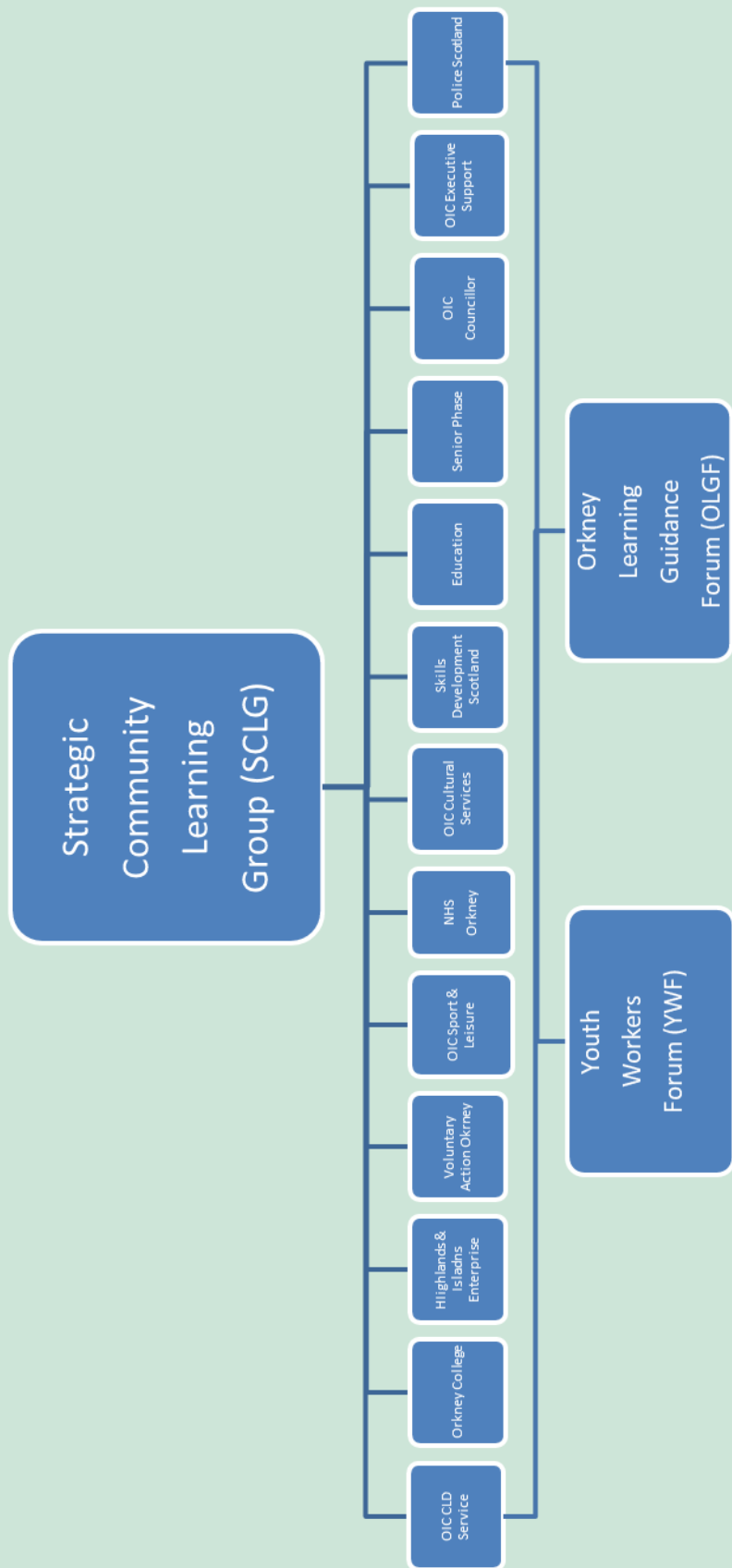


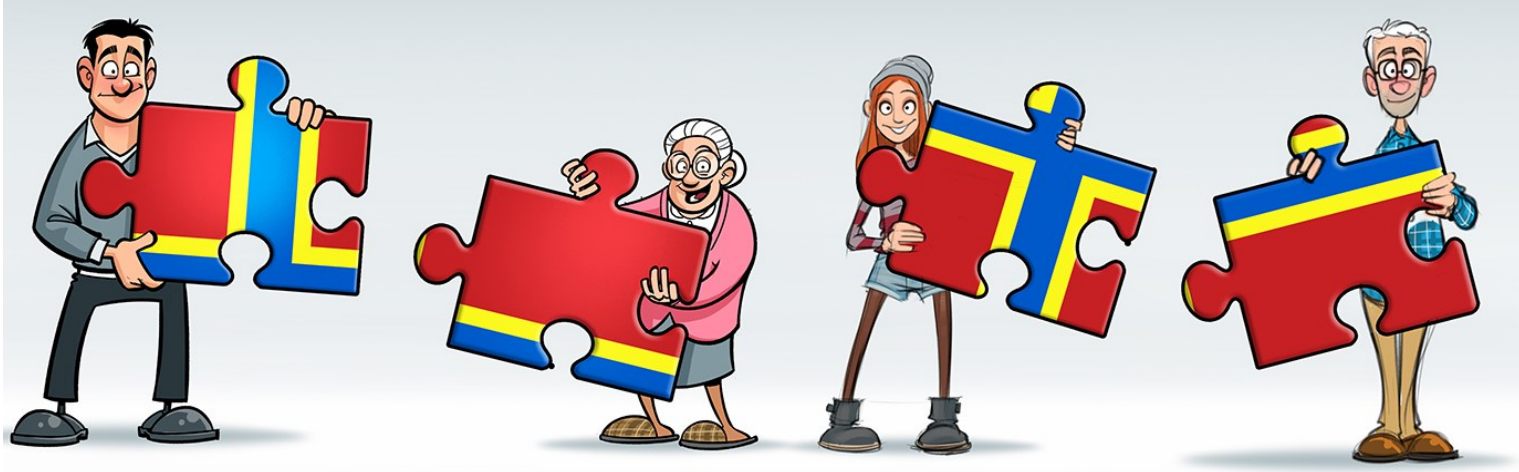
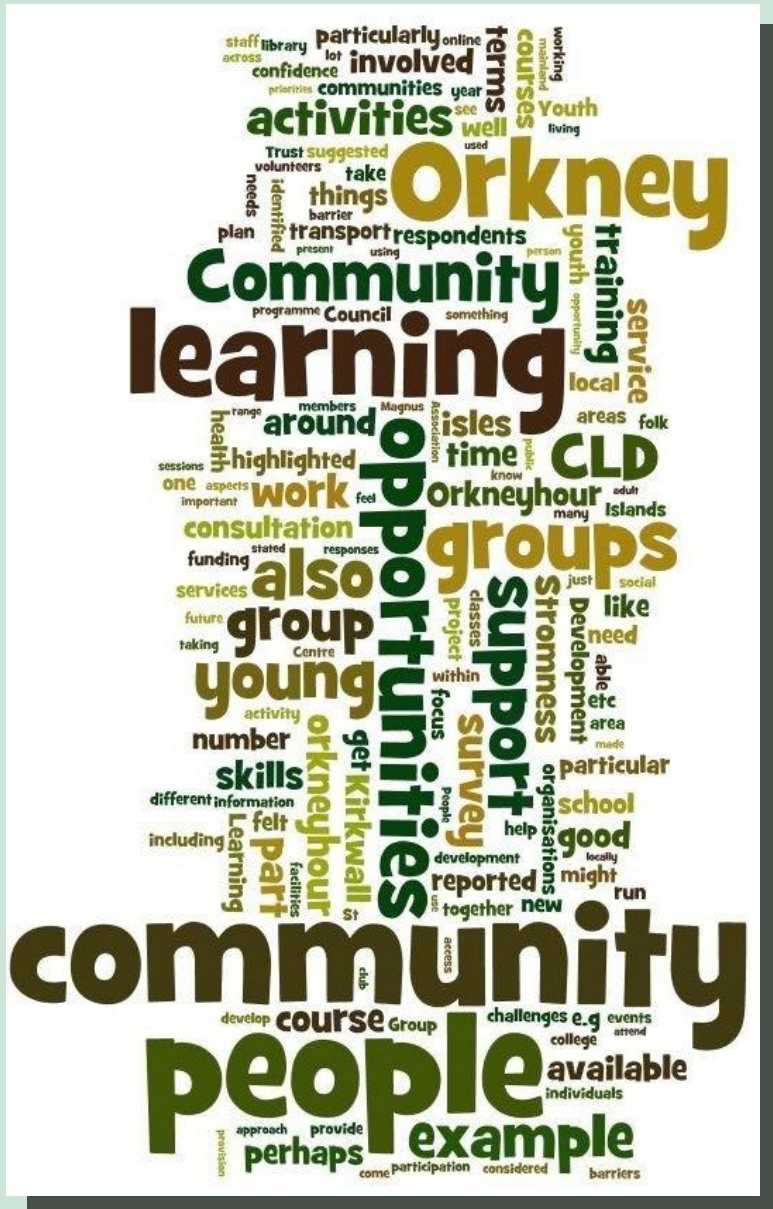
8.1 Why do we list unmet needs?

The Education Scotland document “Revised guidance note on CLD Planning (2018-21)” states that the Identification of unmet need is not a deficit but rather an understanding that there continue to be needs within communities that will require a collective approach to address them beyond the 3 year plan.



11. Membership of Strategic Community Learning Group







Equality Impact Assessment

The purpose of an Equality Impact Assessment (EqIA) is to improve the work of Orkney Islands Council by making sure it promotes equality and does not discriminate. This assessment records the likely impact of any changes to a function, policy or plan by anticipating the consequences, and making sure that any negative impacts are eliminated or minimised and positive impacts are maximised.

1. Identification of Function, Policy or Plan	
Name of function / policy / plan to be assessed.	Annual review and update of Orkney Community Learning and Development Partners Plan 2018 to 2021
Service / service area responsible.	Education, Leisure and Housing
Name of person carrying out the assessment and contact details.	Kerry Spence 01856 873535 ext. 2425 Kerry.spence@orkney.gov.uk
Date of assessment.	8 October 2019
Is the function / policy / plan new or existing? (Please indicate also if the service is to be deleted, reduced or changed significantly).	Existing

2. Initial Screening	
What are the intended outcomes of the function / policy / plan?	The Community Learning and Development Partners Plan is produced to demonstrate how partners within the CLD field will work together to: Improve life chances for people of all ages, through learning, personal development and active citizenship; and Help build stronger, more resilient, supportive, influential and inclusive communities.
Is the function / policy / plan strategically important?	There is a statutory requirement for a Community Learning and Development Partners Plan to be produced every three years which outlines how Community Learning and Development will be

	delivered in the local authority area.
State who is, or may be affected by this function / policy / plan, and how.	All Orkney residents who engage in community learning and development will benefit from an improved and co-ordinated community learning and development service
How have stakeholders been involved in the development of this function / policy / plan?	Various consultation methods were used in the formation of the plan, including Orkney Opinions, Youth Forum and intensive consultation with CLD providers. The update and review was informed through regular partner meetings, an extensive self-evaluation process undertaken by the Orkney Strategic Community Learning Group and large partnership events were held jointly with the Orkney Learning Guidance Forum.
Is there any existing data and / or research relating to equalities issues in this policy area? Please summarise. E.g. consultations, national surveys, performance data, complaints, service user feedback, academic / consultants' reports, benchmarking (see equalities resources on OIC information portal).	No The overall aims of the Community Learning and Development plan are to improve life chances for people of all ages, through learning, personal development and active citizenship. The activities in the plan are intended to lead to outcomes such as enabling the development of skills that people can use in employment and supporting young people in particular those who need more choices and more chances to achieve their full potential.
Is there any existing evidence relating to socio-economic disadvantage and inequalities of outcome in this policy area? Please summarise. E.g. For people living in poverty or for people of low income. See The Fairer Scotland Duty Interim Guidance for Public Bodies for further information.	No The plan aims to achieve positive impacts particularly for those groups that are most vulnerable and disadvantaged in our community.
Could the function / policy have a differential impact on any of the following equality areas?	(Please provide any evidence – positive impacts / benefits, negative impacts and reasons).
1. Race: this includes ethnic or national groups, colour and nationality.	Yes, potential positive impact for people who have English as a second language. Part of the delivery outcomes for Community Learning and Development include community-based adult literacies and English for speakers of other languages.
2. Sex: a man or a woman.	No

3. Sexual Orientation: whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.	No differential impact identified at this stage.
4. Gender Reassignment: the process of transitioning from one gender to another.	No differential impact identified at this stage.
5. Pregnancy and maternity.	No differential impact identified at this stage.
6. Age: people of different ages.	Yes, potential positive impact for children and young people and adults. The delivery outcomes of the plan include youth work, family learning and early intervention work with children, young people and families. The outcomes also include community-based adult learning.
7. Religion or beliefs or none (atheists).	No differential impact identified at this stage.
8. Caring responsibilities.	Yes, potential positive impacts. The delivery outcomes of the plan include work around identify and understand the impact of unpaid caring on young people and families.
9. Care experienced.	Yes, potential positive impact for children and young people. The delivery outcomes of the plan include youth work, early intervention work with children and young people. The plan aims to achieve positive impacts particularly for those groups that are most vulnerable and disadvantaged in our community.
10. Marriage and Civil Partnerships.	No differential impact identified at this stage.
11. Disability: people with disabilities (whether registered or not).	<p>Yes. Potential positive impact for people with disabilities as provision includes learning for vulnerable and disadvantaged groups in the community and focusing on ensure the 'marginal' group voice is heard within democratic structures.</p> <p>Every effort is made to ensure that booking systems and course venues are as accessible as possible and any requirements relating to a disability are identified and supported to ensure accessibility for all.</p>
12. Socio-economic disadvantage.	Yes. Potential positive impacts, as the plan aims to support and help achieve positive impacts particularly for those groups that are most vulnerable and disadvantaged in our community and focusing on ensuring the 'marginal' group voice is heard within democratic structures.

13. Isles-proofing.	Yes. Potential positive impacts, as the plan aims to support and help achieve positive impacts particularly for those groups that are most vulnerable and disadvantaged in our community. The plan links closely to the Strong Communities Delivery Group which has an isles proofing focus.
---------------------	--

3. Impact Assessment

Does the analysis above identify any differential impacts which need to be addressed?	No, any impacts identified are likely positive impacts.
How could you minimise or remove any potential negative impacts?	N/A
Do you have enough information to make a judgement? If no, what information do you require?	Yes

4. Conclusions and Planned Action

Is further work required?	Yes
What action is to be taken?	CLD Partners Plan will be implemented and monitored
Who will undertake it?	Officers within Education, Leisure & Housing and wider partners on the Strategic Community Learning Group
When will it be done?	3 year plan which will be reviewed and updated annually
How will it be monitored? (e.g. through service plans).	A report on progress will be submitted by the Strategic Community Learning Group to the Education, Leisure & Housing Committee and the plan will be updated accordingly to ensure the plan remains active and relevant.

Signature: 
Name: KERRY SPENCE

Date: 8 October 2019
(BLOCK CAPITALS).

Please sign and date this form, keep one copy and send a copy to HR and Performance. A Word version should also be emailed to HR and Performance at hrsupport@orkney.gov.uk