

Item: 7

Education, Leisure and Housing Committee: 11 November 2020.

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 (CLD) 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 2019 in respect of the Community Learning and Development Partners Plan 2018 to 2021, as detailed in section 5 of Appendix 1 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 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 remit of 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. 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.

Out of 13 identified objectives set out in the plan, eight have met or are exceeding their targets, four are partially completed with minor underperformance and low risk of failure to meet set targets, one agreed action is 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 2020 plan update, attached as Appendix 1 to this report, partners from the Orkney Strategic Community Learning Group met to analyse and discuss progress, ensure appropriate linkages were made with other partnership plans and agree appropriate shared actions. In addition, a self-evaluation process was undertaken by the Orkney Strategic Community Learning Group to review and update the plan.

4.5.

It was agreed that the undernoted priority areas set out in the original version of the Orkney Community Learning and Development Partners Plan 2018 to 2021 should remain, with partners continuing to work on the actions that are not yet completed:-

- 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.

However, this year these priorities will run alongside the responsive approach of the COVID-19 Recovery and Renew Groups. The developing plans coming from the Recovery Groups will be based on a full understanding of local need and it is imperative that CLD partners and stakeholders are involved to ensure effective CLD approaches are used in a co-ordinated partnership response. This work to help build back better, will be prioritised and as such may lead to some of the remaining actions being deferred.

4.7.

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. A small number of additional actions, relating to the COVID-19 recovery and response, have been added for the last year 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 the Council complying with governance and scrutiny 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

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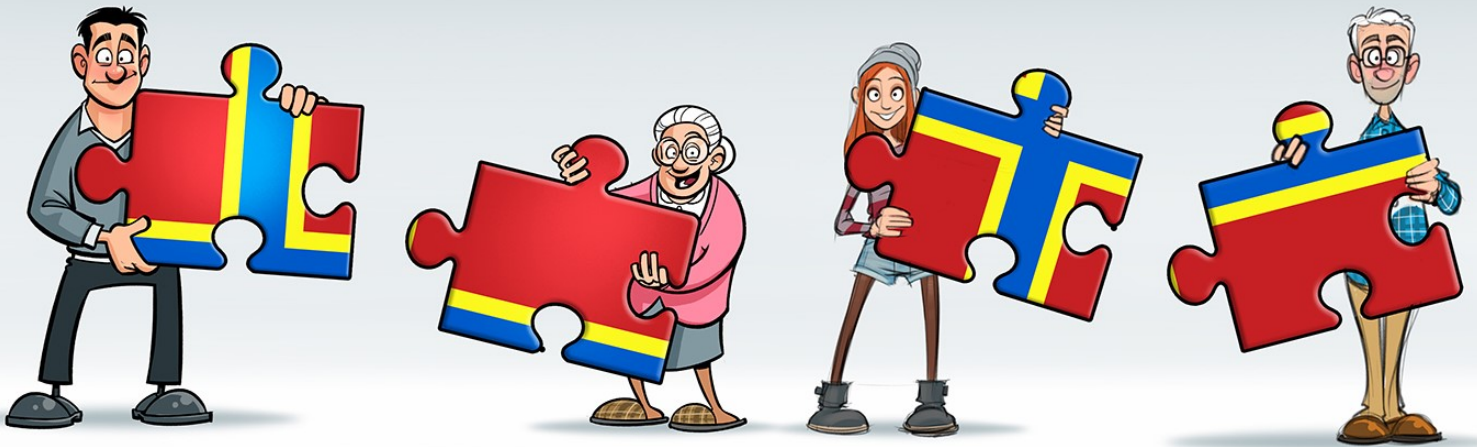
10. Appendices

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

Appendix 2: Equality Impact Assessment.

Orkney

2020 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.

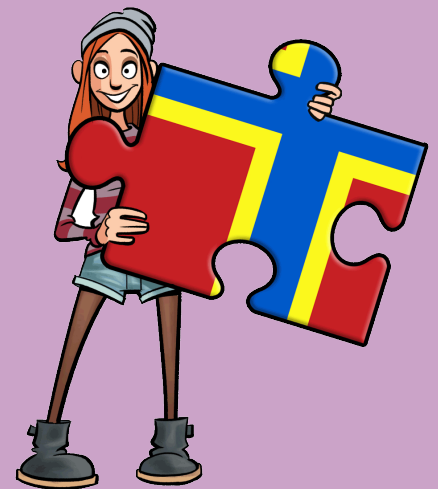
Despite the significant challenges faced in the last year, substantial progress has been made in many of the priority areas within the plan, which demonstrates the strength of partnership and commitment that exists in this sector.

This plan will be shared with the Orkney Partnership, our Community Planning Partnership, and progressed by the SCLG partners through the 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.



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 13 identified objectives set out in the plan, 8 have met or are exceeding their targets, 4 are partially completed with minor underperformance and low risk of failure to meet set targets, 1 agreed action is experiencing underperformance with a medium to high risk of failure to meet set targets.

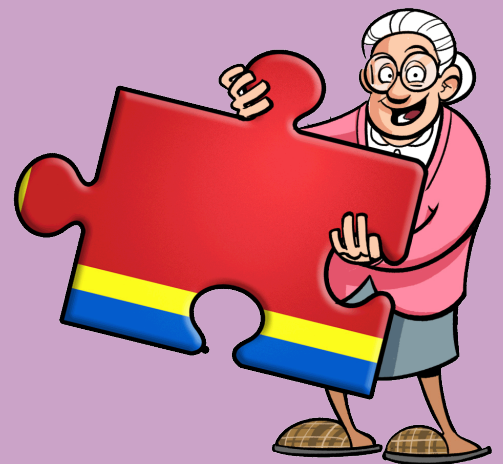
Key successes included:

- A range of approaches are being used to raise the profile of volunteering in the community
- Increased opportunities to include and consider the marginal groups voice
- Family Learning Audit completed which reviews existing provision and identifies gaps, needs and Family Learning opportunities
- Orkney Family Learning Plan created to maximize the scope and quality of family learning in Orkney
- Increased Family Learning activities and programmes
- Increase in joint training opportunities offered and in the number of staff and volunteers accessing training opportunities
- Enhanced links between a variety of partnership groups to avoid duplication of effort and improve effectiveness and delivery

The unmet needs remain the same although one “Develop collaborative digital literacy learning opportunities” has now moved into the delivery plan and is incorporated into action 2.4 “Work collectively with key partners to provide coordinated support to those families most in need, especially in relation to IT support including skills development, device allocation and internet safety.”

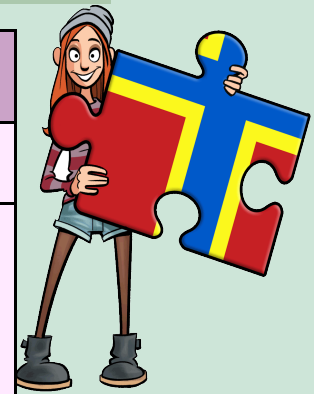
4.1 What has happened in the last year?

Over the last year, partners from the Orkney Strategic Community Learning Group to analyse, evaluate and progress the actions from the plan 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 final year of this CLD Partners Plan.



5. Progress Report on CLD Partners Plan

Support and recognition of community and voluntary contribution		
Key actions	RAG	Progress made 2019-20
1.1 Establish statistical information and create stretch aims linked directly to the output and outcome indicators	Amber	<p>SCLG has robust representation on the Strong Communities Delivery Group to ensure a joined up and holistic approach and this group are currently working with CPP to address the need for better sharing, use and analysis of data to inform delivery.</p> <p>SCLG are also working through the Regional Improvement Collaborative, to further progress performance monitoring and sustained improvement objectives.</p> <p>A variety of data is collected and shared in regard to volunteering and volunteering support including: Young people volunteer through Saltire; adult volunteers registered with VAO; volunteer numbers and hours recorded for young people completing accreditation through Youth Achievement Awards, Dynamic Youth Awards and Duke of Edinburgh Award Schemes; training support provided to community organisations.</p> <p>Work with SDS and DWP is progressing to collate statistical data on participation measure, including volunteering and unemployment figures to establish need, achievements and gaps.</p> <p>Plan developed to meet new SG aims, outcomes and metrics</p>
1.2 Develop a calendar of joint learning opportunities for staff and volunteers	Green	<p>The VAO monthly Training and Funding newsletter is widely used as a central tool by partners to circulate training opportunities, keeping the sector informed of opportunities.</p> <p>Increase in joint training opportunities offered and in the number of staff and volunteers accessing training opportunities.</p> <p>Work has been done to better coordinate training needs consultations and to share more widely training opportunities.</p> <p>Due to COVID 19 restrictions, face-to-face meetings and training events have not taken place, but great effort has been put into offering training and support in other ways ie Annual Halls event online, multi agency youth worker e-training.</p>
1.3 Jointly raise the profile of community and voluntary activity that takes place across Orkney through joint promotion and events	Green	<p>SCLG facilitated a session at the Orkney Business Festival with presentations from four organisations who shared experiences and challenges in connection with forming and running a social enterprise. Presentation summaries were widely circulated.</p> <p>The Annual Halls event has a continued focus on celebrating and supporting volunteers in hall committees across Orkney.</p> <p>Organisational profile in the VAO newsletter and case studies of volunteer experiences during Volunteers Week / Trustees week</p> <p>Increased usage of CLD social media channels to promote opportunities, information and activities taking place.</p> <p>The community and voluntary response to the COVID-19 pandemic has been remarkable and well documented.</p>



5. Progress Report on CLD Partners Plan



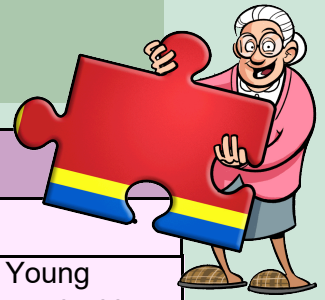
Support and recognition of community and voluntary contribution		
Key actions	RAG	Progress made 2019-20
<p>1.4 Ensure the strengthening of the 'marginal' group voice is heard within democratic structures</p>		<p>A variety of steps have been taken to strengthen the voice of marginal groups across the partnership.</p> <p>Many groups and committees now include community and user reps including Orkney College Management Council, Patient reps on the NHS Board, Youth Forum members sit on Children & Young People Partnership and the Positive Destinations Group.</p> <p>CLD are working with the Child Protection Committee to ensure the most vulnerable children in our community are heard.</p> <p>Consultations on local and national policies are continuously promoted e.g. Health and Sports Committee, community wellbeing session with the Scottish Parliamentary Information Centre, young people talking to MSP's re impact of COVID19 on education and employment.</p> <p>More marginalised young people are being involved with Youth Forum.</p> <p>2 Elected Members serving as Young People liaison leads.</p> <p>Representation at meetings and committees is not always the most effective, we also must continue to get into the community and use innovative ways to engage with those who are harder to reach.</p>
<p>Next Steps for 2020-21</p>		<p>SCLG will review existing data collected and further develop what is collated jointly to support linked outcomes.</p> <p>Clearly define what is meant by 'marginalised' groups so we can be clear about who we are needing to target and support.</p> <p>Support Community Planning Partnership in the Place Standards consultation to ensure the most disadvantaged voices are heard.</p> <p>During this lockdown period networking with other organisations has been key to ensuring support and guidance can still be offered albeit in often different ways. It is vital that this continues and community & voluntary involvement is central to the progression of recovery and renew plans.</p> <p>Work to involve parents in the Child Poverty Action Plan Group.</p> <p>Development of Local employability Partnership to include unemployment experienced representative.</p>

5. Progress Report on CLD Partners Plan



Family Learning		
Key actions	RAG	Progress made 2019-20
2.1 Complete an audit of existing Family Learning activity within Orkney and research Family Learning activities in other areas		Family Learning Audit completed. Report including key recommendations has been shared with SCLG. The Audit reviews existing provision and identifies gaps, needs and opportunities to maximize the scope and quality of family learning in Orkney.
2.2 Establish statistical information and create stretch aims linked directly to the output and outcome indicators.		<p>Statistical information including data from Scottish Household Survey and a Government Census for parents provided a baseline dataset for Family Learning audit.</p> <p>Stretch aims and statistical information have been developed through a draft Orkney Family Learning Action Plan which is a key outcome from the audit.</p>
2.3 Develop collaborative and targeted approaches to Family Learning through a variety of inclusive programmes and activities for families		<p>A huge variety of programmes and activities have been offered over this period, including: Internet Safety Sessions for parents and young people, Crime Stoppers & Fearless training, Alcohol & Drugs Partnership training programmes.</p> <p>Family Learning opportunities are included in the wider Community Learning daytime and evening class programme with a number of new opportunities offered including Maths for Parents and Microsoft Teams for Parents.</p> <p>The appointment of a CLD Officer to lead on employability support and the Parent Employment Support providing parents and families with support to progress and achieve positive outcomes.</p> <p>During the lockdown period new ways of working were established to suit the differing needs of learners, families and communities which have had some positive outcomes, including reducing geographical exclusion from accessing online opportunities. Other less positive outcomes of an increased digital divide and reduced engagement with new families are also evident.</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>The SCLG aligned its work with the Scottish Government Census on Parental Involvement and Family Learning. This extensive Scottish Government census was coordinated locally by ELH and provided both national and local information which fed into the local Family Learning audit and plan.</p> <p>A draft Orkney Family Learning Plan has now been created and will be progressed through the Family Learning Working Group and wider partner representatives.</p>

5. Progress Report on CLD Partners Plan



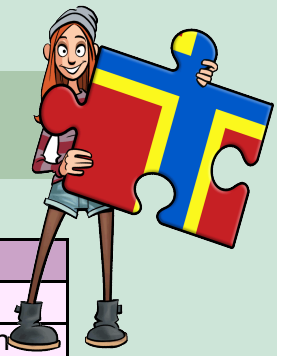
Family Learning

Key actions	RAG	Progress made 2019-20
2.5 Identify and understand the impact of unpaid caring on young people and families		This priority continues to be progressed through Young Carers and Public Health Orkney. Public Health are looking to progress work locally with other wider partners.
Next Steps for 2020-21		<p>The SCLG will work closely with the Northern Alliance to progress opportunities to deliver a Family Learning Accreditation Award locally.</p> <p>Further analysis of what data SCLG needs to gather and better coordination with the work of Orkney Partnership to collate and share data more effectively across partners.</p> <p>Family Learning draft plan to be reviewed by partners and parents and progression strategies developed.</p>

Learning Pathways

Key actions	RAG	Progress made 2019-20
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>The SCLG has key representation on the Orkney Strategic Employment & Skills Group (OSES) and are contributing to the co-ordination of skills and employment pathways.</p> <p>Working to the Recovery & Renew response for the COVID-19 pandemic a Positive Destinations Group was created to ensure those with the greatest need are supported into a positive destination and are helped to achieve positive outcomes and reach their potential.</p> <p>Work is underway to align the work of this group with the OSES and The Orkney Partnerships Vibrant Economy Delivery Group.</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 identified gaps in learning opportunities and pathways		<p>Due to COVID 19 restrictions, face-to-face meetings and training events have not taken place, but great effort has been put into offering training and support in other ways.</p> <p>The sector offers a huge range of joint training opportunities based on identified need which are shared amongst partners through partnerships such as OLG, 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.</p> <p>The work to create an on-line resource is underway and will include an analysis of existing training provision that will identify needs and gaps.</p> <p>The newly formed Local Employability Partnership will now lead on this work.</p>

5. Progress Report on CLD Partners Plan



Learning Pathways		
Key actions	RAG	Progress made 2019-20
3.3 Increase awareness of opportunities and learning pathways through the development of an 'Orkney Learns' online resource		Subgroup of OLGf have continued to work hard on progressing this action. Information has been collected from 25 local and national providers under the headings of FE/HE, CLD, Vocational training and CPD. The information is now with HIE who are reviewing it and exploring options for getting an online resource developed through Orkney.com .
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>This action is being progressed through the Diversity and Inclusion Subgroup which was created to ensure the most vulnerable people in Orkney are considered and supported in their learning, skills development and employment opportunities. This group has representation from the SCLG and will now merge into the newly formed Local Employability Partnership.</p> <p>Work in underway to collate statistical data to establish local need, areas of success and gaps in provision.</p> <p>Partners are working on a renewed Post School Transition Guidance document to ensure the right support for our most vulnerable young people.</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> <p>Working in partnership with SDS and DWP to collate statistical data on participation measure and employment/unemployment figures to establish local need, areas of success and gaps in provision.</p>
Next Steps for 2020-21		<p>Get Orkney Learns online and promote widely.</p> <p>Continue to work with partners to ensure YG funds are used efficiently and effectively.</p> <p>Work with partners to identify any unmet need and work collaboratively to enhance provision to meet identified needs.</p> <p>The work of this group ties in closely with the accelerating work associated with the OSESG. To avoid duplication, these related actions will be progressed through the Local Employability Partnership.</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 identified three current priority areas:

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

By aligning our CLD Partners Plan to the priorities identified in 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.

Under these priority themes the SCLG 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 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.

This year these priorities will run alongside the responsive approach of Covid Recovery and Renew plans that are being developed based on a full understanding of local need. This work coming from the Recovery Groups to help build back better, will be prioritised and as such may lead to some of the remaining actions being deferred.

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 Partners Plan focusses on what the SCLG are going to work on together to achieve over the period.

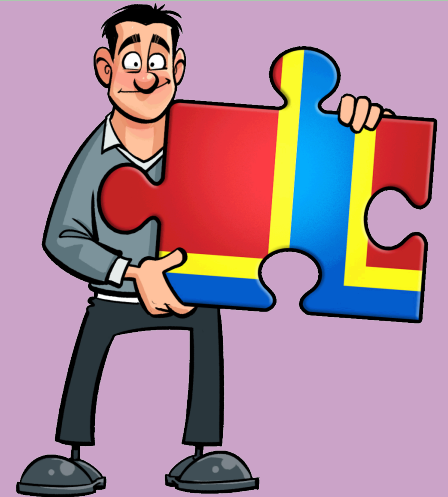
By concentrating on areas of work that require collaboration and partnership approaches that individual organisations cannot achieve alone, the SCLG will be stronger than the sum of its parts.

During the revision of the plan, partners of the Orkney SCLG analysed and monitored progress, ensuring that key linkages are made with other partnership plans and appropriate shared actions agreed. The SCLG also went through a self evaluation process which fed into how best to progress and develop the plan for this final year of its cycle.

It was agreed to continue working on the actions that still need to be progressed from the existing priority areas of the plan. However, the recovery and renew plans that are currently being formulated in responses to COVID-19, will lead a lot of the work of the SCLG in the coming year. It is imperative that CLD partners and stakeholders are involved to ensure effective CLD approaches are used in a coordinated partnership response.

Any completed actions have been removed from the revised version of the plan and remaining actions 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 update the CLD Partners Plan for its final phase. The Partners Plan contains outcomes we aspire to and actions we will take to improve current provision. In addition as required in the legislation, 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.

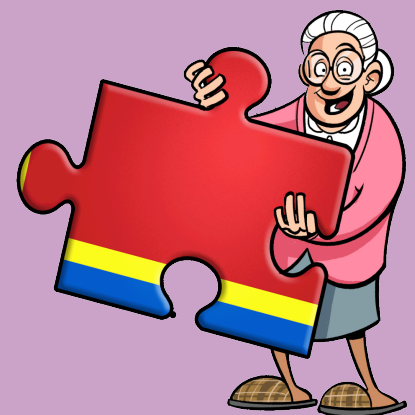
7.1 What is the Orkney Community Learning and Development Partners Action Plan for?

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.

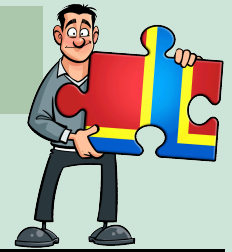
9. Monitoring and Evaluation

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.



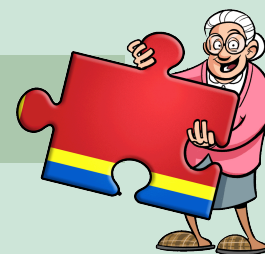
10. The Revised CLD Partners Plan for 2020-21



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	Partners are delivering a significant level of training, support and activities for community and volunteer groups in Orkney as detailed in the locality plan. There are a variety of accredited opportunities available including the Quality Volunteering Award, various Youth Awards celebrated through the Annual Youth Awards and Annual Sports Awards, and the development by Scottish Government of a volunteering outcomes framework. The global Covid-19 pandemic has highlighted more than ever the vital role that volunteers and communities play in our society. In Orkney the response from local volunteers and community organisations was crucial in ensuring that the more vulnerable and isolated in our communities were supported.	1.1 Work with the Strong Communities Delivery Group to establish shared statistical information to inform delivery and monitor performance	September 2021	Strong Communities Delivery Group (SC)	Statistical information gathered, collated and shared Review of existing data collected Effective performance monitoring procedures
		1.2 Promote widely coordinated learning opportunities for staff and volunteers	September 2021	Chief Executive, VAO	Increase in joint training opportunities offered over the life of the plan Increase in the number of staff and volunteers accessing training opportunities over the life of the plan Number of organisations supported
		1.3 Continue to raise the profile of community and voluntary activity that takes place across Orkney through joint promotion and events	September 2021	Strong Communities Delivery Group (SC)	Increased awareness and sharing of information Number of participants attending events Evaluations of events
		1.4 Identify the 'marginal' groups we want to target to ensure their voice is heard within democratic structures	September 2021	Community Learning & Development (CLD) Manager	Approved structures in place to ensure stakeholder representation in decision making processes Increase in the targeted groups involved in decision making groups Our most disadvantaged have their voices heard through the Place Standards Consultation Rich data gathered to help identify who we are not reaching
		1.5 Ensure the positive linkages made through the lockdown period continue and volunteers and the community are central to the development and progression of recovery and renew plans.	Review September 2021	Chief Executive, VAO	Recovery & Renew Plans developed Community / voluntary input registered Progression through plans is fed back to the community

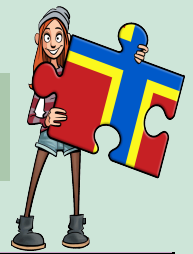
10. Updated CLD Partners Plan for 2020-2021



Family Learning

Outcome	Existing provision	Key objectives / actions	Timescale	Lead	Output / Outcome indicators
Young people and families experience improved outcomes by learning together	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.	2.1 Further develop collaborative and targeted approaches to Family Learning through a variety of inclusive programmes and activities for families and also for those working and volunteering in the Family Learning sector	Sept 2021	Community Learning & Development (CLD)	Evaluations highlight positive outcomes Increase in ActiveLife family membership Increase in Family Learning opportunities Increase in people participating in Family Learning programmes Case studies Family Learning Accreditation Award offered locally
	Links are being developed between partner organisations to further develop the parental engagement and family learning agenda with a key focus on CLD approaches.	2.2 Approval and progression of the Family Learning Partnership Plan	Review Sept 2021	Community Learning & Development (CLD) Manager	Family Learning Partnership Plan approved and actions completed or progressed
	COVID-19 has highlighted the vital role that family learning plays in society.	2.3 Identify and understand the impact of unpaid caring on young people and families	Sept 2021	Manager, Orkney Public Health	Report with recommendations submitted and action plan produced
	The pandemic has resulted in a rapid move towards many new ways of learning including online. As we progress Family Learning it is important that we consider ways to support families and develop their skills.	2.4 Work collectively with key partners to provide coordinated support to those families most in need, especially in relation to child poverty and IT support including skills development, device allocation and internet safety.	Review Sept 2021	Community Learning & Development (CLD) Manager	New training and support developed Increase in participants on training Positive evaluative feedback More families with devices and the ability to use them Effective coordination of IT Support schemes Engagement with the Child Poverty Action Plan Working Group in the development and progression of a new Child Poverty Action Plan for Orkney

10. Updated CLD Partners Plan for 2020-2021



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 Local Employability Partnership will ensure strategic and operational co-ordination linked to this priority workstream.</p> <p>Wider achievement learning opportunities are promoted and supported through a range of accredited and non-accredited learning opportunities.</p>	<p>3.1 In conjunction with the Local Employability Partnership, work to increase awareness of opportunities and learning pathways through the development of an 'Orkney Learns' online resource</p>	August 2021	OLGF	<p>'Orkney Learns' resource developed and promoted on Orkney.com</p> <p>Number of visits to site</p> <p>Feedback shows improved access to information</p> <p>Evaluations show an increase in knowledge, skills and confidence</p>
	<p>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>3.2 Work with Local Employability Partnership to review existing learning opportunities and address gaps for people with additional support requirements</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>
	<p>A key legacy of the COVID-19 pandemic is likely to be a dramatic increase in the numbers of people unemployed. Early indications are that the changes in the labour market will have the biggest impact on those on the lowest incomes and in the most precarious, low skilled, least secure jobs. There is likely to disproportionately affect young people, those over 50, women, those with disabilities and minority groups. In addition, education leavers will find themselves displaced and without a next positive destination.</p>	<p>3.3 Develop clear and coordinated partnership approaches to provide the right support, opportunities and guidance for those most in need to allow them to progress into their chosen positive destination and achieve positive outcomes.</p>	Review August 2021	Local Employability Partnership	<p>Unmet needs identified</p> <p>Enhance provision to meet identified needs.</p> <p>Additional resource from SG are used efficiently and effectively.</p>

10. Updated CLD Partners Plan for 2020-2021

Unmet needs

The CLD legislation requires the Strategic Community Learning Group to identify unmet need. For individuals, families and certain communities of interest it is recognised that there will be unmet Community Learning & Development need over the life of this plan. The Strategic Community Learning Group 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 recognition of adult volunteering activity

Creation of a communication strategy for the improved understanding of community learning and development in the wider context

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, to ensure equity of access to CLD services and support across Orkney



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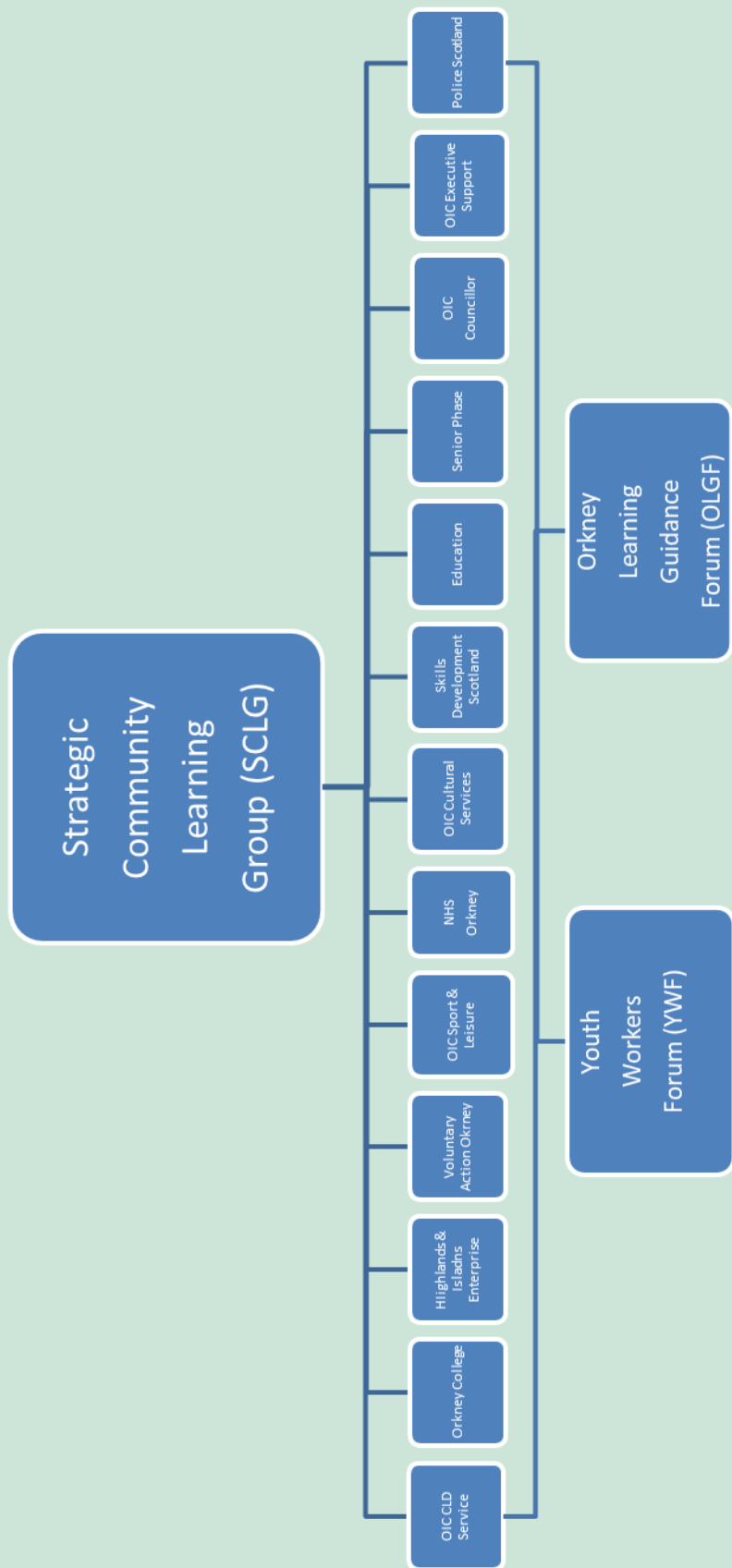


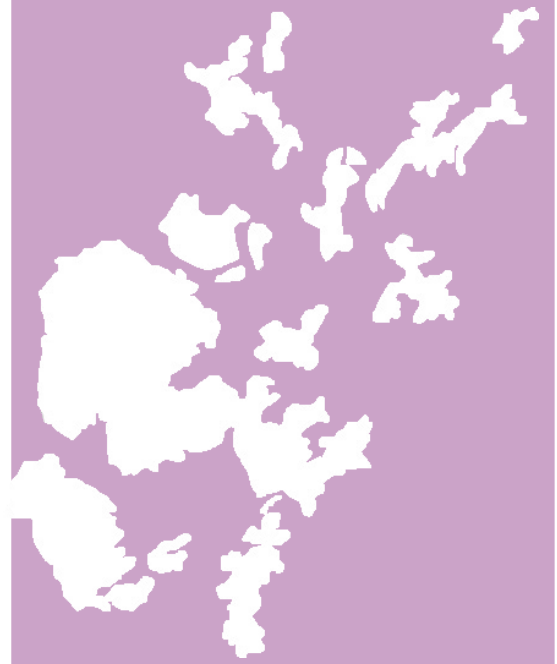
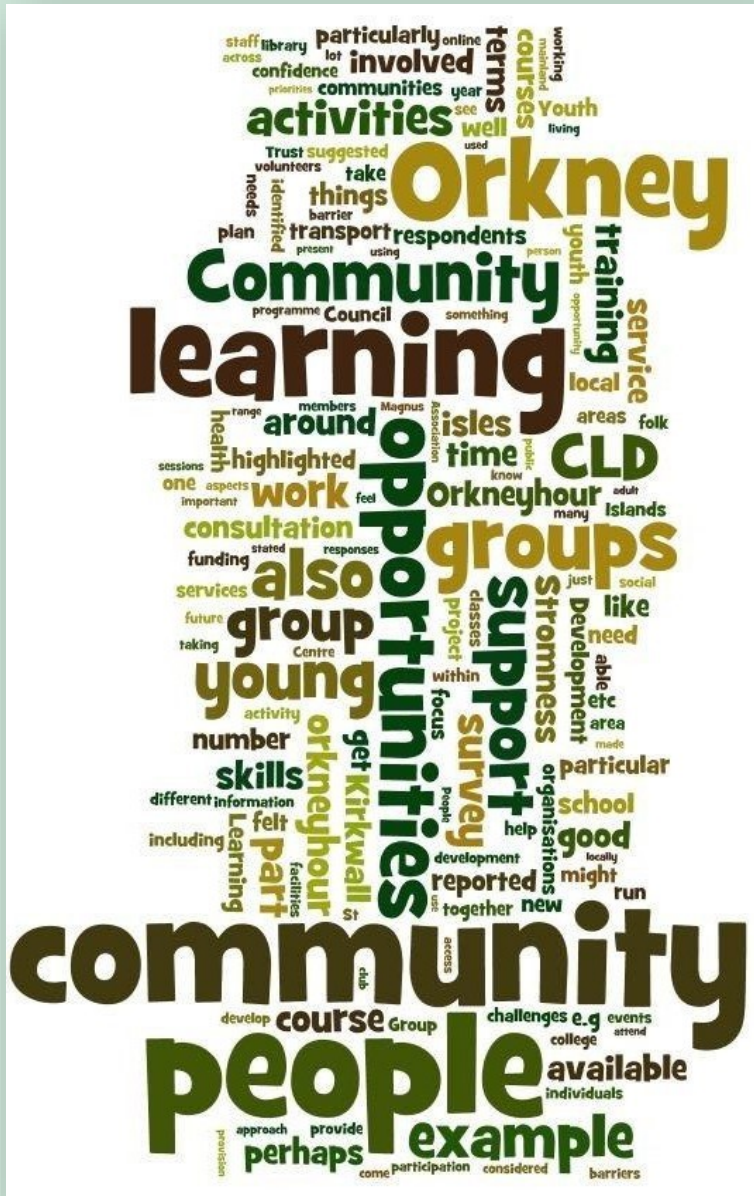
8.1 Why do we list unmet needs?

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 continues 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 or 07834 788 484 Kerry.spence@orkney.gov.uk
Date of assessment.	12 October 2020
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 Community Learning and Development 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 partner meetings and a self-evaluation process undertaken by the Orkney Strategic Community Learning Group.
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
4. Gender Reassignment: the process of transitioning from one gender to another.	No
5. Pregnancy and maternity.	No
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
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
11. Disability: people with disabilities (whether registered or not).	Yes. Potential positive impact for people with disabilities as provision includes learning for vulnerable and disadvantaged groups in the community and focuses on ensure the 'marginal' group voice is heard within democratic structures. Every effort is made to ensure that the booking system and course venues for Community Learning courses are as accessible as possible and any requirements relating to a disability are identified at the outset.
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 ensure 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.
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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?	Community Learning and Development 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: 12 October 2020

(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 hrrsupport@orkney.gov.uk