

## **Item: 7**

**Education, Leisure and Housing Committee: 8 September 2021.**

**Community Learning and Development Partners Plan 2021 to 2024.**

**Report by Executive Director of Education, Leisure and Housing.**

### **1. Purpose of Report**

To consider the Community Learning and Development Partners Plan 2021 to 2024.

### **2. Recommendations**

The Committee is invited to note:

#### **2.1.**

That the Requirements for Community Learning and Development (Scotland) Regulations 2013, which came into force on 1 September 2013, place a statutory duty on councils to produce a plan no later than 1 September 2015 and then every three years outlining how Community Learning and Development will be delivered in the local authority area.

#### **2.2.**

That, on 12 September 2018, the Council adopted the Community Learning and Development Plan for Orkney 2018 to 2021, in so far as it related to the Council.

#### **2.3.**

The Review of the Orkney Community Learning and Development Partners Plan 2018 to 2021 attached as Appendix 1 to this report, which summarises the progress and evaluation of the previous three-year plan.

#### **2.4.**

The Orkney Community Learning and Development Partners Plan 2021 to 2024, attached as Appendix 2 to this report, which has been co-developed by the partners of the Orkney Strategic Community Learning Group.

**It is recommended:**

#### **2.5.**

That the Orkney Community Learning and Development Partners Plan 2021 to 2024, attached as Appendix 2 to this report, be approved, in so far as it relates to the Council.

## **3. Background**

### **3.1.**

Local Authorities have a statutory requirement placed on them by the Community Learning and Development (Scotland) Regulations 2013 to publish a Community Learning and Development (CLD) plan every three years describing how they will co-ordinate and secure “adequate and efficient” CLD provision with other sector partners.

### **3.2.**

The Scottish Government Strategic Guidance for Community Planning Partnerships (2012), sets out the main purpose of Community Learning and Development as; Empowering people, individually and collectively, to make positive changes in their lives and in their communities, through learning.

### **3.3.**

Overall responsibility for Community Learning and Development Planning sits with the local authority but will include a range of partners active in the planning, delivery and evaluation of CLD provision. In Orkney, Community Learning & Development planning is conducted through the Strategic Community Learning Group, a multi-agency partnership comprising Orkney Islands Council, NHS Orkney, Police Scotland, Orkney College, Voluntary Action Orkney, Highlands and Islands Enterprise and Skills Development Scotland.

### **3.4.**

The guidance states that the three-year Community Learning and Development Plan must have four elements:

- How the local authority will co-ordinate its own provision of Community Learning and Development with other providers of Community Learning and Development in its area.
- What action the local authority will take to provide Community Learning and Development over the period of the plan.
- What action other providers intend to take to provide Community Learning and Development in the local authority’s area over the period of the plan.
- The statement of any needs for Community Learning and Development that will not be met over the period of the plan.

### **3.5.**

Further guidance on the development of the plans was published by Education Scotland in December 2020. The guidance note acknowledges that Covid-19 will present significant challenges and that CLD workers have been widely recognised as key workers during the pandemic, continuing to engage with young people, families, adult learners and community organisations, particularly in our most disadvantaged communities.

### **3.6.**

The CLD Plans Guidance Note (2021-24) sets expectations on local authorities and their partners to:

- Ensure that adequate and efficient CLD support is made available to assist disadvantaged communities to recover from the Covid-19 pandemic.
- Consider the impacts on disadvantaged learners and communities as part of an ongoing assessment and reflect any changes in the planning and review process in 2021 to 2022.
- Embed priorities for recovery and renewal of local CLD services within Local Outcomes Improvement Plans (LOIP) and other relevant local plans.

## **4. Previous CLD Partners Plan 2018 to 2021**

### **4.1.**

The CLD Partners Plan affects all partners involved in Community Learning and Development (CLD) practice which covers a broad range of practice including youth work, adult learning, family learning, volunteering and community development.

### **4.2.**

The last Community Learning and Development Partners Plan (2018 to 2021) approved by Council in October 2018, identified the three priority areas as:

- Support and recognition of community and voluntary contribution.
- Family Learning.
- Improving learning pathways.

### **4.3.**

During the three-year cycle, the plan was regularly monitored, evaluated and reviewed to ensure it was progressing effectively and it was updated accordingly to ensure it remained relevant and adaptable to new and emerging needs. The 2021 Progress Report and Evaluation in Appendix 1 provides further information on the outcomes achieved during the last year and also on the overall appraisal of the three-year plan.

### **4.4.**

Over the last year, the change in focus for CLD delivery during the pandemic and the increased workloads and limited capacity of partners has impacted on the progression of the CLD Partners Plan. Despite this, from the 12 remaining actions set out in the plan, 6 were achieved, 5 were partially completed and only 1 action was not completed.

## **4.5.**

Key successes over the 2020/21 period included:

- Enhanced links between a variety of partnership groups to avoid duplication of effort and improve effectiveness.
- Good promotion of training and learning opportunities through the Strategic Community Learning Group (SCLG) and other partnership forums.
- Continued development of the Youth Forum, who have been involved in lots of work and consultations over this period, with increased membership through online rather than face to face meetings.
- Development of new Family Learning opportunities including Family Learning activity packs distributed door to door and new online Family Learning courses developed.
- Orkney has received more than the original Scottish Government allocation of IT devices, due to high demand which was in-part due to the collaborative approaches of SCLG.
- “Orkney Learns” resource developed and promoted through Orkney.com.

## **4.6.**

An extensive self-evaluation and review by partners identified key strengths from the 2018 to 2021 plan. The evaluation exercise also identified areas for improvement, many of which have been incorporated into the new CLD Partners Plan for 2021 to 2024.

# **5. New CLD Partners Plan 2021 to 2024**

## **5.1.**

Alongside the extensive self-evaluation process undertaken to review the previous plan, the new Orkney Community Learning and Development Partners Plan for 2021 to 2024 was informed and priorities identified through a variety of collaborative approaches. During development of the new plan, partners from the Orkney Strategic Community Learning Group met regularly to analyse findings, ensure appropriate linkages were made with other partnership plans and agree appropriate shared actions.

## **5.2.**

Although stakeholder engagement was more limited due to current restrictions, communities and learner input was instrumental to development of this plan. In a bid to reduce consultation fatigue, a collective understanding of community and learner needs was developed and stakeholder input into the plan was assured through alignment with various community consultations including:

- Orkney Partnership Community Planning Priorities Consultation 2021.
- Your Community Your Voice Place Standards Consultation 2021.
- COVID-19 Community Listening Events.

- Youth Employment Survey 2020.
- Youth Forum Workshops.
- Stromness Business Survey 2021.
- Orkney Skills Think-Tank Review.

### **5.3.**

Following a full analysis of the findings, partners of the Strategic Community Learning Group have developed the Orkney Community Learning and Development Partners Plan 2021 to 2024, attached as Appendix 2 to this report.

### **5.4.**

The Strategic Community Learning Group agreed that the Orkney Community Learning and Development Partners Plan 2021 to 2024 should be aligned to the Orkney Partnership's new draft Community Plan strategic priorities of:

- Connectivity.
- Sustainable Recovery.
- Community Wellbeing.

### **5.5.**

A fourth priority – Partnership Workforce Development and Planning – was added to the CLD Partners Plan in line with the CLD Plans Guidance 2020, highlighting the shared duty of Community Learning and Development partners to consider professional development requirements for the CLD sector.

## **6. Equalities Impact**

An Equality Impact Assessment has been undertaken and is attached as Appendix 3 to this report.

## **7. Links to Council Plan**

### **7.1.**

The proposals in this report support and contribute to improved outcomes for communities as outlined in the Council Plan strategic priority theme of Thriving Communities.

### **7.2.**

The proposals in this report relate directly to Priority 3.12 – Pursue the aim of enabling and empowering communities to support the Council in delivery of services as an alternative to current systems and have more involvement in decision making about local services.

## **8. Links to Local Outcomes Improvement Plan**

The proposals in this report support and contribute to improved outcomes for communities as outlined in the Local Outcomes Improvement Plan priorities of Strong Communities, Living Well and A Vibrant Economy.

## **9. 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.

## **10. Legal Aspects**

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.

## **11. Contact Officers**

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Frances Troup, Head of Community Learning, Leisure and Housing, extension 2177, Email [frances.troup@orkney.gov.uk](mailto:frances.troup@orkney.gov.uk)

Kerry Spence, Service Manager, Community Learning, Development and Employability, extension 2425, Email [kerry.spence@orkney.gov.uk](mailto:kerry.spence@orkney.gov.uk)

## **12. Appendices**

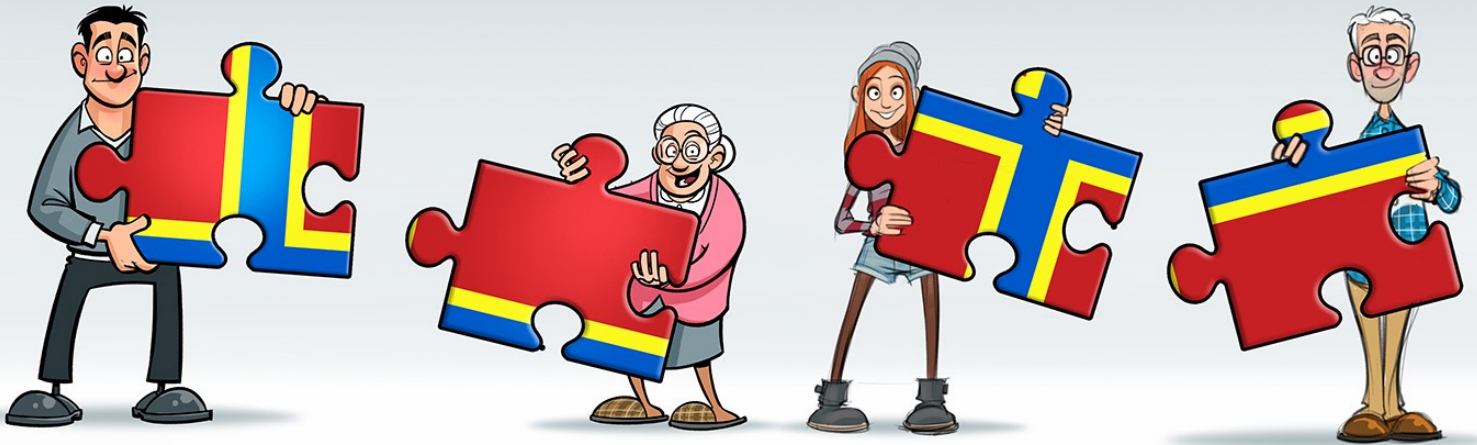
Appendix 1: Progress Report and Evaluation of Community Learning and Development Partners Plan 2018 to 2021.

Appendix 2: Orkney Community Learning and Development Partners Plan 2021 to 2024.

Appendix 3: Equality Impact Assessment.

# Orkney

## 2021 Progress Report and Evaluation of Community Learning & Development Partners Plan 2018 - 2021



## Introduction

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

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

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

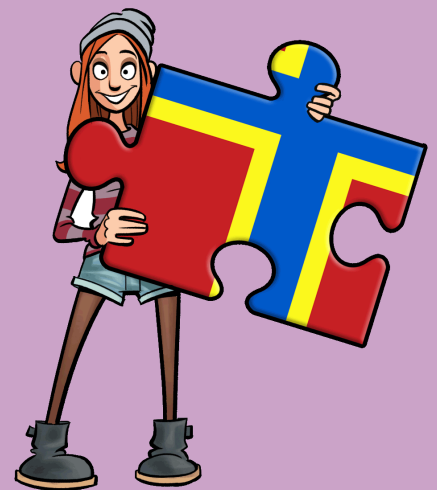
It is the task of the SCLG and this plan, to ensure that people in Orkney, especially those that are disadvantaged, have appropriate access to the CLD support they need. A full list of the Strategic Community Learning Group members can be found at the end of this document.

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

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

## What is Community Learning and Development (CLD)?

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





## Quality Assurance

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

The CLD Partners Plan 2018-2021 was developed to ensure CLD services are planned for and delivered in a strategic and collaborative way.

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 evaluated, reviewed and updated annually with formal reports on progress and amendments taken to the Education, Leisure & Housing Committee once a year.

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

- 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 experience more consistency of practice whether they are involved in youth work activities, community based adult learning or building community capacity.



What is the purpose of community learning and development?

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



## Review of the CLD Plan during 2020-21

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.

The change in focus for CLD during the pandemic and the increased workloads and limited capacity of partners has impacted on the progression of the CLD Partners Plan. Despite this, from the 12 remaining actions set out in the plan, 6 were achieved in the lifetime of the plan, 5 were partially completed and 1 action was not completed.

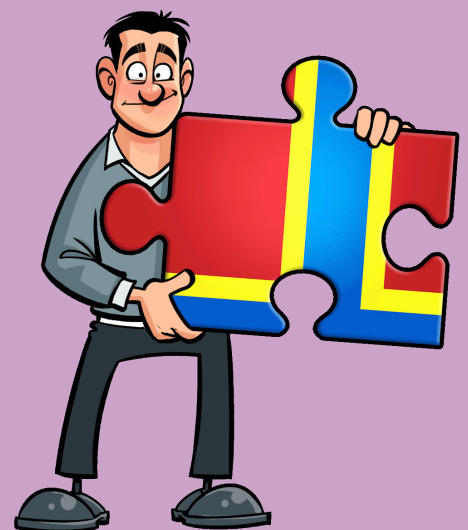
Key successes over this year included:

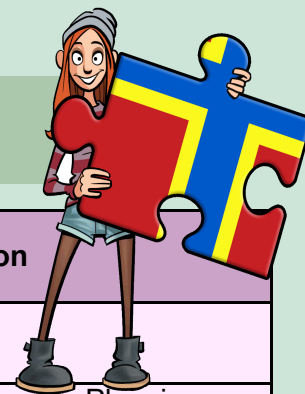
- Enhanced links between a variety of partnership groups to avoid duplication of effort and improve effectiveness
- Good promotion of training and learning opportunities through SCLG and other partnership forums
- Continued development of the Youth Forum, who have been involved in lots of work and consultations over this period, with increased membership through online rather than face to face meetings
- Development of new Family Learning opportunities including Family Learning activity packs distributed door to door and new online Family Learning courses developed
- Orkney has received additional devices to the original Scottish Government allocation due to high demand which was in-part due to the collaborative approaches of SCLG, ensuring that a significant number of devices have been distributed to those most in need

In accordance with the regulations, the plan also has to identify needs that will not be met during the lifetime of the plan. During this period the identified needs that were stated as unlikely to be met between 2018-21, were not met, although work has taken place to “increase linkages with the Orkney Partnership Locality Plan to ensure equity of access to CLD Services and support across Orkney”.

### 4.1 What has happened in the last year?

*Over the last year, partners from the Orkney Strategic Community Learning Group continued to progress actions in the plan alongside other work. They also evaluated progress and effectiveness. A full self evaluation and review of the CLD Plan was completed to ensure that we learn and improve the planning process as we develop a new CLD Partners Plan for 2021-24.*





## Support and recognition of community and voluntary contribution

Key actions	RAG	Progress made 2020-21
<p><b>1.1 Work with the Strong Communities Delivery Group to establish shared statistical information to inform delivery and monitor performance</b></p>		<p>SCLG now has robust representation on all three Community Planning Priority Delivery Groups, including on the joint Strong Communities and Community Recovery Liaison Group to ensure a joined up and holistic approach 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 both regionally and nationally.</p> <p>A variety of data is collected and shared across the SCLG in regard to volunteering and support.</p> <p>SCLG has key representation on the Local Employability Partnership who are progressing a localised data dashboard to collate statistical data including volunteering and unemployment figures to establish need, achievements and gaps.</p> <p>Continuous internal and external monitoring and evaluation systems have been developed to track progression and for quality assurance purposes.</p>
<p><b>1.2 Promote widely coordinated learning opportunities for staff and volunteers</b></p>		<p>VAO's monthly Training and Funding newsletter is widely used as a central tool by partners to circulate information, keeping the sector informed of training and opportunities.</p> <p>A variety of joint training opportunities offered to staff and volunteers and partners continue to develop support for volunteering opportunities including progressing work on Island Games which will be heavily reliant on community and voluntary support.</p> <p>SCLG has representation on the Orkney Islands Council Consultation and Engagement Officers Group, established to better coordinate engagement and avoid over consultation in the community.</p> <p>Due to COVID 19 restrictions, face-to-face meetings and training events have not taken place, however, 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> <p>Although online offers do exclude some from participation, digital delivery of training and learning has also increased accessibility and opportunities for many, especially those in more rural communities.</p>
<p><b>1.3 Continue to raise the profile of community and voluntary activity that takes place across Orkney through joint promotion and events</b></p>		<p>COVID-19 has shone a light on community and volunteering activity. There was significant promotion of volunteering and community activity, although there was an obvious limit to the number of events held</p> <p>The Annual Halls event has a continued focus on celebrating and supporting volunteers in hall committees across Orkney.</p> <p>Increased usage of social media channels to promote CLD opportunities, and information about activities taking place.</p>

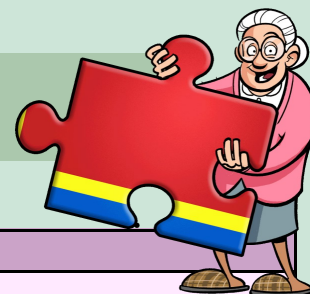


Support and recognition of community and voluntary contribution		
Key actions	RAG	Progress made 2020-21
<p><b>1.4 Identify the 'marginal' groups we want to target to ensure their voice is heard within democratic structures</b></p>		<p>Youth Forum developed significantly during Covid, opening up the membership through online rather than face to face meetings ensuring their involvement in lots of work and consultations over this period.</p> <p>CLD are working with the Child Protection Committee to ensure the most vulnerable children in our community are heard.</p> <p>Many groups and committees now include community and user representatives.</p> <p>Due to Covid partners have used a variety of ways to maintain close links with individuals and the community, especially those that can be harder to reach.</p> <p>Those who are more marginalized and disadvantaged in our community has and is changing more rapidly due to COVID-19. Over this time more targeted work has been undertaken to support those most in need and increased data and use of data has developed.</p> <p>Planned work to ensure those most disadvantaged have their voices heard in consultations such as the Place Standards Consultation were not fully realised due to COVID restrictions measures, but work will continue as restrictions are lifted to ensure marginal voices are heard.</p> <p>Now that more meetings are online there is a need to renew requests for community members to sit on SCLG.</p>
<p><b>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</b></p>		<p>During this lockdown period networking with other organisations has been key to ensure that support and guidance can still be offered albeit often in different ways.</p> <p>Partners continued to support and champion volunteers and ensure the community are central to partnership recovery plans. The amalgamation of the Strong Communities Delivery Group and the Community Recovery Liaison Group Services, with crucial community representation is a key example.</p> <p>Partners and communities have had to change and focus on engaging with communities, organisations, and businesses to identify their needs to build on existing new ways of working. Improved liaison between partnerships has strengthened joint working and reduced duplication.</p> <p>The Strong Communities and Community Recovery Liaison Group's work to ensure volunteers and the community are central to the development and progression of recovery and renew plans and the positive linkages made through the lockdown period are sustained.</p>

# Progress Report on CLD Partners Plan during 2020-21



Family Learning		
Key actions	RAG	Progress made 2020-21
<p><b>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</b></p>		<p>The importance on supporting and engaging families in the current circumstances to support them during covid recovery is clear. During the lockdown period new ways of working were established to suit the differing needs of learners, families and communities accessing online opportunities. The number of Family Learning activities was greatly reduced over this period, but some superb Family Learning activity still took place including Family Learning activity packs distributed door to door for families and new online Family Learning courses developed including Photography and Cartooning for Beginners.</p> <p>Work with the Northern Alliance on regional approaches to Family Learning continued over this period, investigating a PDA qualification in Family Learning being available to people in Orkney.</p>
<p><b>2.2 Approval and progression of the Family Learning Partnership Plan</b></p>		<p>The Family Learning priority over the lifetime of this plan has made significant progress over the three year period including a significant review and the development of a joint Family Learning Partners Plan to better coordinate and provide more universal service.</p> <p>Following the development of the Family Learning Partners Plan, this year the Plan was approved by SCLG. However, the Family Learning Subgroup has not yet been established to further progress the plan.</p>
<p><b>2.3 Identify and understand the impact of unpaid caring on young people and</b></p>		<p>This priority was led by Public Health Orkney. However, due to the significant pressures, Public Health and wider partners were unable to further progress this work.</p>
<p><b>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</b></p>		<p>Orkney received more devices than originally allocated from Scottish Government due to the collaborative approaches through SCLG, ensuring that a significant number of devices were secured and distributed to those most in need. However this needs to be continually supported to ensure people are upskilled to use them effectively and safely, and consideration of sustainability including what happens when devices become obsolete.</p> <p>Covid support work on affordability of food including food poverty vouchers, doubling up of school meals allocation and Development Trust and Community Groups independent work to support the most vulnerable.</p>



## Learning Pathways

Key actions	RAG	Progress made 2020-21
<p><b>3.1 In conjunction with the Local Employability Partnership (LEP), work to increase awareness of opportunities and learning pathways through the development of an 'Orkney Learns' online resource</b></p>		<p>The Orkney Learns resource was further developed and promoted through Orkney.com. The Local Employability Partnership have mapped employment support provision locally to increase awareness of opportunities and learning and progression pathways and they are developing a data dashboard to monitor closely progression needs, gaps and priorities. Lots of the actions within this priority are now being progressed under the Local Employability Partnership which has key representation from the SCLG and is being guided by CLD principles and practice.</p>
<p><b>3.2 Work with Local Employability Partnership to review existing learning opportunities and address gaps for people with additional support requirements</b></p>		<p>This action is now being progressed through the Diversity and Inclusion Subgroup which is part of the Local Employability Partnership. This subgroup was created to ensure the most vulnerable people in Orkney are considered and supported in their learning, their skills development and in supporting their employment opportunities.</p> <p>The development of a Data Dashboard to collate statistical data will help establish local need, areas of success and gaps in provision.</p> <p>A renewed Post School Transition Guidance document has been developed to ensure the right support for our most vulnerable young people as they transition through key stages.</p> <p>Key work under No One Left Behind is focusing on ensuring those with additional needs and additional requirements are supported.</p>
<p><b>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,</b></p>		<p>The Orkney Learning Guidance Forum continue to meet remotely twice a year. Members value the opportunity for practitioners to come together to share experience training and promote joint working. Plans to hold a Learning Day are on hold, but partners are still keen for it to be progressed at a later date.</p> <p>A Positive Destinations Subgroup was created to ensure appropriate support and pathways are identified for those leaving school.</p> <p>Through No One Left Behind, The Parent Employability Support Fund, Young Person's Guarantee, Kickstart and other such initiatives, partners are developing bespoke and appropriate opportunities and support through coordinated approaches.</p>

## Overall review of the CLD Plan 2018-2021

Over the 3 year cycle the SCLG worked on 18 key objectives overall, of which 12 were fully met, 5 were partially met and 1 action was not completed.

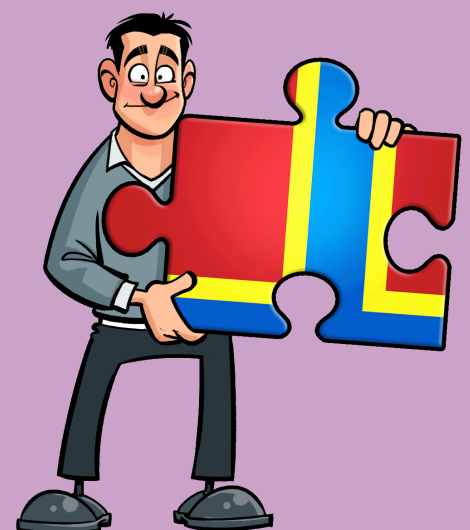
Key successes over the 2018-21 period included:

- A range of approaches being used to raise the profile of volunteering in the community
- Increased opportunities to include and consider the marginal groups voice, including increased input from young people into local services plans and policies where their views and opinions are reflected.
- 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 including Family Learning activity packs distributed door to door and new online Family learning opportunities developed
- 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
- Training needs surveys were completed and a range of relevant training delivered
- Orkney learns resource developed and promoted on Orkney.com

Over the lifetime of the plan one of the identified needs moved into the delivery plan. The remaining 4 identified needs that were unlikely to be met during the lifetime of this plan were not met, although work has taken place to “Increase linkages with the Orkney Partnership Locality Plan to ensure equity of access to CLD Services and support across Orkney”.

What has happened over the lifetime of the plan?

*Despite the required change in focus for CLD during the pandemic and the increased workloads and limited capacity of partners there was still significant progress made on the actions in the CLD Partners Plan, with 17 out of 18 objectives either partially or fully met over the 2018-21 period.*



## CLD Partners Plan Review & Evaluation 2018-21

As part of the evaluation of the current CLD 2018- 2021 plan an extensive self-evaluation exercise was undertaken with strategic partners prompting the following feedback:

### What outcomes have we achieved?

#### Key strengths:

- Work is organised and better coordinated around CPP priorities
- The plan and the number of actions were appropriate, coordinated and achievable, providing a focused approach based on stakeholders need
- Significant progress was made in all 3 priority areas
- More provision & learning opportunities created
- Clearer monitoring arrangements developed
- The plan is reviewed and adapted annually ensuring it remains relevant

#### Areas for development:

- Data analysis, baselines established and better monitoring of progress to evidence the outcomes achieved
- Work through CPP Delivery Groups to continue the positive links made through the lockdown period to ensure the community are central to the development and progression of recovery plans
- The plan should focus more on strategic direction rather than focus on delivery - What can we do that partners cannot do on their own?
- Ensure better tie in and streamlining with other plans & partnerships
- Refocus to take account of needs identified during the pandemic
- Need a clear focus on supporting the most disadvantaged with more targeted approaches

### How good are we at collaboration?

#### Key Strengths:

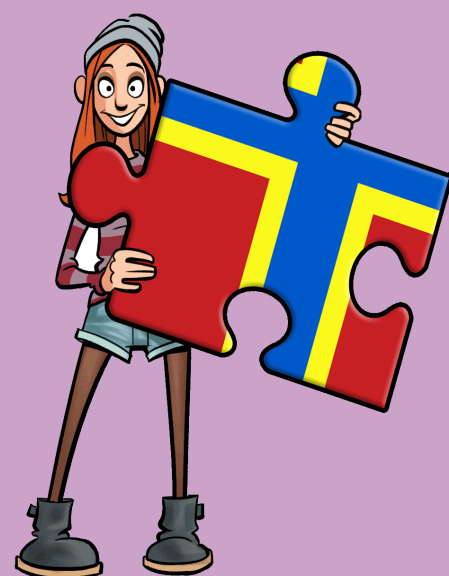
- We consult stakeholders as continuous practice and deliver programmes based on need
- High number of partnership groups in existence and collaboration is good
- Groups formed as a response to Covid collaborate well
- Subgroups collaborate effectively to get things done

#### Areas for development:

- Streamlining and coordination is needed as there are too many groups and partnerships in existence.
- Can be difficult when various partners have slightly different remits, no resource to contribute and are often over committed
- More collaboration and joint working within the SCLG
- Need wider involvement of learners and the community
- There is real consultation fatigue within the community, so robust alternative mechanisms must be used to identify needs and priorities

How does the SCLG maintain quality assurance?

*By working together and ensuring a standard of practice across settings, the Strategic Community Learning Group works to progress the identified actions and provide participants with consistent valued delivery based on shared values.*





### How good are we at communication?

#### Key Strengths:

- Communication is a major part of CLD's interaction with partners and the people CLD delivers programmes with/for
- Partners use a diverse range of methods to maintain contact with communities ensuring not to exclude people
- CLD has improved and continues to improve the use of digital and social media as a communication medium
- The plan is a more readable document

#### Areas for development:

- Collective messaging could be improved
- Need to increase awareness of the CLD Plan in the local community
- Need the ability to use a variety of platforms to engage with people
- Need to be better at communicating what CLD is with stakeholders

### How good are we at strategic leadership?

#### Key Strengths:

- Leadership has improved and governance and reporting has been strengthened
- This plan was more coordinated with the Community Plan
- A variety of CLD partners are represented on all 3 CPP Delivery Groups and are actioned in numerous plans

#### Areas for development:

- There is a need to strengthen group ownership of the plan
- Ensure it does more than just capture what is happening on the ground

### What is our capacity for improvement?

#### Strengths:

- Lots of motivated partners on board but limited by capacity and lack of resources
- Identifying real gaps in provision and providing solutions
- Being honest about what we can't do
- The community response to covid has been fantastic – what we learn from this should inform future plans

#### Areas for development:

- No or limited resource and often short short-term funding which is hard to sustain and produce long term improvements
- Scottish Government are very data orientated which puts a huge onus on already overburdened staff especially in smaller areas
- Competing demands means there is a need to focus on key priorities and be more realistic about what we can do

### What did the self evaluation review assess?

In addition to reviewing the progress during the last year of the plan, there was also an extensive appraisal and self evaluation completed to evaluate the outcomes achieved, collaboration, communication, leadership and our capacity for improvement.



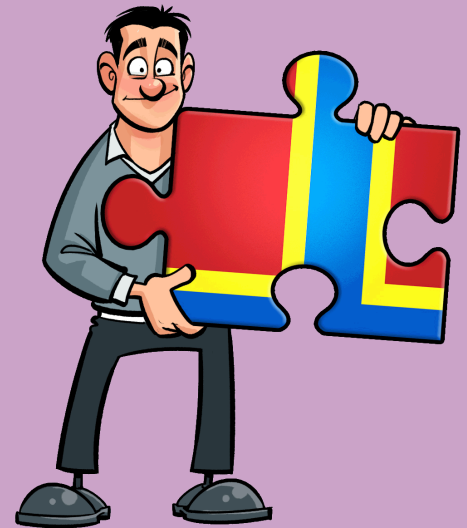
## Summary of CLD Partners Plan Review & Evaluation 2018-21

### Things that went well with the 2018-21 Plan:

- Partnership working saw progress on all 3 priority actions
- Improved linkage with Community Planning
- Achievable, coordinated and focused plan
- Plan updated annually to ensure it remains relevant
- Clear monitor and governance structures created
- Easier to read, accessible plan

### Areas for improvement in future plans:

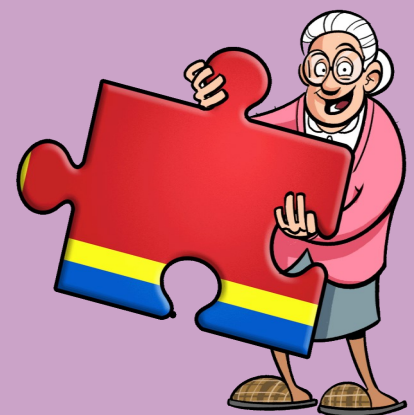
- Improve data analysis, to better identify needs, monitor progress and evidence outcomes achieved
- Need more coordinated reporting and links with the Community Planning Partnership
- Ensure more robust learner involvement
- Plan to be more strategic and focused on supporting the most disadvantaged through targeted approaches
- Need further streamlining and coordination of plans and partnerships to avoid duplication and burnout



## Continuous Monitoring and Evaluation

The findings of the monitoring and evaluation work will feed into the development of the CLD Partners Plan for 2021-24, with a report submitted to Orkney Islands Council's Education, Leisure & Housing Committee. A summary and progress update is also disseminated widely to partners and stakeholders.

Community Learning and Development activity is continuously evaluated using 'How Good Is Our Community Learning and Development', a framework that includes a common set of quality and performance indicators for use in self-evaluation by practitioners and managers. This framework is also used by Education Scotland for external scrutiny during Community Learning Inspections.





# Orkney

## Community Learning & Development Partners Plan 2021 - 2024



Appendix 2



Working  
and  
learning  
together for  
a better  
Orkney

# Executive Summary

The requirements for Community Learning and Development (Scotland) Regulations 2013 place a duty on all Local Authorities to prepare, consult on and publish a three-year CLD plan for the provision of community learning and development in the local area.

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 both public and third sector organisations who are delivering Community Learning & Development support and activities across Orkney.

The plan, which is based on local needs and meets the requirements of the Scottish Government Regulations for CLD, builds on previous CLD Partnership Plans and sets out how we will deliver CLD across Orkney over the next 3 years, ensuring services are planned for and delivered in a strategic and collaborative way.

Our partnership vision is to work together to improve the lives and outcomes for people and communities in Orkney through community learning and development opportunities and approaches.

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 statutory CLD Partnership Plans, including improved governance and strengthened connections with stakeholders and increased alignment with other partnerships and plans including Orkney's Community Planning Partnership.

At the time of publication, the Orkney Partnership is renewing the Orkney Community Plan for 2021-23, (our statutory Local Outcomes Improvement Plan) focusing on Orkney's recovery from the COVID-19 pandemic. To ensure strategic alignment, three of the four priorities in the CLD Partners Plan are taken from the agreed priorities for the Community Plan. They are: Connectivity, Community Wellbeing and Sustainable Recovery.

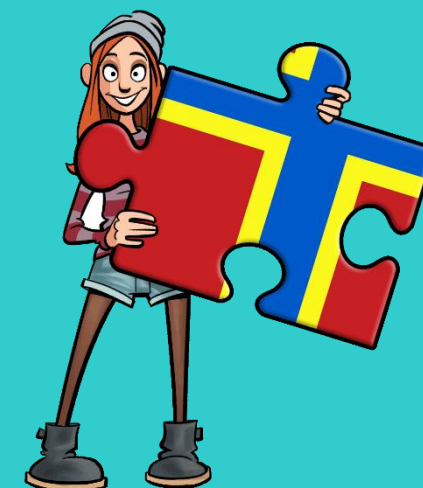
What is the CLD Partners Plan?

**Orkney CLD Partners Plan is published by the SCLG to help partners plan together to avoid duplication, strengthen co-ordination and improve understanding of the needs of the community.**



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# What is Community Learning and Development?

The role of CLD is to support individuals, groups, and communities to make a positive change in their lives or in their community by using a range of different approaches. Community Learning and Development (CLD) covers a broad range of practice including youth work, community-based adult learning, family learning, volunteer development and community development.

The Revised Guidance Note on Community Learning & Development Planning 2018-21 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.”

The Community Learning and Development Strategic Guidance emphasizes the important role CLD must play in the future delivery of public services, its contribution to early intervention and prevention and its ability to empower people both individually and collectively to make positive changes to their lives through learning.

The CLD Standards Council developed the code of ethics for Community Learning and Development which helps define what CLD is. Together with agreed values and principles and a Competence Framework, it provides the foundation for improving standards in CLD and for strengthening the identity of CLD as a profession.

The CLD Standards Council identified the values which are key to CLD practice across all its settings as:

- **Self-determination** – respecting the individual and valuing the right of people to make their own choices.
- **Inclusion & equity** – valuing equality of both opportunity and outcome, and challenging discriminatory practice.
- **Empowerment** – increasing the ability of individuals and groups to influence issues that affect them and their communities through individual and/or collective action.
- **Working collaboratively** – maximizing collaborative working relationships in partnerships between the many agencies which contribute to CLD, including collaborative work with participants, learners, and communities.
- **Promotion of learning as a lifelong activity** – ensuring that individuals are aware of a range of learning opportunities and are able to access relevant options at any stage of their life.



What is Community Learning and Development (CLD)?

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



# Why do we need a CLD Partners Plan?

Orkney Islands Council has a statutory duty (Community Learning & Development (Scotland) Regulations 2013) to produce a plan with partners every 3 years to “*secure adequate and sufficient provision of Community Learning & Development (CLD) in our area*”.

The CLD Regulations (Scotland) 2013 aim to: -

- Ensure communities across Scotland particularly those which are disadvantaged have access to the CLD support they need.
- Strengthen the coordination between the full range of CLD providers.
- Reinforce the role of communities and learners in assessment, planning, and evaluation processes.
- Make Community Learning & Development’s role and contribution more visible.

The plan provides 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 development of the revised joint CLD Partners Plan 2021-24 will facilitate how community learning and development will be taken forward by partners in Orkney. By aligning our CLD Partners Plan to the priorities identified by the Orkney Partnership Board, the work of the SCLG will complement that of the Orkney Partnership and strong communication links will provide a conduit for the dissemination of information and for alerting community planning to emerging priority issues.

Year 1 of the plan will be focused on the recovery phase from the covid pandemic. As with previous versions, the plan will be reviewed, evaluated, and updated annually to ensure it remains relevant and responsive to new and emerging needs. This annual update will provide a clear review with partners, learners, and the community to ensure that the plan is appropriate and reactive to developing needs.

*“We also recognise that the Covid-19 crisis is likely to continue to present significant practical challenges to CLD planning between now and September 2021 and that this could have an influence on future CLD planning priorities throughout 2021- 2024” (CLD Plans Guidance Note 2021-24).*

Why do we need a CLD Partners Plan?

**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.**





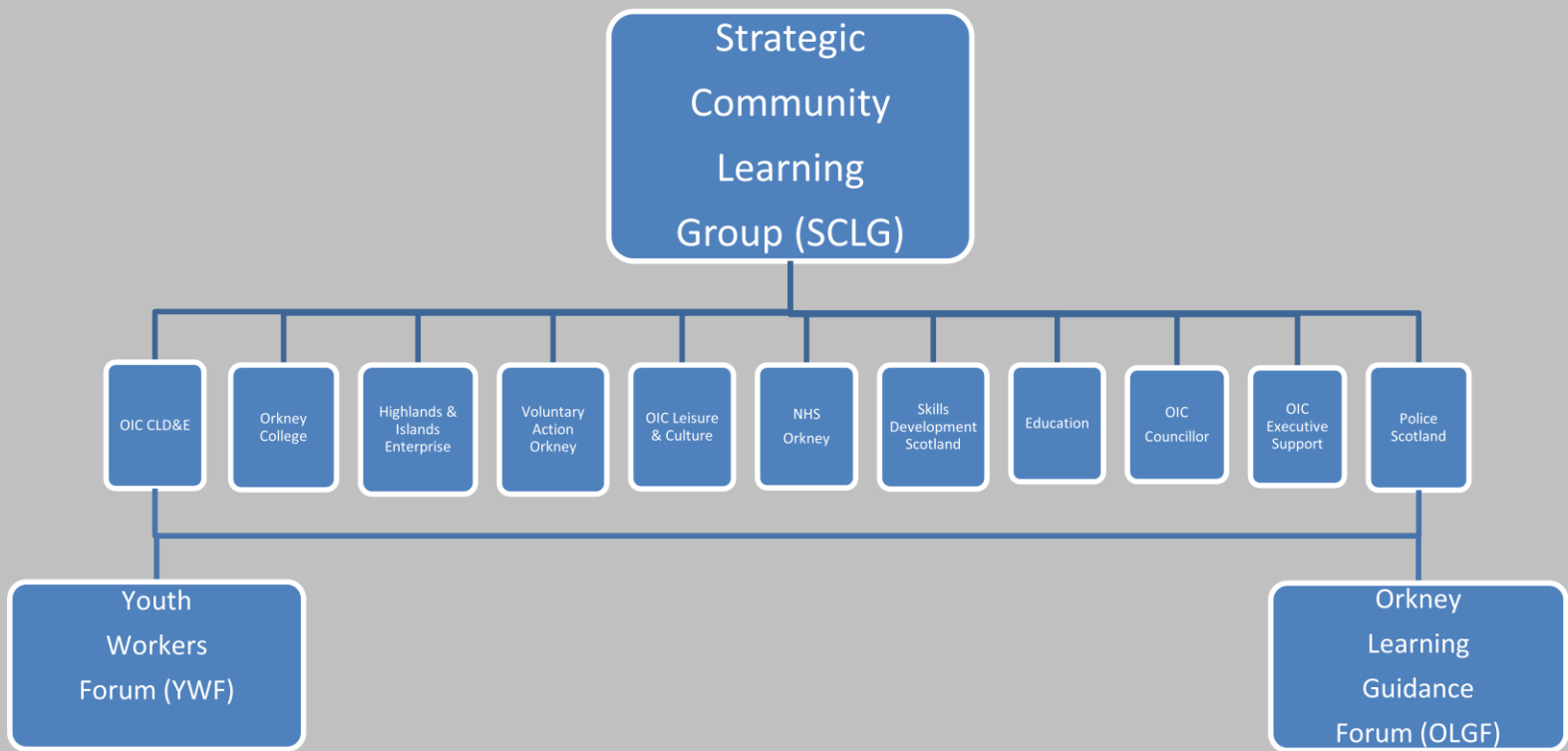
# The Strategic Community Learning Group (SCLG)

The SCLG, currently led by the Council's Head of Community Learning, Leisure and Housing, is a partnership of public and third sector organisations all working with a CLD focus.

Current partners include Orkney Islands Council, Highlands and Islands Enterprise, Orkney College, Voluntary Action Orkney, NHS Orkney, Police Scotland, and Skills Development Scotland.

As an inclusive and effective partnership, the work of the SCLG is 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.



What does the SCLG do?

**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.**

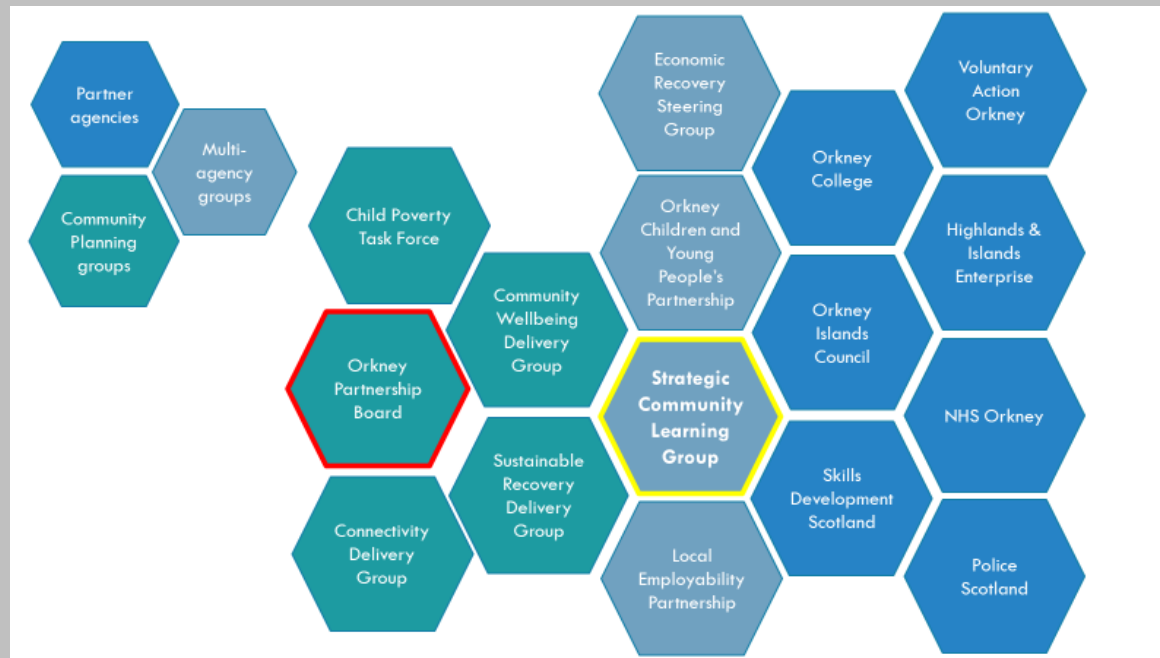


# Governance Arrangements:

During the last CLD Plan cycle, the Strategic Community Learning Group developed improved governance arrangements and strengthened connections with stakeholders, through regular summarised updates, more formal reporting procedures and better links with other partnerships including our community planning partnership, Orkney Partnership.

Rather than producing a static plan for the next 3 years this will be a live and dynamic plan which will adopt a more fluid and organic approach to reflect the challenges and opportunities that are presented throughout the three-year period to ensure it remains an effective and relevant planning document which is relevant and responsive to changing needs.

The SCLG partners assume overall responsibility for delivering on the outcomes and actions detailed in the plan. The plan will be reviewed quarterly by the SCLG and an annual report will be submitted to the Orkney Islands Council, Education, Leisure & Housing Committee. The plan will also be submitted to the Orkney Partnership Board for endorsement. The Orkney Partnership and Orkney Islands Council have both endorsed the approach and recognise the critical role of the CLD sector, especially as we move forward in COVID recovery.



How will the plan be monitored?

**The strategic direction for the SCLG and the actions outlined in the partners plan have been developed and prioritised and will be delivered, monitored, and evaluated both internally and externally throughout the three-year period.**



# Community & Learner Engagement

The priorities agreed in the CLD Partner Plan 2021-24 sets out our shared vision, values and priorities over the next three years and are based on a full understanding of local need.

It is important to note that due to the pandemic, engagement with learners and communities was reduced as many of the key face to face methods of engagement were not possible due to the restrictions in place.

Despite this, a collective understanding of community and learner needs was developed and stakeholder input into the plan was assured through partner inputs and direct engagement with stakeholders through alignment with various community consultations including:

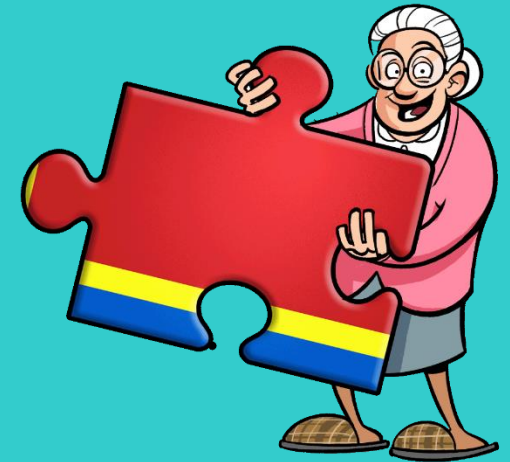
- Orkney Partnership Community Planning Priorities Consultation 2021
- Your Community Your Voice Place Standards Consultation 2021
- COVID-19 Community Listening Events
- Youth Employment Survey 2020
- Youth Forum Workshops
- Stromness Business Survey 2021
- Orkney Skills Think-Tank Review

Further to this community engagement partners also used several other methods to clearly identify need:

- A full appraisal and self-evaluation of the CLD Partners Plan 2018-21
- Wider partners workshop to identify and prioritise the actions for the plan
- Working group and full SCLG input into plan development to ensure collaborative approaches to CLD Planning
- Incorporating self-evaluation, monitoring, and shared ownership elements in response to previous HMI Inspection of CLD in Orkney
- An Equalities Impact Assessment has been undertaken to ensure the plan, proposed actions and processes are fair and do not present barriers to participation or disadvantage any groups from participation.
- An Island Communities Impact Assessment has also been completed to ensure consideration of impacts on the Isles.

Who had a say in the plan?

**The priorities have been identified through direct engagement with learners and the local community, local research and analysis of relevant data and partner knowledge in their CLD related field of expertise.**



# Review of last CLD Partners Plan 2018-21

The change in focus for CLD during the pandemic and the increased workloads and limited capacity of partners has impacted on the progression of the CLD Partners Plan. Despite this, over the 3 year cycle the SCLG worked on 18 key objectives overall, of which 12 were fully met, 5 were partially met and 1 action was not completed.

Key successes over the 2018-21 period included:

- A range of approaches being used to effectively raise the profile of volunteering in the community
- Increased opportunities to include and consider the marginal groups voice with specific progress in the youth voice agenda
- Family Learning Audit completed which reviewed existing provision, identified gaps, needs and opportunities
- Orkney Family Learning Plan created to maximise the scope and quality of Family Learning in Orkney
- Increased Family Learning activities and programmes including Family Learning activity packs distributed door to door and new online Family Learning opportunities developed
- Training needs surveys completed and an increase in staff and volunteers participating in training
- Orkney Learns resource developed and promoted through Orkney.com

An extensive self-evaluation and review of the 2018-21 CLD Plan identified key strengths and areas for development for future plans.

## **Areas of strength highlighted from the CLD Partners Plan 2018-21:**

Partnership working saw progress on all 3 priority areas

Improved linkage with Community Planning

An achievable, coordinated, and focused plan with clear monitor and governance structures

An easier to read, accessible plan which was updated annually to ensure it remained relevant

## **Areas for improvement for the next CLD Partners Plan:**

Improve data analysis, to better identify needs, monitor progress and evidence outcomes

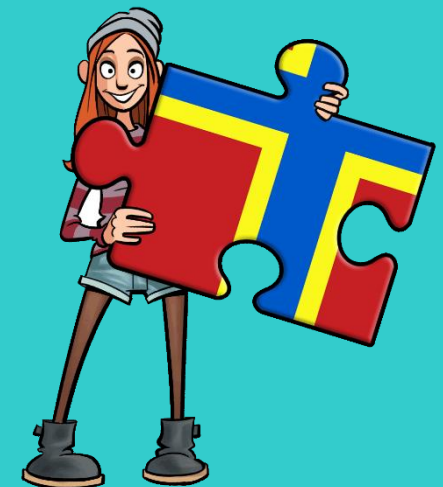
Ensure more robust learner involvement

A more strategic and focused approach to supporting the most disadvantaged through targeted approaches

Further streamlining and linkage of plans/partnerships including coordinated reporting with Community Planning

What about the last CLD Plan 2018-21?

**A self-evaluation and review of the CLD Plan 2018-21 was completed to ensure that valuable work is carried forward and that we learn and improve the planning process as we move to the 2021-24 CLD Partners Plan.**



# Policy Context

Alongside local data, information and consultation, this plan also considers several strategic policies and plans, both local and national, listed at the end of this document and also referenced within the action plan, which relate to the needs of groups, individuals, and communities in Orkney. Although not an exhaustive list it illustrates the diverse range and depth of Community Learning & Development practice.

CLD planning guidance highlights five interrelated themes for CLD plans to be effective:

1. Involvement - Co-producing the plan with learners and communities
2. Shared CLD Priorities - Assessing need and setting priorities for CLD with partners
3. Planning - Integrating the CLD Plan within the current and evolving national policy context
4. Governance - Reviewing, monitoring, and reporting on progress and impact
5. Workforce Development - consideration of how partners will develop the CLD workforce in their area

Locally, the Orkney CLD Partners Plan has links to several other planning responsibilities and reports including the Community Plan, Council Plan, National Improvement Framework for Education Priorities, Integrated Children's Services Plan, Local Employability Partnership Plan, Local Child Poverty Action Reports and more. To ensure alignment and avoid duplication across plans, actions which are being progressed through other plans will not be detailed in the CLD Partners Plan, but focused work by the SCLG will ensure CLD representation on the other partnerships to further develop the understanding of the CLD Plan and importance of adopting CLD approaches.

The Strategic Community Learning Group is committed to supporting and fully contributing to collaborative CLD work regionally across the North, playing a full and active role in the Northern Alliance and the North Alliance.

**The Northern Alliance** is a Regional Improvement Collaborative between the eight local authorities in the north with the aim of working together to improve wellbeing, attainment, and positive outcomes for stakeholders.

**The North Alliance** brings together CLD partners from both the public and third sector sectors to develop and share good practice, improve workforce development opportunities and increase CLD opportunities across the North. Further details are provided in Appendix 2.

Policies that affect CLD both nationally and locally continue to change and evolve. As we progress through the 3-year period, the plan will be reviewed and updated to reflect new and emerging policies. Amongst these the National Youth Work Strategy 2021-26, the Lifelong Learning Framework 2022-27 and the Adult Learning Strategy 2021-26 are significant strategies that will have a direct input into future years of this CLD Partners Plan.

How does this plan link with other plans and policies?

**CLD works across several strategic plans and priorities. By aligning to the local Community Plan, it reflects the priority areas of need highlighted by the public and will assist in achieving the high-level outcomes agreed.**



## Orkney Context

The total population of Orkney in 2020 was approximately 22,400, an increase of 0.5% from 2019. Over the last 10 years, the population of Orkney Islands has increased by 13.7%. In Orkney, life expectancy is higher than across Scotland, but the demographic profile has aged significantly in recent years, with 23.8% of the Orkney population aged 65 or over - compared to the national figure of 19.1%. There is a trend of depopulation from the outer isles into the mainland of Orkney.

Orkney is often seen as a rural idyll, however alongside the positive statistics, there are challenges facing our remote, rural island communities in relation to housing, hidden poverty, and access to services. The rurality of Orkney can pose many challenges for service users in participating in activities or accessing the services they require, and also for providers in planning and delivering services.

Rural and island poverty has its own set of characteristics and presents its own set of unique challenges that may not be the uniform experience of poverty across Scotland. Rural households face an increased cost of living between 10% to 30% more than children and families living in urban Scotland, and for those living on islands the premium can exceed 40%.

More than 50% of households in Orkney live in fuel poverty. The number of residents stating they have access to good public transport facilities is approximately 55% compared with 91% in the rest of Scotland.

Looking at individual domains within the Scottish Index of Multiple Deprivation (SIMD), no fewer than 14 of Orkney's 29 data zones are among the most deprived 10% in Scotland for 'Access' (to services). Orkney does not have any data zones in the most deprived 20% in Scotland but due to the scattered pattern of poverty in Orkney, there will be individuals and families in all areas experiencing multiple deprivation.

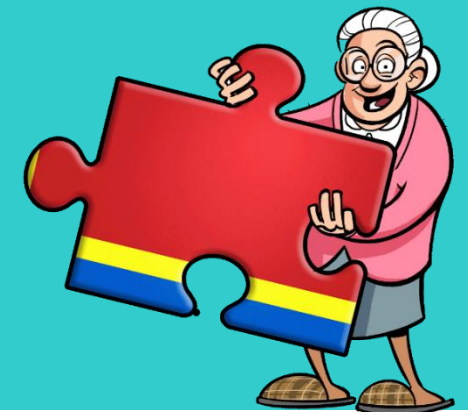
National attainment figures for 2018/2019 show that in Orkney the pre-pandemic attainment gap was low and there appeared to be no significant relationship between the SIMD and attainment.

The 2019-20 school leaver destination showed that 91.9% of 16–19-year-olds in Orkney were in education, employment or training and personal development and importantly there were no destinations that were unknown.

Prior to the pandemic, Orkney had a strong economy with very high employment levels however it had a relatively low wage economy with underemployment rather than unemployment tending to be a factor. In 2020 unemployment rate rose to 3.1% from 1.3% in 2019 compared to 4.5% across Scotland, with youth unemployment rising from 1.3% to 3.1% over the same period.

What other information was used when creating the plan?

**Alongside partner, learner and community input, this Plan comes from a broad evidence base gathered from local and national information including data on population, health, crime, unemployment, income, living costs, education, the economy and much more. Understanding the challenges in Orkney allows us to build a CLD Plan relevant to need.**



## The impact of the Covid-19 pandemic during 2020-21

The way the CLD sector reacted, developed, and evolved to meet the needs of people most in need during the pandemic (and as we move into the recovery stage from COVID-19) has been immense. Partner organisations were hugely impacted by the pandemic, with many front-line staff focused on implementing national strategies for Covid-19 protection and support, and some taken from normal working to support the emergency response.

*“The Scottish Government recognises the role of the CLD sector across the public and third sector in providing invaluable support to Scotland’s learners and communities during the COVID-19 pandemic. CLD approaches will also be key to planning for a full recovery and renewal to active civil society across Scotland” (CLD Plans Guidance Note 2020-24).*

The essential measures taken to mitigate the risk of Covid-19 meant that many individuals, families, and communities have experienced – and continue to experience – extensive challenges. As the pandemic continued, more families experienced hardship for the first time and needed information and help to access support networks and services.

At the start of the pandemic, the number of unemployment benefit claimants almost doubled. However, the impacts from the pandemic are not solely economic, there are also wider physical, social, mental, and emotional impacts that will take time to recover from. We know that these challenges will have a long-term impact on individuals, families, and communities in Orkney, especially for those facing disadvantage. For some, the impacts of COVID-19 will be generational.

There have been some positives in all this. The pandemic enabled CLD providers and wider partners to deliver and work in different ways. The CLD Sector became more prominent, providing critical support and continuing to engage with young people, families, learners, and communities, especially those most in need of help and support. The increase in online learning, whilst not accessible to everyone, has opened opportunities to many in more rural localities that could not previously access learning opportunities and there has been an increase in collaborative efforts to ensure those most disadvantaged are supported.

CLD partners worked extraordinarily hard to meet the needs of people, communities, and those most disadvantaged as a result of the pandemic. This plan will have a fundamental focus on re-engagement and on providing the support to those most in need, whilst further developing new ways of working to ensure partners continue to contribute and support the recovery for all in our community.

How has COVID-19 affected the work of the CLD sector?

**The CLD sector has played an invaluable part in supporting learners and communities during the Covid-19 crisis and will continue to do so as we move through the renew and recovery phase.**



# Plan principles, targets and identified barriers

Rather than looking at CLD in its entirety, our new plan focuses on 3 identified priorities aligned to the Community Plan priority areas, which the SCLG can work on together to maximize impact. This plan focusses on what the SCLG partnership is going to work on together to achieve over the three-year period. This plan has a strategic focus, designed to address areas of work that are not currently being achieved and that partners cannot do on their own. The objective is to strengthen collaborative working to coordinate and align the work of partners to achieve positive CLD outcomes in Orkney.

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

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

## Targeted groups and individuals

Throughout the planning process we have sought to identify individuals, groups and communities that we must seek to support through CLD approaches. This is not an exhaustive list but will include:

- Those who are experiencing poverty or hardship (including digital poverty)
- Those that are socially / geographically isolated
- Those within vulnerable categories / including those with mental health conditions
- Community groups and organisations working to make a positive difference

**Barriers to participation** identified by partners and stakeholders include:

Transport  
Digital accessibility  
Time pressures  
Childcare

Cost  
Confidence  
Disabilities  
Capacity

Stigma  
Awareness  
Language / cultural barriers  
Substance misuse/ addictions

What is the focus of this CLD plan?

**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.**





# 2021-24 CLD Priorities



It is vital that this plan is positioned around and aligned with other priorities and plans to improve efficiency and ensure planning and delivery is coordinated. The CLD Partners Plan is working alongside many other partnerships to avoid duplication or gaps in service delivery.

Importantly, the CLD Plan is aligning to the Orkney Partnership's recently identified priorities which will form the basis of the new Orkney Community Plan 2021-23, currently being developed. The CLD Partners Plan will work alongside all three Orkney Partnership Delivery Groups, the Orkney Children & Young People Partnership responsible for the Integrated Children's Services Plan and the Local Employability Partnership (LEP) and associated LEP Delivery Plan, amongst others.

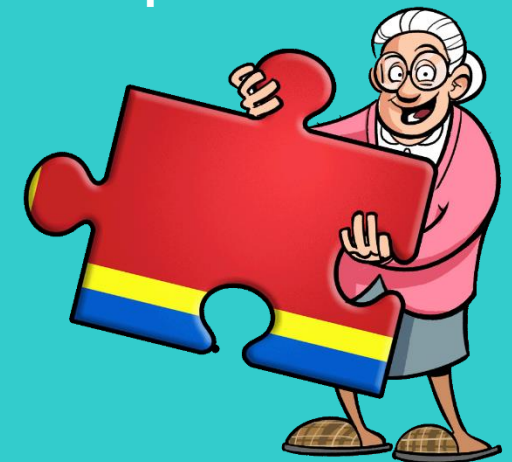
In the recent community planning priorities survey, there was an emphasis on broadband connectivity, ferry and bus travel, employment and skills training (especially for young people), mental health, sustainable use of energy and effective waste management. Respondents were generally concerned about recovery from the impact of Covid-19 on Orkney's communities, health and wellbeing, especially mental health due to unemployment or isolation, and want to see strategic planning – short term goals within an overarching framework for the longer term.

This word-cloud shows overall priorities in the responses to the community survey.



How does this plan link to Community Planning?

**The CLD Partners Plan will focus around the priority areas picked for the new Community Plan, underpinning the importance of using CLD approaches to address and progress these priorities.**



# CLD Plan 2021-24 Priority Outcomes

**Connectivity:** During the pandemic, access to good connectivity and digital devices has been key to lessening the impact of Covid on individuals and communities. However, digital inequality, due to the inadequacy of Orkney's broadband and mobile infrastructure is putting individuals, communities, and businesses at a disadvantage. In addition, many people in our communities do not have access to digital devices or the skills to use them safely, increasing the risk of further isolation and reducing the ability to communicate with others or accessing services.

**Sustainable Recovery:** This priority builds on the work done over the past year by the Economic Recovery Steering Group with the ASPIRE Orkney blueprint: to build a better future, Orkney must aspire to be Ambitious, Sustainable, Prosperous, Inclusive, Resilient and Enterprising. The priority also encompasses actions planned to help combat climate emergency. To achieve this, there will be a focus on partnership learning opportunities to build people's skills, confidence and strengthen individual and community capacity.

**Community Wellbeing:** Has a focus on both individual and community wellbeing and what we can do to help people recover from the direct and indirect effects of the pandemic. Covid-19 has resulted in unexpected poverty for many, due to loss of income and increased living costs. Many people's mental health has also been badly affected during this time. Partners will work to meet local needs through effective provision of community learning and development opportunities to enhance individual health and wellbeing and community resilience.

A fourth priority area is included in the plan to consider professional development.

**Partnership Workforce Development and Planning:** It is vital that we raise awareness of CLD and strengthen learning opportunities for those working in the sector to ensure we have a skilled workforce to sustain and develop the integral work that CLD delivers. Through shared partnership approaches the SCLG will work to ensure staff and volunteers have the right skills to identify and engage people and communities who require support from CLD Services, and we will improve our use of data to better understand community needs and advance partnership working.

Further information on how the SCLG will progress these priority areas is available in the detailed Action Plan which can be viewed at the end of this document in Appendix 1. The actions are focused on providing realistic but challenging aims which can only be achieved by working in partnership using CLD values and approaches.

What are the key priorities for this CLD Partners Plan?

The 4 priority areas for the CLD Partners Plan 2021-24 are:

- Connectivity
- Sustainable Recovery
- Community Wellbeing
- Partnership Workforce and Planning



## Monitoring & Evaluation

CLD activity is also 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 partners and in Learning Community inspections by Education Scotland.

We are working in rapidly changing times, so it is imperative that the plan is updated regularly to ensure the CLD workforce continues to be responsive to emerging needs and also to ensure our plans and ambitions align with updated policies and frameworks, both local and national, to provide the CLD support and services needed. Although this is set out as a 3-year plan we will revisit this plan annually to reflect any changes in the planning and review process.

The Strategic Community Learning Group will continue to use regular monitoring, review, and self-evaluation to measure progress, inform future planning and to ensure support and challenge is embedded as part of the planning cycles of developing and improving CLD Planning. The CLD Partners Plan will be monitored and updated quarterly by the SCLG, and a report submitted to Orkney Islands Council's Education, Leisure & Housing Committee annually. A summary and progress update will also be disseminated widely to partners and stakeholders each year and will feed into other relevant partner plans.

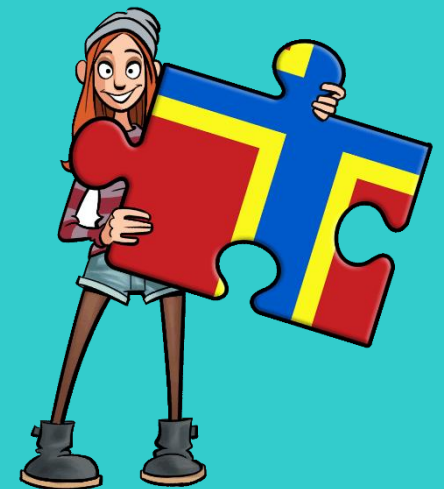
## Conclusion

The information gathered by the Strategic Community Learning Group has been used to develop the CLD Partners Plan for the next 3 years, attached in Appendix 1. The Partners Plan contains outcomes we aspire to, actions we will take to make improvements to current provision and practice and it identifies unmet needs and gaps in provision which are important areas of work 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 be delivered and evaluated through this partnership over the next 3 years. Working together through the plan will ensure more coordinated delivery and support to improve life chances for people of all ages, through learning, personal development and active citizenship and help develop stronger, more resilient, supportive, influential, and inclusive communities.

How will the SCLG maintain quality assurance?

**By working together and ensuring a high standard of practice, the SCLG will jointly progress the identified actions and participants will experience consistency based on shared values.**



# CLD Partners Plan

# 2021-2024



## Connectivity

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

Outcome	Improvement Action	Lead	Implication (risk, cost, resources)	Target Date	Measures	Link to local policies & plans	Link to national policies & plans
<b>Increased access to digital devices for those most in need</b>	Work collaboratively with partners and funders to ensure those most in need have access to a digital device	CLD VAO	Cost of devices, staff time, not identifying the eligible people, raising expectations	Sept 2022	Number of devices issued Evaluation of recipients Impact statements and case studies	Local Outcomes Improvement Plan (LOIP) / Connectivity Delivery Group	Digital Strategy: A changing nation: how Scotland will thrive in a digital world (SG)
	Identify opportunities to co-produce community IT hubs through Community Development approaches	HIE VAO CLD	Cost, staff, resource, capacity, on-going revenue requirements, sustainability	Sept 2024	Number of opportunities identified Number of community spaces available	Orkney Digital Strategy (OIC, 2021)  HIE Operating Plan 2021	
<b>Increased access to sustainable support and training for life skills and work through youth work, adult learning and community development approaches</b>	Co-ordinate service delivery to ensure basic IT support and training is available in the community	CLD	Lack of uptake, Staff capacity, costs, costs prohibitive to participation, limited trained and experienced, staff to deliver	Dec 2022	Training programme planned and delivered Number sessions offered Number attending Evaluations Participant feedback (formal / informal)	Local Employability Partnership Action Plan 2020  CLD Plan (OIC)	National Framework for Local Action (SG)  National Performance Framework
	Establish, expand and promote a local digital champions' network to share information, provide peer support and to enhance delivery of IT support and training in community settings	VAO OHAC	Failure to attract members, lack of engagement, time, capacity to deliver, costs.	March 2022	Number members Report of activities	Orkney Integration Joint Board annual audit plan 2020/21  VAO Work Plan 2021-23  Enhancing Wellbeing in Our Island Communities: Delivery Plan	Draft Adult Learning Strategy for Scotland 2021-2026

<p><b>People have increased knowledge and understanding of internet safety</b></p>	<p>Collaborate with the local SCAM group to use CLD approaches to coordinate delivery of internet safety training across the community.</p>	<p>Police Scotland Orkney Scam Action Group</p>	<p>Resources including staff and funding, low uptake, lack of awareness.</p>	<p>2024</p>	<p>Internet safety messages promoted via:</p> <ul style="list-style-type: none"> <li>- Social media posts</li> <li>- Media coverage</li> <li>- Training offered</li> <li>- Attendance</li> <li>- Participant feedback (formal / informal)</li> </ul>	<p>Orkney Local Police Plan 2020 - 23  Orkney Equalities Outcome Plan 2021-25</p>	<p>Cyber resilience: third sector action plan 2018-2020  Cyber Strategy (Police Scotland, 2020)</p>
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## Sustainable Recovery

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

Outcomes	Improvement Action	Lead	Implication (risk, cost, resources)	Target Date	Measures	Link to local policies & plans	Link to national policies & plans
<b>New and existing third sector organisations receive the support they need to re-open, sustain and develop their organisations</b>	Develop collaborative approaches to the delivery of third sector support services to help enhance community development opportunities	CLD VAO HIE	Reduction in community groups, volunteers, and community participation, inability to attract funding	September 2022	Number of organisations supported. Number of signposting /referrals to partner agencies Organisation's feedback (formal / informal)	LOIP/Sustainable Recovery Delivery Group  VAO Work Plan 2021-23  Orkney Islands Council Delivery Plan 2018-23  HIE Operating Plan 2021	Coronavirus (COVID-19): multi-purpose community facilities guidance (SG, 2020)  Coronavirus (COVID-19): community learning and development sector (SG, 2020)
<b>Increased re-engagement with learning to develop motivation, confidence and soft skills through youth work, informal learning and community development</b>	Consult with stakeholders to identify their learning and development needs and preferences	OIC VAO SDS	Capacity, time, resource, experienced and trained staff, consistency of provision, lack of engagement from those who would most benefit from opportunities, lack of awareness	2022	Consultation findings reported Support programme developed	Local Employability Partnership (LEP) Plan 2020-21	CLD responses to the pandemic, lockdown and initial re-opening (CLDSC, 2020)  No One Left Behind: delivery plan (SG, 2020)
	Develop and raise awareness of new and innovative informal learning opportunities that meet the needs of participants			2023	Number of information/learning sessions offered Publicity produced Numbers attending Case studies Participant feedback (formal / informal)	Orkney Islands Council Delivery Plan 2018-23  Orkney Equalities Outcome Plan 2021-25	

	Develop resources and training to promote the benefits of informal learning, volunteering and associated awards and qualifications	CLD Education SDS	Staff, time, money, reach, lack of engagement	2022	<p>Youth Awards leaflet produced and distributed Number of people participating in training Social media campaign launched Wider achievement awards available for young people Number of young people achieving awards</p>	<p>Integrated Children Service Plan 2021-23</p> <p>Good Parenting Plan 2020-25</p> <p>Child Poverty Action Plan 2021</p> <p>Local Employability Action Plan 2020-21</p> <p>VAO Work Plan 2021-23</p>	<p>National Youthwork Strategy 2014-2019 National Improvement Framework</p> <p>Youthwork &amp; Employability (Youthlink, 2020)</p> <p>Youth Work &amp; CfE (Youthlink 2021)</p> <p>Youth Work's Contribution to Scottish Attainment Challenge (Youthlink, 2020)</p>
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# Community Wellbeing

We will work to meet local needs through the effective provision of community learning and development opportunities to enhance individual and community capacity and resilience

Outcome	Improvement Action	Lead	Implication (risk, cost, resources)	Target Date	Measures	Link to local policies & plans	Link to national policies & plans
<b>Improve community wellbeing through increased opportunities for social interaction and leisure</b>	In collaboration with the Community Wellbeing Delivery Group, further develop partnership approach to coordinated early intervention, health and wellbeing programmes and activities	OIC VAO	Duplication of effort and missed areas of development if not done collaboratively, Reluctance to re-engage within the community, lack of resources	2024	Number and type of learning events / activities Number participants Participant feedback (formal / informal)	Community Wellbeing Delivery Group  Child Poverty Strategy and Action Plan 2021	Community Health and Wellbeing supports and services: framework  Getting it right for every child (GIRFEC) update: July 2017 (SG)
	Support the delivery of the Child Poverty Strategy through coordinated delivery of learning programmes to improve life skills	NHSO VAO OIC	Lack of engagement, from the people most in need of support, people in need not identified, unrealistic expectations	2023	Number of life skills programmes offered Number of participants Participant feedback (formal / informal)	Orkney Equalities Outcome Plan 2021-25	Fairer Scotland Action Plan (SG, 2016)
<b>Increase support for priority groups who are identified as needing additional support to access outdoor activities and volunteering opportunities</b>	Investigate opportunities to work with green health partnerships and environmental projects and inform the next rendition of the Local Outcomes Improvement Plan	CLD VAO	Time, capacity, staff resource, funding	Sept 2022	Number of opportunities identified Number of people placed Participant feedback	North Isles Landscape Partnership Scheme  LOIP / Community Wellbeing Delivery Group  Isles Development Plans	Volunteering for All National Framework (SG, 2019)  Outdoor Learning (Policy Scotland, 2020)  Curriculum for Excellence through Outdoor Learning (LTS 2010)
<b>People have increased confidence and opportunities to express their views and influence decision making and service design.</b>	Increase the continuous involvement of young people and other priority groups who are identified as needing support to ensure inclusion of representative voices	VAO HIE OIC	Lack of engagement, missing those within identified target groups, lose momentum to maintain regular contact	2024	Number of consultations that demonstrate engagement with those within identified priority groups Number of engagement methods utilised Number of people engaged	Community Wellbeing Delivery Group  Communication & Engagement Strategy 2021 – 2024  Strategy for Communication &	National Standards for Community Engagement (SG, SCDC)  Scottish Approach to Service Design (SG, 2019)

						Community Engagement (OP 2018)	Community Empowerment (Scotland) Act 2015
						Integrated Children Services Plan 2021-23	Islands (Scotland) Act 2018
<b>Increased access to information and support for individuals to promote and sustain health and wellbeing</b>	Coordinate and contribute to the delivery of wellbeing activities and mental health awareness to upskill people in the community to promote mental wellbeing and reduce stigma.	NHSO OIC VAO	Staffing, resources, reaching the identified priority groups, information not accessible	2024	Number of information /awareness sessions offered Participant feedback (formal / informal)	Orkney Islands Mental Health Strategy 2020-2025 (OHAC 2020)	Volunteering for All: national framework (SG)
	Wider promotion of the values of volunteering to health, wellbeing and to the community.	VAO CLD	Lack of awareness, capacity - including time and resources,	2024	Number of newly registered volunteers Number placed Volunteer feedback (formal / informal)	Physical Activity Wellbeing & Sport Strategy  Enhancing Wellbeing in Our Island Communities: Delivery Plan	Mental Health Strategy 2017-2027 (SG)  Mental health - transition and recovery plan (SG, 2020)
<b>Re-engagement of people and communities through adult and family learning</b>	Carry out a scoping exercise to identify current adult learning delivery and needs across Orkney which can be addressed through collaborative approaches	CLD Orkney College (OLGF)	Time, capacity, staff resource, funding, lack of engagement,	March 2022	Orkney Adult Learning Strategy and Plan developed Needs analysis	National Improvement Framework OIC Improvement Plan (2020)	Family Learning Framework (Ed Scot)
	Raise awareness of Adult Literacy / Numeracy support available and expand learning opportunities based on need.	CLD Orkney College	Time, capacity, staff resource, funding, inaccessible resources or opportunities	2023	Number of promotional activities/events Number of new learners Number of new learning opportunities	Local Employability Action Plan 20-21  Orkney Equalities Outcome Plan 2021-25	Welcoming our Learners: Scotland's ESOL Strategy 2015-2020 (SG, ES)  Review of FL in Scotland (2021, ES)
	Secure funding to offer subsidised classes and group activities to help targeted groups and individuals to re-engage and reintegrate into society.	S&L CLD	Time, capacity, staff resource, funding, inaccessible resources or opportunities	2022	Funding secured Programme of learning events delivered Number of participants Participant feedback (formal / informal)	The Northern Alliance RIC CLD Improvement Plan	Adult Literacies in Scotland 2020 (SG)
<b>Re-engagement of young people</b>		CLD VAO				CLD Youth Work Offer	

<b>through coordinated Youth Work approaches</b>	Establish resources and training to increase knowledge and understanding of youth work approaches	(Youth Workers Forum)	Staff, time, money, reach	Sept 2022	Youth Awards leaflet produced and distributed Number of wider achievement awards available for young people Number of young people achieving awards	Integrated Children Service Plan 2021-23  Good Parenting Plan 2020-25  Child Poverty Strategy 2021	National Youth Work Strategy 2014-2019 (SG, ES, YL) National Improvement Framework  Youth Work & Employability (Youthlink, 2020)
	Expand youth work opportunities to engage those who would most benefit from youth work activity and support	CLD VAO (Youth Workers Forum)	Staff capacity, time, money, resources, venues for activities to take place, lack of engagement, stigma, not attracting those targeting	2023	Number of young people engaged in youth work activities Number of youth work activities arranged Participant feedback (formal / informal)	LEP Action Plan 2020-21  Orkney Equalities Outcome Plan 2021-25  The Northern Alliance RIC CLD Improvement Plan  VAO Work Plan 2021-23	Youth Work & Curriculum for Excellence (Youthlink, 2021)  Youth Work's Contribution to the Scottish Attainment Challenge (Youthlink,2020)
	Provide training and information sessions on UNCRC for the wider CLD sector	CLD Education	Trained, experienced staff, time, capacity, knowledge, lack of awareness, failure to attract interest/buy in	Sept 2022	Number of information /awareness sessions offered Participant feedback (formal / informal)	Integrated Children Services Plan 2021-23	United Nations Convention on the Rights of the Child (UNCRC)

## Partnership Workforce Development & Planning

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

Outcomes	Improvement Action	Lead	Implication (risk, cost, resources)	Target Date	Measures	Link to local policies & plans	Link to national policies & plans
<b>CLD is recognised and promoted as a profession</b>	Explore and expand opportunities and pathways into and within the CLD profession through collaborative work with the North and Northern Alliances	CLD VAO SDS	Time, staff resource, capacity, lack of uptake and awareness	2024	Programme developed and delivered Feedback/evaluation CLD Pathway publication developed Qualifications gained	OIC Council Delivery Plan 2018-23  OHAC Workforce Plan 2020 – 2022  The Northern Alliance RIC CLD Improvement Plan	Working with Scotland's Communities 2018 (ES & CLDSC)  Growing the Learning Culture in CLD (CLDSC 2015)
<b>Orkney has a skilled, trained, and confident CLD workforce with a shared understanding of relevant national occupational standards, CLD values and competences</b>	Support the wider CLD workforce to benefit from CLD Standards Council registration	CLD	Time, staff resource, capacity, lack of uptake and awareness	2023	Number of new registrations CLD Standard Council sessions arranged Numbers attending sessions	OIC CLD Team Plan 2021-24  The Northern Alliance RIC CLD Improvement Plan  North Alliance	Working with Scotland's Communities 2018 (ES & CLDSC)  CLD Statement of Values (CLDSC)  Code of Ethics for CLD (CLDSC)  CLD Competence framework (CLDSC)  Northern Alliance Regional Improvement Plan Phase 3
	Undertake a needs assessment to identify professional learning needs of our CLD Sector (including H&W, digital access, and training in new learning methods)	CLD VAO	Lack of uptake, staff time and capacity,	July 2022	TNA completed Training needs identified Participant feedback (formal / informal)		
	Work with partners including The North and Northern Alliance to create a suite of training for CLD workforce to meet the assessment of need	CLD VAO	Lack of uptake, staff time, resources, accessibility	2023	Training opportunities developed to meet identified needs Learning events delivered Numbers taking part Participant feedback (formal / informal)		
	Deliver information sessions to wider partners / partnerships to promote the use of CLD competencies and code of ethics	CLD	Lack of uptake, staff time, resources, accessibility	2022	Information sessions delivered Number of participants Participant feedback (formal / informal)		

<b>Planning and progress is informed by more effective collection, analysis and reporting of data</b>	Develop Key Priority Indicators (KPIs) relevant to partnership outcomes	CLD	Lack of partner input, staff capacity, buy in	2022	KPIs approved and incorporated into plan	OIC CLD Team Plan 2021-24	CLDMS KPI Data Gathering Guidance Document (CLDS, 2020)
	Improve methods for collaborative data collection in response to the chosen KPI's	CLD VAO SDS		2023	Data relevant to planned activities collected, analysed and reported six-monthly Evaluation report Data sharing agreements developed	The Northern Alliance RIC CLD Improvement Plan  North Alliance	

### Unmet needs over this time (2021-24)

At a time of changing national policy, realignment of priorities and ever decreasing resources, it is clearly evident that all CLD needs can be met during the lifetime of this plan. This recognition that there will be unmet need over the life of the plan is highlighted in the CLD legislation which requires CLD partners to identify unmet need.

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

## Appendix 2 – Our Regional Approach in the North



### The Northern Alliance

Orkney Islands Council is one of eight regional local authority partner members in the Regional Improvement Collaborative for the North – **The Northern Alliance**. Other members are Aberdeen City, Aberdeenshire, Moray, Highland, Argyll and Bute, Shetland and the Western Isles (Eilean Siar).

The **Northern Alliance** Regional Improvement Collaborative (RIC) aims to develop a culture of collaboration, sharing of expertise and creating local and regional networks to improve the educational and life chances of children and young people.

For further general information - [The Northern Alliance – A Regional Improvement Collaborative](#)

There are 9 workstreams delivering against the above agenda including a specific **CLD Work-stream** which is managed and delivered through the local authority Lead Officers for CLD. Some support for this is provided by Education Scotland through their Education Officers. This has been particularly evident in their involvement in CLD Planning and in aspects of continuous improvement.

The current operational improvement priorities of the CLD Leads group are to...

- Capture approaches to wider achievement for young people and adult learners and share practice
- Capture and analyse youth participation and youth voice
- Further develop approaches to Family Learning
- Increase access to professional learning, including online

Read about our **collective** achievements here [Northern Alliance CLD Sway](#)



Building on these priorities going forward we will be establishing and supporting a Youth Advisory Group for the region, planning and delivering professional learning in STEM (Science, technology, engineering and maths) using a funding award from Education Scotland, strengthening networking around equalities and young people through a new forum, extending practice sharing in relation to Family Learning and contributing to the wider collaborations created through the Regional Improvement Collaborative.

### Professional Learning for practitioners and the North Alliance

Access to professional learning and development for practitioners in CLD in the North is enhanced through a regional network of partners, including from the third sector, known as the **North Alliance**. In turn, this network is a member of the national grouping of CLD Training Consortia. The North Alliance is awarded a small amount of annual funding from the CLD Standards Council in Scotland to deliver professional learning activities for practitioners across the geography.



## Appendix 3 - Links / bibliography

### CLD Drivers & Strategies

CLD Plans Guidance Note (2021-24) <https://www.gov.scot/publications/cld-plans-guidance-note/pages/5/>

CLD Revised Guidance Note (2018-21) <https://education.gov.scot/education-scotland/scottish-education-system/cld/revised-cld-guidance-note/> CLD

Managers Scotland reference sheet/checklist CLD Planning <https://cldmanagersscotland.wordpress.com/>

Planning for Change – review of CLD Plans [Planning for Change, A Review of CLD Plans 2018 – 21](#)

Improving life chances and empowering communities (Education Scotland)

<https://education.gov.scot/media/ryklpn1i/improving-life-chances-and-empowering-communities.pdf>

How good is the learning and development in our community [How good is the learning and development in our community?](#) (Education.gov.scot) The

Requirements for Community Learning and Development (Scotland) Regulations 2013 <https://www.legislation.gov.uk/ssi/2013/175/contents/made>

CLD [statement of values](#) (CLDSC)

The [Code of Ethics](#) (CLDSC)

The [CLD Competence framework](#) (CLDSC)

CLD responses to the pandemic, lockdown and initial re-opening (CLDSC, 2020) <https://cldstandardscouncil.org.uk/the-standards-council/council-reports/cld-responses-to-the-pandemic-lockdown-and-initial-re-opening/>

Working with Scotland's Communities 2018 (ES & CLDSC) <https://cldstandardscouncil.org.uk/wp-content/uploads/WorkingwithScotlandsCommunities2018.pdf>

CLDMS KPI Data Gathering Guidance Document (CLDMS, 2020) <https://cldmanagersscotland.files.wordpress.com/2021/04/2021-03-31-cldms-kpi-paper.pdf>

Strategic guidance for community planning partnerships: community learning and development (SG, 2012) <https://www.gov.scot/publications/strategic-guidance-community-planning-partnerships-community-learning-development/>

The Northern Alliance RIC CLD Improvement Plan <https://northernalliance.scot/wp-content/uploads/2019/11/Northern-Alliance-Regional-Improvement-Plan-Phase-3.pdf>

### Local Plans & Strategies

Orkney NIF Return 2020 (OIC) [I08 National\\_Improvement\\_Framework.pdf](#)

Orkney Integration Joint Board annual audit plan 2020/21 (IJB) <https://www.audit-scotland.gov.uk/report/orkney-integration-joint-board-annual-audit-plan-202021>

Orkney Community Plan and incorporated LOIP 2019-22 (Orkney Partnership) <http://www.orkneycommunities.co.uk/COMMUNITYPLANNING/documents/orkney%20community%20plan/orkney-community-plan-2019-22-incorporating-the-loip-indexed.pdf>

Enhancing Wellbeing in Our Island Communities: Delivery Plan (VAO) [https://www.vaorkney.org.uk/download/27/news/2977/enhancing\\_well-being\\_delivery\\_plan\\_\\_\\_final.pdf](https://www.vaorkney.org.uk/download/27/news/2977/enhancing_well-being_delivery_plan___final.pdf)

Orkney Local Police Plan 2020 – 23 (Police Scotland) <https://www.scotland.police.uk/spa-media/y2vduxju/orkney-local-policing-plan-2020-23.pdf?view=Standard>

Orkney Islands Council Delivery Plan 2018-23 [https://www.orkney.gov.uk/Files/Committees-and-Agendas/Council-Meetings/GM2018/03-07-2018/I10\\_App03\\_Council\\_Delivery\\_Plan\\_2018\\_to\\_2023.pdf](https://www.orkney.gov.uk/Files/Committees-and-Agendas/Council-Meetings/GM2018/03-07-2018/I10_App03_Council_Delivery_Plan_2018_to_2023.pdf)

HIE Operating Plan 2021 <https://www.hie.co.uk/about-us/policies-and-publications/strategy-and-operating-plan/operating-plan-2021/>

North Isles Landscape Partnership Scheme <https://www.nilps.co.uk/>

# Links / bibliography Continued

## Wider policy context significant for CLD

United Nations Convention on the Rights of the Child (UNCRC) [United Nations Convention on the Rights of the Child](#)

Getting It Right For Every Child (Education Scotland) <https://education.gov.scot/education-scotland/scottish-education-system/policy-for-scottish-education/policy-drivers/getting-it-right-for-every-child-girfec>

Our ambitions for improving the life chances of young people in Scotland - National Youth Work Strategy 2014-2019 (SG, ES, YL) <https://education.gov.scot/Documents/youth-work-strategy-181214.pdf>

Welcoming our Learners: Scotland's ESOL Strategy 2015-2020 (SG, ES) [https://dera.ioe.ac.uk/22892/2/ESOLStrategy2015to2020\\_tcm4-855848\\_Redacted.pdf](https://dera.ioe.ac.uk/22892/2/ESOLStrategy2015to2020_tcm4-855848_Redacted.pdf)

Adult Literacies in Scotland 2020 (SG) <https://www.gov.scot/publications/adult-literacies-scotland-2020-strategic-guidance/pages/3/>

National Standards for Community Engagement (SG, SCDC) <https://www.scdc.org.uk/what/national-standards>

Community Empowerment (Scotland) Act 2015 Summary (SG) <https://www.gov.scot/publications/community-empowerment-scotland-act-summary/>

Community Empowerment: Empowering our Islands (SG) <https://www.gov.scot/policies/community-empowerment/empowering-our-island-communities/>

National Action Plan on Internet Safety for Children and Young People (2017) (SG) <https://www.gov.scot/publications/national-action-plan-internet-safety-children-young-people/>

Children & Young People Act 2014 (SG) <https://www.gov.scot/publications/children-young-people-scotland-act-2014-national-guidance-part-12/pages/3/>

Opportunities For All - Post-16 transitions Policy and Practice Framework (SG) <https://dera.ioe.ac.uk/20678/1/00456919.pdf>

The National Improvement Framework (Education Scotland) <https://education.gov.scot/education-scotland/what-we-do/implementing-the-national-improvement-framework>

Curriculum For Excellence (Education Scotland) <https://education.gov.scot/education-scotland/scottish-education-system/policy-for-scottish-education/policy-drivers/cfe-building-from-the-statement-appendix-incl-btc1-5/what-is-curriculum-for-excellence>

Youth Work and Employability (Youthlink, September 2020) <https://www.youthlinkscotland.org/media/5048/200831-youth-work-and-employability-final.pdf>

Food Insecurity and Learning Loss Pilot Evaluation Report (For Youthlink 2020) [https://www.youthlinkscotland.org/media/5659/food-insecurity-report\\_proofed.pdf](https://www.youthlinkscotland.org/media/5659/food-insecurity-report_proofed.pdf)

Youth Work's Contribution to the Scottish Attainment Challenge (Youthlink, 2020) <https://www.youthlinkscotland.org/media/2198/youth-work-and-the-attainment-challenge-findings-from-youth-scotlands-member-groups.pdf>

Mental Health Strategy 2017-2027 (SG) <https://www.gov.scot/publications/mental-health-strategy-2017-2027/>

Public Health Priorities for Scotland (SG) <https://www.gov.scot/publications/scotlands-public-health-priorities/>

No One Left Behind (SG) <https://www.gov.scot/binaries/content/documents/govscot/publications/impact-assessment/2019/09/no-one-left-behind-funding-stream-equality-impact-assessment-summary/documents/no-one-left-behind-nolb-employability-funding-stream-eqia-summary/no-one-left-behind-nolb-employability-funding-stream-eqia-summary/govscot%3Adocument/no-one-left-behind-nolb-employability-funding-stream-eqia-summary.pdf>

Outdoor learning briefing paper (Policy Scotland, 2020) <https://policyscotland.gla.ac.uk/wp-content/uploads/2020/06/psoutdoorlearningbriefingpaper.pdf>

Community Participation Action Learning Report (SG, SCDC, & IS) [https://www.improvementservice.org.uk/\\_data/assets/pdf\\_file/0011/8210/Comm-Participation-Action-Learning-Report.pdf](https://www.improvementservice.org.uk/_data/assets/pdf_file/0011/8210/Comm-Participation-Action-Learning-Report.pdf)

Family Learning Framework (ES, 2018) <https://education.gov.scot/improvement/Documents/FamilyLearningFrameworkApril18.pdf>

Review of FL in Scotland (2021, ES) <https://education.gov.scot/improvement/documents/family-learning-report-full-document.pdf>

Strategy for Communication and Community Engagement (Orkney Partnership, 2018) [https://s3-eu-west-](https://s3-eu-west-1.amazonaws.com/s3.spanglefish.com/s/34034/documents/community%20engagement/strategy-for-communication-and-community-engagement-sep-2018.pdf)

[1.amazonaws.com/s3.spanglefish.com/s/34034/documents/community%20engagement/strategy-for-communication-and-community-engagement-sep-2018.pdf](https://s3-eu-west-1.amazonaws.com/s3.spanglefish.com/s/34034/documents/community%20engagement/strategy-for-communication-and-community-engagement-sep-2018.pdf)

Curriculum for excellence through outdoor learning (LTS 2010) <https://education.gov.scot/Documents/cfe-through-outdoor-learning.pdf>

Community Consultation and Engagement Guide (Orkney Partnership, 2018)

<http://www.orkneycommunities.co.uk/COMMUNITYPLANNING/documents/community%20engagement/community-consultation-and-engagement-guide-version-3-2.pdf>

Digital Strategy: A changing nation: how Scotland will thrive in a digital world (SG) <https://www.gov.scot/publications/a-changing-nation-how-scotland-will-thrive-in-a-digital-world/>

National Improvement Framework Improvement Plan (SG)









## 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.

<b>1. Identification of Function, Policy or Plan</b>	
Name of function / policy / plan to be assessed.	Community Learning and Development (CLD) Partners Plan 2021-24
Service / service area responsible.	Education, Leisure and Housing
Name of person carrying out the assessment and contact details.	Kerry Spence 01856 873535 ext. 2425 <a href="mailto:kerry.spence@orkney.gov.uk">kerry.spence@orkney.gov.uk</a>
Date of assessment.	10 August 2021
Is the function / policy / plan new or existing? (Please indicate also if the service is to be deleted, reduced or changed significantly).	Existing

<b>2. Initial Screening</b>	
What are the intended outcomes of the function / policy / plan?	There is a statutory requirement for the CLD Partners Plan to be 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	Yes. The CLD Partners Plan is a statutory responsibility to ensure partners are working strategically to provide adequate and efficient CLD support.

<p>State who is, or may be affected by this function / policy / plan, and how.</p>	<p>All Orkney residents who engage in community learning and development will benefit from an improved and co-ordinated community learning and development service.</p>
<p>How have stakeholders been involved in the development of this function / policy / plan?</p>	<p>Yes – various community and learner consultation have been used to inform the plan alongside intensive consultation and evaluation work with CLD providers. The results of the consultations, reviews and inputs have been integral to the development of the plan, outcomes and associated actions.</p>
<p>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).</p>	<p>No</p> <p>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 positive outcomes such as re-engagement of learners, improving wellbeing and enabling the development of skills for life and work so people can achieve their full potential.</p> <p>The plan aims to achieve positive impacts particularly for those groups that are most vulnerable and disadvantaged in our community.</p>
<p>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 <a href="#">The Fairer Scotland Duty Interim Guidance for Public Bodies</a> for further information.</p>	<p>No</p> <p>The overall focus of the Community Learning and Development plan is to work with people of all ages who are most disadvantaged and in need of support. The activities in the plan are intended to lead to improved life chances through learning, personal development and active citizenship. A key element of CLD work is to support people to achieve positive outcomes such as re-engagement of learners, improving wellbeing and enabling the development of skills for life and work so people can achieve their full potential.</p> <p>The plan aims to achieve positive impacts particularly for those groups that are most vulnerable and disadvantaged in our community including those facing social and economic disadvantage.</p>
<p>Could the function / policy have a differential impact on any of the following equality strands?</p>	<p>(Please provide any evidence – positive impacts / benefits, negative impacts and reasons).</p>
<p>1. Race: this includes ethnic or national groups, colour and</p>	<p>Yes, potential positive impact for people who have English as a second language. Part of the delivery</p>

nationality.	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 needing support. The outcomes also include community-based adult learning and re-engagement of those most isolated in our community
7. Religion or beliefs or none (atheists).	No
8. Caring responsibilities.	No
9. Care experienced	Yes. Potential positive impact for care experienced people as provision includes targeted learning and youth work provision in the community for those most in need of support.
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.
12. Socio-economic disadvantage	Yes. Potential positive impact for those facing socio-economic disadvantage as the outcomes of the plan include targeted provision to engage and support those facing hardship and those most in need of support including aligning work with the Child Poverty Strategy and actions to subsidise learning opportunities to increase access for those that are disadvantage.
13. Isles-proofing	Yes – Some potential positive impacts for the isles as the plan included actions that support all communities across Orkney ie to enhance Community Development support.

	<p>However, it is recognised that access to some specialist services, including some learning and development opportunities will be more limited in more rural areas. A key focus of the collaborative work across CLD is to ensure that partners work together to ensure that offers are as inclusive as possible and learners and communities in rural areas do not miss out on opportunities.</p>
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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?	CLD partners Plan will be implemented and monitored
Who will undertake it?	Officers within Education, Leisure & Housing
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: 10-08-21

(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](mailto:hrsupport@orkney.gov.uk)