



**Item: 12**

**Education, Leisure and Housing Committee: 11 September 2024.**

**Community Learning and Development Partners Plan.**

**Report by Corporate Director for Education, Leisure and Housing.**

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## **1. Overview**

- 1.1. The requirements for Community Learning and Development (Scotland) Regulations place a statutory duty on councils to produce a plan every three years outlining how they will co-ordinate and secure “adequate and efficient” CLD provision in the local authority area, with other sector partners.
- 1.2. 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”.
- 1.3. The CLD Partners Plan affects all partners involved in Community Learning and Development (CLD) delivery which covers a broad range of practice including youth work, adult learning, family learning, volunteering and community development.
- 1.4. 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 and Development planning is conducted through the Community Learning and Development Partnership, a multi-agency partnership comprising Orkney Islands Council, NHS Orkney, Police Scotland, UHI Orkney, Voluntary Action Orkney, Highlands and Islands Enterprise and Skills Development Scotland.
- 1.5. The recent guidance on the development of Community Learning and Development Plans, published in April 2024, states that the three-year Community Learning and Development Plan must have four elements:
  - How the local authority will co-ordinate Community Learning and Development provision in the 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.
- 1.6. The Orkney Community Learning and Development Partnership Plan 2021-24 was prepared by the Community Learning and Development Partnership and approved by this Committee on 8 September 2021, insofar as it related to the Council.
- 1.7. The Progress and Evaluation Report of the Orkney Community Learning and Development Partners Plan 2021 to 2024, attached as Appendix 1 to this report, summarises what was achieved over the last 12 months and provides an overall appraisal of the three-year plan.
- 1.8. The draft Orkney Community Learning and Development Partners Plan 2024 to 2027, attached as Appendix 2 to this report, has been co-developed by the partners of the Orkney Community Learning and Development Partnership.

## **2. Recommendations**

- 2.1. It is recommended that members of the Committee:
- i. Scrutinise the 2024 Orkney Community Learning and Development Partnership Plan Annual Review, attached as Appendix 1 to this report, insofar as it relates to the remit of this Council, in order to obtain assurance.
  - ii. Approve the Orkney Community Learning and Development Partnership Plan 2024-2027, attached as Appendix 2 to this report, insofar as it relates to the remit of this Council.

## **3. Review of the Community Learning and Development Plan 2021-2024**

- 3.1. During the three-year cycle, the 2021-2024 plan was regularly monitored, evaluated and reviewed to ensure it was progressing effectively. The plan was then updated annually to ensure it remained relevant and adaptable to new and emerging needs.
- 3.2. The 2024 Progress and Evaluation Report, attached as Appendix 1, provides further information on the outcomes achieved during the last year and also provides an overall appraisal of the three-year plan.

- 3.3. From the 16 actions set out in the plan this year, all actions were completed. It is worth stating that although the actions may be completed in regard to the specific timescales set out in the plan, many of these areas of work will continue to be progressed in the new CLD partners plan 2024-27.
- 3.4. Key successes over the 2023-24 period include the following:
- An array of health and wellbeing activities and early intervention support have been delivered through adult learning, youth work and community development.
  - CLD partners have delivered a huge range of activities and opportunities to support children and families in poverty.
  - Community, adult learner and young person representatives have been appointed to sit on the CLD Partnership.
  - An extensive training programme was developed for wider partners based on a training needs audit, with 109 people attending 11 different training sessions.
  - Extensive and varied youth work opportunities have supported young people to achieve positive outcomes.
- 3.5. Through regular monitoring, evaluation and scrutiny, partners identified key strengths and areas for improvement which have been incorporated into the new Community Learning and Development Partners Plan for 2024-27.

## **4. Orkney Community Learning and Development Partners Plan 2024-2027**

- 4.1. The Orkney Community Learning and Development Partners Plan for 2024-2027, attached as Appendix 2 to this report, was informed and priorities identified through a variety of collaborative approaches including direct engagement with learners, the community and CLD practitioners, local research, analysis of relevant data and scoping to ensure appropriate linkages were made with other partnership plans.
- 4.2. Community and learner engagement has been instrumental in the development of this plan. A collective understanding of community and learner needs was developed and stakeholder input into the plan was assured through one-to-one sessions with stakeholders, group activities, Orkney Matters 2 initial findings, and through a specific community learning and development consultation with Orkney residents, strategic partners, CLD practitioners, community groups, adult learners and young people.

- 4.3. In accordance with these findings, the Community Learning and Development Partnership agreed that, alongside the three Community Plan strategic priorities, the Orkney Community Learning and Development Partners Plan 2024-2027 should also include a priority focused on Health and Wellbeing and, as in previous years, there would be a priority focused on workforce development.

**For Further Information please contact:**

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**Implications of Report**

1. **Financial:** None arising directly from this report
2. **Legal:** None arising directly from this report
3. **Corporate Governance:** Not applicable
4. **Human Resources:** None arising directly from this report
5. **Equalities:** An Equality Impact Assessment has been undertaken and is attached as Appendix 3 to this report
6. **Island Communities Impact:** An Island Communities Impact Assessment has been undertaken and is attached as Appendix 4 to this report
7. **Links to Council Plan:** The proposals in this report support and contribute to improved outcomes for communities as outlined in the following Council Plan strategic priorities:
  - Growing our economy.
  - Strengthening our Communities.
  - Developing our Infrastructure.
  - Transforming our Council.
8. **Links to Local Outcomes Improvement Plan:** The proposals in this report support and contribute to improved outcomes for communities as outlined in the following Local Outcomes Improvement Plan priorities:
  - Cost of Living.
  - Sustainable Development.
  - Local Equality.
9. **Environmental and Climate Risk:** There is a priority action in the Community Learning and Development Partners Plan 2024-2027 focused around supporting the development of community climate action plans or fair work plans.
10. **Risk:** Not applicable
11. **Procurement:** Not applicable
12. **Health and Safety:** Not applicable
13. **Property and Assets:** Not applicable



- 14. Information Technology:** Digital skills training and support are central elements within Community Learning and Development support and provision.
- 15. Cost of Living:** The cost of living is a priority area in the Community Learning and Development Partners Plan 2024-2027.

### **List of Background Papers**

[The Orkney Community Learning and Development Partnership Plan 2021-24](#)

[Minute Education. Leisure & Housing Committee, Wednesday 8 September 2021](#)

Scottish Government Strategic Guidance for Community Planning Partnerships (2012)

Community Learning and Development: Guidance for 2024 to 2027

### **Appendices**

Appendix 1: Progress and Evaluation Report of Community Learning and Development Partners Plan 2021-2024

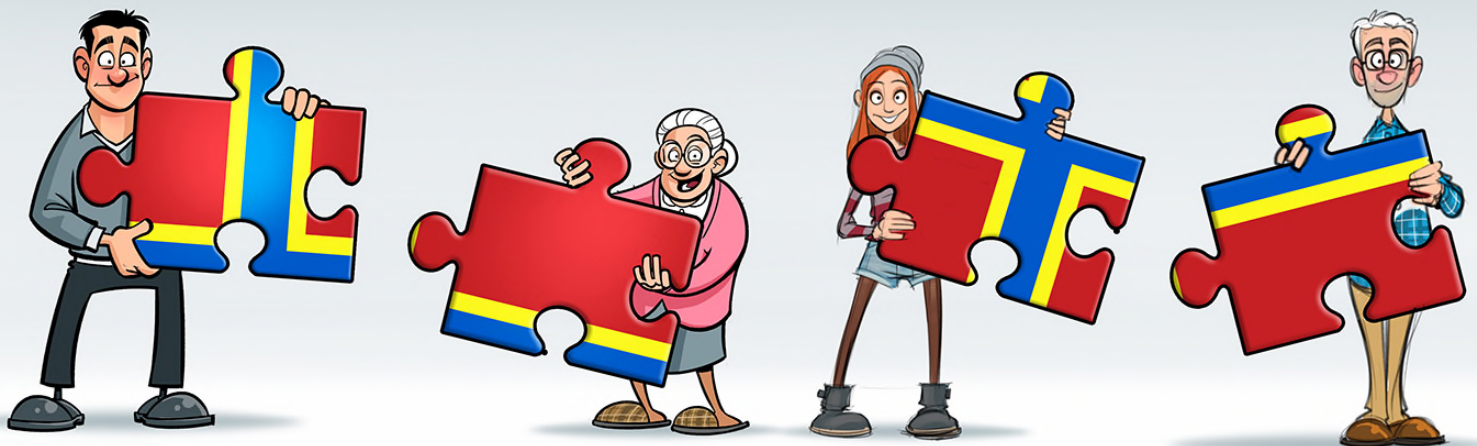
Appendix 2: Orkney Community Learning and Development Partners Plan 2024 - 2027

Appendix 3: CLD Partners Plan 2024-2027 Equality Impact Assessment

Appendix 4: CLD Partners Plan 2024-2027 Island Communities Impact Assessment

# Orkney

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



Orkney  
Community  
Learning &  
Development  
Partnership



## Introduction

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

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

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

It is the task of the CLD Partnership 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 CLD Partnership, which is a partnership of public, private and third sector organisations who are delivering CLD support and activities across Orkney.

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

Many developments have been made since the requirement for a CLD partnership plan was introduced back in 2015, including improved governance and strengthened connections with stakeholders, through summarised updates and more formal links with other partnerships including Orkney's Community Planning Partnership.

The plan is monitored, reviewed and evaluated regularly throughout the year to ensure effective progress is made on key actions in the plan. A formal report on progress and an updated version of the plan is taken to the Education, Leisure & Housing Committee annually, to ensure appropriate scrutiny and quality assurance of the plan.

As an inclusive and effective partnership, the work of the CLD Partnership is guided by 4 overarching principles:

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

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



## What is the purpose of community learning and development?

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



## Review of the CLD Plan during 2023-24

In September 2021 the new three year CLD Partners Plan for Orkney was published by the CLD Partnership 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.

Each year since then, the plan has been updated to ensure it remains effective and responsive to emerging needs.

From the 16 actions set out in the plan this year, all actions were completed. It is worth stating that although the actions may be completed in regards to the specific timescales set out in the plan, many of these areas of work will continue to be progressed in the new CLD partners plan 2024-27.

Key successes over this year included:

- Establishment of the Community Development Forum to improve community development support, coordination and collaboration
- Police Scotland and CLDE jointly delivered sexual exploitation training across secondary schools in Orkney
- An array of health & wellbeing activities and early intervention support has been delivered through adult learning, youth work and community development
- CLD partners have delivered a huge range of activities and opportunities to support children and families in poverty
- Orkney College and CLDE have worked together to expand English for Speakers of Other Languages (ESOL) provision
- Community, adult learner and young person representative have been appointed to sit on the CLD Partnership
- 18 community led projects were funded through the Mental Health & Wellbeing Fund
- An extensive training programme has been developed for wider partners based on the completed training needs audit, with 109 people attending 11 different training opportunities
- Extensive and varied youth work opportunities have supported young people to achieve positive outcomes

In accordance with the regulations, the plan also identifies needs that will not be met during the lifetime of the plan. During this period two out of the seven identified needs that were stated as unlikely to be met between 2021-24, were met. This included progressing professional qualifications for staff within the CLD sector and the development of wider accreditation opportunities for adults. Three were partially met and 2 were not progressed.

## What has happened in the last year?

*Over the last year, partners from the Orkney Strategic Community Learning Development Partnership continued to progress the actions in the plan alongside their other work priorities.*

*Actions were monitored and reviewed at regular intervals throughout the year to ensure adequate progress was being made through partnership approaches.*





# Progress Report on CLD Partners Plan during 2023-2024



## Sustainable Development

We will work to support sustainable development through partnership learning opportunities to build peoples skills, confidence and strengthen individual and community capacity and resilience to benefit everybody in our communities, with nobody left behind.

Key actions	BRAG	Progress made 2023-24
1a) Support Community Organisations to identify need and investigate opportunities for the development and co-production of learning hubs		<p>The CLD Partnership established a Community Development Subgroup in 2023. The focus of this subgroup is to coordinate and collaborate on community development support and opportunities. One area of work undertaken by this group was to create a document cataloguing all the community hub spaces across Orkney. Highland &amp; Islands Enterprise are leading on the work and have updated previous work which logged community facilities on the isles. The subgroup has expanded this to include community spaces and requirements across the whole of Orkney.</p> <p>Community Learning, Development &amp; Employability Services (CLDE) continue to work closely with Community Associations across Orkney, providing bespoke support as required. CLD partners are working with Westray Community Association to increase opportunities in the Westray Learning Centre. Highland &amp; Islands Enterprise are supporting several Development Trusts, who are working on community owned assets, with many awaiting approval for community facility projects.</p> <p>Orkney Library are further utilising their space as a community learning hub, with activities such as Lend &amp; Mend and the Seed Library encouraging wider community use of the library learning space.</p> <p>Improved disabled access at Stromness Community Centre is ensuring this space is more accessible fo the community.</p> <p>The Employability Hub, situated at the back of Skills Development Scotland, is now a fully operational learning and development space and is being utilised by a range of partners to facilitate learning and development activity. During 2023-24, there were 248 bookings of The Hub space, with partners using the Hub for a total of 692.75 hours for a variety of one-to-one meetings, group work sessions, training, practitioner meetings, and employer engagement activities.</p>
*1b) Raise awareness of and deliver training on the sexual exploitation of young people		<p>Police Scotland and CLDE have worked together to deliver sexual exploitation training sessions across all secondary schools in Orkney. Police Scotland delivered training sessions across the two mainland secondary schools and CLDE delivered the training out in the Junior Highs.</p>

### BRAG code:

Blue	Action is complete
Red	Action not achieved / Action not on track with major issues
Amber	Partially completed / Action mainly on track with some minor issues
Green	Action is on track



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Key actions	BRAG	Progress made 2022-2023
<p>2a) Develop collaborative approaches in the delivery of voluntary sector support services to help enhance community development opportunities</p>		<p>The 22nd Annual Halls Event ran jointly by Voluntary Action Orkney and CLDE was held in Birsay in September 2023. 24 volunteers from 14 halls attended this ever-popular training day which included sessions on fundraising, attracting volunteers, office bearer roles and training on Scottish Charitable Incorporated Organisation status.</p> <p>Highlands &amp; Islands Enterprise, Orkney Islands Council, Voluntary Action Orkney and Orkney Partnership are coordinating the valuable help and support offered to community organisations through the CLD Partnership’s Community Development Subgroup. This subgroup has established and have started to offer Tri-Community Exchange (TRICE) meetings to areas with three anchor organisations in the community (Development Trust, Community Association and Community Council) in a bid to improve communication and increase collaborative working.</p> <p>A variety of CLD partners are offering support to help South Ronaldsay &amp; Burray Development Trust re-established.</p> <p>A specific session was arranged to consolidate the support that is available for Social Enterprises, to ensure there is clarity on the provision available and where partners should direct groups to for support.</p> <p>Over this last year Voluntary Action Orkney have delivered training on trustee roles and responsibilities, and provided a programme of Spring Training for Voluntary Action Orkney members during Trustees Week and Volunteers Week.</p> <p>Voluntary Action Orkney also received £10,000 from the Multiply Project, managed by the Council’s CLDE Service, to provide numeracy support specifically to voluntary and community groups. 42 sessions were delivered to 28 organisations over the year.</p> <p>Highlands &amp; Islands Enterprise continue to offer valued support to Development Trusts, including support in creating plans and the continuation of the joint meetings between Community Development Officers has been welcomed.</p> <p>Community Led Local Development are providing funding for Development Trusts to undertake Board Governance reviews and are also running fair work sessions across Orkney.</p> <p>The Council’s Culture Fund provided essential financial support to 5 key community partners and also provide an open pot for community groups to apply to, for cultural activities.</p> <p>The Local Employability Partnership offered out £10,000 Innovation Grants for third sector organisations to support people to progress towards and within employment.</p>

\* New actions included in the last year of the plan.



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Key actions	BRAG	Progress made 2022-2023
<p>*3a) Increased coordination and expansion of adult learning opportunities and pathways, particularly for those experiencing disadvantage</p>		<p>CLDE have worked with a variety of CLD partners to deliver a range of bespoke adult learning opportunities over the last 12 months. Partners include The Blide Trust, St. Coombes, Orkney Health &amp; Care, Housing, Orkney Library and Age Scotland. CLDE's Adult &amp; Family Learning, Employability and Youth Services have provided a range of one to one and group work learning opportunities and support including Mybank training sessions, Confidence to Cook, budgeting and life skills courses, Young Persons Guarantee programme, digital skills courses, outreach courses and i-learn support for council staff who have difficulty with literacy or IT skills.</p> <p>CLDE worked in partnership with UHI Orkney to deliver outreach learning provision and a sector-based academy, both funded through the Local Employability Partnership, as were the Innovation Grants for third sector delivery of training and skills opportunities and free SQA qualifications for parents in low paid council posts. The Learning Link began offering formal, alongside informal, English for speakers of other languages (ESOL) provision and SQA qualifications at National level 2, 3 and 4 in literacy and numeracy. CLDE and Housing supported the continuation and development of the Language Café.</p> <p>The three year, Multiply Programme, is supporting the expansion of informal and formal numeracy support and qualifications for adults. Since commencing with the Multiply Project in January 2023, 60 adult numeracy courses have been delivered with 208 people participating in Multiply funded projects and 64 people have achieved a qualification. Orkney is making significant progress towards meeting, and indeed already exceeding, many of the target figures submitted to the UK Government within the original investment plan.</p> <p>The CLD Partnership established an Adult Learning Forum, which will report into the CLD Partnership. Whilst currently focused around the Multiply Initiative, this forum intends to expand out to continue this coordinated approach across all adult learning opportunities and pathways.</p> <p>The CLDE Service continue to create the Community Learning Programme of classes which run three times a year offering a variety of different informal learning and health &amp; wellbeing opportunities.</p> <p>More recently CLDE have developed an additional isles training and support offer, visiting islands that request support, to provide a range of required training across the community. Eday was the first to secure a visit from CLDE, which saw a hugely impressive 40 people attending training opportunities including food hygiene, Microsoft Excel and Word training, digital skills and internet safety sessions.</p> <p>Projects that encourage participation in learning have been funded through the Community Local Led Development Fund, including jewellery making and fitness opportunities for older people. Funding was also provided to allow support services to deliver to the isles</p>





**Cost of Living**

We will support individuals, children, and families through this difficult time, committing time, energy, and resources to work towards the elimination of poverty throughout Orkney. Addressing both immediate need and longer-term initiatives to combat persistent poverty.

Key actions	BRAG	Progress made 2022-2023
<p>4a) Deliver life skills and other support courses as the Partnership’s contribution to the Local Cost of Living Taskforce</p>		<p>CLDE have delivered a vast number of life skills courses and free learning opportunities to help people most impacted by the Cost-of-Living crisis. Working with a variety of partner organisations, CLDE also delivered an array of bespoke courses that are focused on increasing confidence, improving life skills and ensuring positive outcomes. The number of poverty alleviation opportunities offered through CLDE grew from 7 in 2022-23 up to 16 in 2023-24.</p> <p>There is a strong focus on supporting people to build up their skills and knowledge to enable them to improve their outcomes. Over this time a range of one to one and group work support has been delivered across adult learning, youth work and employability, with the number of free training opportunities increasing from 9 in 2022-23 to 28 in 2023-24. Free learning opportunities included: Mybank training sessions, Fastforward training sessions, Confidence to Cook, Funday Sunday, Summer Roadshow, cooking on a budget, life skills courses, Young Persons Guarantee programme, budget &amp; finance classes, digital skills courses and much more.</p> <p>New outreach provision in partnership with UHI Orkney is ensuring those who need extra support to access education, training and development opportunities at Orkney College are supported accordingly. The Innovation Fund, a sector-based academy focused on the hospitality industry, and free Scottish Vocational Qualifications (SVQ) courses for parents on low income were all funded through No One Left Behind funding and have increased participants skills, confidence and opportunities.</p> <p>Voluntary Action Orkney’ volunteers programmes and placements are focused on providing positive progressions routes for volunteers.</p>



## Cost of Living

We will support individuals, children, and families through this difficult time, committing time, energy, and resources to work towards the elimination of poverty throughout Orkney. Addressing both immediate need and longer-term initiatives to combat persistent poverty.

Key actions	BRAG	Progress made 2022-2023
<p>4b) Influence the Cost-of-Living Taskforce to ensure best practice using CLD methodology in delivery approaches</p>		<p>The CLD Partnership and Education now have standing representatives sitting on the Cost-of-Living Taskforce which is ensuring increased awareness and understanding of existing and potential opportunities. This linkage is ensuring better alignment and closer links between existing partnerships plans. It has been agreed to strengthen the governance between the two partnerships and streamline the reporting process by circulating the CLD Annual Progress and Evaluation Report to Community Planning. The Local Employability Partnership went out to procurement two times for a Child Poverty Employability Coordinator, as this was unsuccessful, CLDE are looking to recruit internally to the post. This will link well with the work to expand CLD youth workers in two schools with the use of Pupil Equity Funding and also extending the offer of wider family support and early intervention through Scottish Government Whole Family Wellbeing Funding which is currently establishing a small Family Engagement Team within CLDE, to further support families. CLD partners are working closely with families and are focused on highlighting the daily realities of family circumstances into the Cost-of-Living Taskforce.</p>
<p>4c) Increase SCLG support to the work of the Refugee Planning Group to ensure CLD approaches and ESOL provision, employability support and community engagement underpin outcome delivery.</p>		<p>CLD partners are supporting the volunteer run Language Café which runs on a Saturday in the Youth Café, utilising volunteer support to build skills, knowledge and connections within the local community. The Language Café are now running art therapy classes and members of this group are starting to mix in the wider community as their confidence and skills grow. CLDE ran employability sessions at the Language Café over this period, with additional employability support being provided on a one to one basis as required. CLDE are worked closely with UHI Orkney to deliver English of Speaker of Other Languages (ESOL) provision locally. As UHI Orkney could not deliver ESOL qualifications or support due to staffing and recruitment issues, it was agreed that CLDE would expand their informal ESOL learning offer to include the delivery of formal SQA ESOL qualifications up to SQA level 5. The Learning Link is ensuring those requiring ESOL provision and support, both informal and formal, receive it in a way that works for each learner, with all sessions being learner led. Housing has a Resettlement Schemes Project Manager in place.</p>



## Local Equality

We will work to address the continuing disadvantage experienced by some of our communities when trying to access services, facilities, and opportunities. Helping meet local needs through the effective provision of community learning and development opportunities to enhance individual and community capacity and resilience.

Key actions	BRAG	Progress made 2022-2023
<p>5a) Promote and embed the continuous involvement of those with lesser heard voices and priority groups within consultation and in matters that affect them</p>		<p>CLD partners are central to the recently developed Community Engagement Partnership Project, which has 4 main strands:</p> <ul style="list-style-type: none"> <li>• Creating an online community engagement platform:</li> <li>• Orkney Matters:</li> <li>• Engagement with young people;</li> <li>• Better engagement with lesser heard voices and harder to reach groups.</li> </ul> <p>CLDE's Youth Services Manager is leading on the Youth Engagement strand of this work. Two, well attended workshops have taken place over this time, with partners and young people working together to identify current provision, gaps and opportunities for further coordinating effective engagement with young people.</p> <p>The CLD Partnership provided a commitment to ensure CLD representation at every session of the second Orkney Matters, which is focused on ensuring that the community have a strong voice in the actions and issues that affect them and their community.</p> <p>Funding was secured through Community Local Led Development to ensure the second Orkney Matters programme, included work with the Pier Arts Centre to undertake arts-based engagement with those individuals and groups that are often lesser heard.</p> <p>CLDE continues to support the Youth Forum, Members of the Scottish Youth Parliament, and the Young Islanders. Over this last year the Youth Forum have inputted to a variety of policies and plans and have run a number of development days and family days.</p> <p>During this period, two new young people took on the role of MSYP's to ensure Orkney's young people's voices are heard locally and nationally. CLDE secured funding from the Scottish Government's Islands Team, to allow youth activists to participate in a trip to Edinburgh alongside their counterparts from Shetland and the Western Isles.</p> <p>The Jedi Council, a user led group of people with experience of employability support, have undertaken a significant amount of work to re-write and redesign the employability pipeline and develop a resource for the website to ensure potential users understand what each service does and how to access employability support.</p> <p>Housing's Tenant Participation Officer is strengthening the focus on lesser heard voices with the creation of an armchair panel to ensure opportunities for engagement and involvement are more inclusive and accessible.</p> <p>Learner and community representatives now sit on the CLD Partnership.</p>



## Local Equality

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Key actions	BRAG	Progress made 2022-2023
<p>*5b) Create a lived experience panel representing the wide range of learners and volunteers involved across CLD to influence and inform the work of the SCLG</p>		<p>This action was added to and progressed by the Data Subgroup of the CLD Partnership. Initially it was planned to create a lived experience panel, however following discussions with the community, learners and other partnerships who have lived experiences representatives, it was agreed it would be more inclusive and effective to have key representatives sitting directly on the CLD Partnership. It was agreed to allocate 4 seats on the CLD Partnership for the following community and learner representatives: A Development Trusts representative and Community Associations representative, an adult learner to be identified through the Learning Link and UHI Orkney, and a young person, nominated through the Youth Workers Forum. Over the summer, the CLD Partnership secured five representatives from the four target groups, who have agreed to sit on the Partnership to represent our CLD stakeholders, learners and the local community.</p>
<p>6a) Coordinate mental health awareness training to upskill people in the community, reduce stigma and promote an understanding of mental wellbeing</p>		<p>Extensive work has been undertaken by the CLD Partnership Training Subgroup to develop a suite of mental health awareness training, providing a pathway of various levels of required guidance and support. The CLD Partnership funded, the accredited, Scottish Mental Health First Aid training, which took place in September 2023, which 13 people completed. Three staff from CLD partner organisations have been trained to deliver the NHS Safe a Life suicide prevention training, raising awareness of mental health, self-harm and suicide prevention. This training is currently delivered online by NHS colleagues, but now the CLD Partnership have opened this training up to the whole community, running face to face sessions in coordination with NHS Orkney. The first of these sessions is due to take place in September 2024. The CLDE Pupil Engagement Team are trained and delivering SeeMe training for pupils and families and delivered this training to CLDE staff as part of the CLD Inservice training programme. A programme of delivery has been developed with sessions being offered over the summer, including sessions in some of the ferry linked isles in conjunction with the Active Schools summer programme. The second tranche of the Metal Health &amp; Wellbeing Fund, managed through Voluntary Action Orkney, was again oversubscribed. It funded 18 community led projects totalling £75,000. Applications totalling £156,000 were received. The Social Value Engine is now going to be used to demonstrate the wider impact produced from this important funding.</p>



# Progress Report on CLD Partners Plan during 2023-24

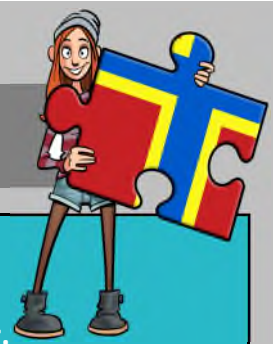


## Local Equality

We will work to address the continuing disadvantage experienced by some of our communities when trying to access services, facilities, and opportunities. Helping meet local needs through the effective provision of community learning and development opportunities to enhance individual and community capacity and resilience.

Key actions	BRAG	Progress made 2022-2023
*6b) Investigate collaborative approaches and opportunities to expand social prescribing across Orkney		<p>Work has been undertaken to progress discussion around social prescribing with wider partners. As a number of CLD partners were focused on reviewing social prescribing, it was agreed to develop this into an action within the CLD Partners Plan to ensure a more collaborative approach was taken. Social prescribing is now being linked through the Physical Activity and Wellbeing strategy, supported by Public Health Scotland and using a whole system approach. CLD partners have key representation on the Physical Activity &amp; Wellbeing Strategy Working Group.</p> <p>The Local Employability Partnership have funded a social prescribing programme through the Picky Centre, which is using NHS referrals to ensure those most in need of health and wellbeing activity are able to access this support.</p> <p>CLDE are looking to expand the community learning classes eligible under Activelife to ensure that active-based community classes benefit from the Activelife scheme.</p>
6c) Wider promotion of the values of volunteering to health, wellbeing and to the community including the Islands Games		<p>Volunteering is actively promoted across the Partnership. Voluntary Action Orkney are working with wider CLD partners to develop volunteering programmes and opportunities including the development of an all age Get ready for volunteering programme, in preparation for the Island Games.</p> <p>Orkney 2025 has delivered presentations to the CLD Partnership, Local Employability Partnership, and to Community Halls to raise awareness of the Island Games and the volunteering requirements for 2025. January 2024 saw the official launch of the Island Games volunteering drive as they look to recruit up to 700 volunteers, a target which is well on its way to being met.</p> <p>Sport &amp; Leisure have worked closely with Sport Scotland to develop a package of training opportunities for coaches, officials and volunteers across Orkney in the run up to the Island Games.</p> <p>Active Schools are preparing an Island Games roadshow for next year, with CLDE incorporating accreditation into these sports activity programmes. CLDE are also promoting the Islands Games through their youth club programmes and other activities.</p> <p>Partners continue to run and promote volunteering opportunities for young people including: certificated opportunities through Duke of Edinburgh; Youth Achievement Awards; Dynamic Youth Awards; Hi5; Saltire; Young Ambassadors Award; Young Leaders Award; Sports Leaders Award; Young Curators and volunteering is part of the Young Persons Guarantee programme run through CLDE. Voluntary Action Orkney are working with Education to promote volunteering for young people in schools.</p> <p>The now renowned annual Youth Awards Ceremony celebrates the volunteering and wider achievements of young people across Orkney. Continuous bespoke support is provided to community and voluntary organisations that require training, help and guidance from all relevant CLD partners, including the Annual Halls Event, which provides specific training based on the needs and demands of Hall Committee volunteers.</p>

# Progress Report on CLD Partners Plan during 2023-24



## Partnership Workforce Development

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

Key actions	BRAG	Progress made 2023-2024
<p>7a) Work collaboratively with the Local Equality Delivery Group to develop priorities, design and deliver wellbeing and learning opportunities and early intervention support</p>		<p>Links between Community Planning and the CLD Partnership have been greatly strengthened with the Community Planning Business Manager now sitting as a strategic partner on the CLD Partnership. A number of additional meetings have taken place between the Community Planning Business Manager and the Service Manager for CLDE to confirmed links and arrangements for alignment between the CLD Partnership and Orkney Partnership through the Local Equalities Delivery Group. Updates from Community Planning are now a standing item on CLD Partnership meeting agendas.</p> <p>The Local Equality Delivery Group have developed a locality plan for the Isles, which the CLD Partnership will feed into in terms of delivery of learning opportunities and early intervention support. CLD partners continue to design and deliver an array of wellbeing and learning opportunities and early intervention support across the community including community learning classes, digital skills, adult literacy and numeracy support, English for Speaker of Other Languages (ESOL) provision, cooking, budgetary and life skills courses, employability support, youth work provision and community development training and support.</p> <p>The Communities Mental Health &amp; Wellbeing Fund received 30 applications and were able to fund 18 projects across Orkney. Almost 40 expressions of interest and 30 full applications were received for Crown Estates allocation of funding of £444,186.49, leveraging a total project spend of £2,528,364.22.</p> <p>20 applications were received for Scottish Government Community Local Led Development funds, which dispersed £319,758.79 of funding.</p>
<p>8a) Explore and expand opportunities and pathways into and within the CLD profession through collaborative work with Learn North and The Northern Alliance</p>		<p>CLD sector related qualifications are being pursued by various CLD partners in a number of ways, including completion of the Get Ready for Youth Work training programme, the Professional Development Award in Youth Work, the Professional Development Award in Supported Employment and the work based CLD qualification through Dundee University.</p> <p>The Northern Alliance Winter Learning Festival delivered a range of continuous professional development opportunities which were opened up to the CLD Partnership.</p> <p>Education Scotland professional learning sessions were also delivered and promoted to wider CLD partners and practitioners.</p> <p>The CLD Partnership developed their own extensive Professional Learning programme based on local needs across the sector. With 11 sessions delivered to 109 participants, 100% of evaluation respondents stated they would recommend the training to others.</p> <p>CLD Partners attended a session with the University of the Highlands &amp; Islands to discuss possible CLD training routes and pathways. The CLD Standards Council were also invited to attend a regional Northern Alliance meeting to progress options for a CLD Professional pathways document.</p>



## Partnership Workforce Development

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

Key actions	BRAG	Progress made 2023-2024
<p>9a) Based on the training needs audit create and deliver a suite of short course training for the CLD workforce</p>		<p>A training programme has been developed by the CLD Partnership containing 18 different training opportunities which are being delivered to both the CLD workforce and to the wider community. So far 11 training sessions have taken place with 109 people attending the training. Sessions have been delivered on a variety of topics which were requested through a recent sector-based training needs analysis including: Mental health first aid, SeeMe mental health awareness training, Artificial intelligence in CLD, Raising awareness of neurodiversity, Impact of social media, Conflict resolution and Effective planning and evaluation. Each session is monitored and evaluated with the findings used by the Training Subgroup to improve and progress future training needs.</p> <p>Additional training opportunities have also been provided through a range of other partners and partner organisations including Police Scotland, Community Justice Partnership, Local Employability Partnership, Learn North, The Northern Alliance, Education Scotland, and the Orkney Partnership.</p>
<p>10a) Create a subgroup to improve methods for collaborative data collection in response to the chosen partnership KPIs</p>		<p>A data subgroup was created and is now meeting on a regular basis. The Data Subgroup received approval from the wider CLD partnership on the key performance indicators (KPI's), that will be gathered together across the Partnership. This is the first year of gathering the 4 shared KPI's which are:</p> <ul style="list-style-type: none"> <li>• <b>The number of groups receiving capacity building support</b></li> <li>• <b>The number of people reached through one off engagement</b></li> <li>• <b>The number of people taking part in influencing &amp; engagement activity</b></li> <li>• <b>The number of people with improved mental health &amp; wellbeing outcomes</b></li> </ul> <p>The Data Subgroup are also looking into the possible use of the Social Value Engine to demonstrate the value of CLD input. Voluntary Action Orkney have received funding through Community Local Led Development for a licence to pilot the use of the Social Value Engine for the Communities Mental Health &amp; Wellbeing Funding that they recently dispersed to eighteen projects. These projects will be monitored and reported through the Social Value Engine, which will measure the non-financial impact of the funding. The data subgroup has also taken on the role of ensuring learner voice is engaged and contributing effectively to the CLD Partnership. Rather than create a separate user group panel, it was agreed to secure four places on the partnership for the following representatives:</p> <ul style="list-style-type: none"> <li>• <b>A Community Development Officer to represent Development Trusts</b></li> <li>• <b>A volunteer to represent Community Halls across Orkney</b></li> <li>• <b>A young person</b></li> <li>• <b>An adult learner</b></li> </ul> <p>Representatives have now been identified under each of the above categories to ensure continuous input and engagement directly with stakeholder representatives.</p>

## Progress Report on CLD Partners Plan during 2023-2024



**Unmet needs** - At a time of changing policies, priorities and resources, it is clear that not all CLD needs can be met during the lifetime of this plan. Some identified areas of unmet needs are highlighted below, although during the final year of the plan, some progress was made on 3 of the 7 areas listed (marked orange), 2 made good progress (marked green) and 2 were not progressed (marked red).

Unmet needs over this time (2021-24)	Progress
Development of wider accreditation opportunities for adults	This action was progressed well over the last year despite it remaining in the unmet needs section of the plan. The Learning Link received additional funding and secured its SQA Learning Centre status, which meant it could review and develop the accreditation courses offered. This included formal ESOL qualifications and a range of other new accredited opportunities.
Widening STEM opportunities through CLD activity	Through various ASdult learning, family learning and youth work activities a number of CLD partners have been able to deliver some Science, Technology, Engineering and Maths (STEM) activities over this last 12 months.
Undertake a Third Sector Skills Survey	Due to limited capacity and staffing changes the Third sector skills survey did not happen.
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	A variety of environmental focused projects were supported by CLD partners over this period, including working with Development Trusts to start to create Climate Action Plans and various other environmental projects through youth work, adult learning and family learning.
Expanding partnership work with housing partners to explore preventative work around homelessness with young people	This action was not progressed within the lifetime of this plan, but changes in statutory duties will ensure this is progressed with wider CLD partners
Develop closer links with partners leading on transport and broadband improvements to ensure barriers to participation in learning are reduced	Improved links and strengthened governance with the Orkney Partnership have ensured a CLD perspective has been central to ensure the learning and development needs of communities are considered when looking at issues of connectivity.
Identifying resources to fund individual professional qualifications and wider opportunities for staff within the CLD sector	Funding has been secured from external sources to foster the grow our own approach, providing various levels of training and qualifications opportunities for staff and volunteers across the CLD sector.



## Overall Review of the CLD Plan 2021-2024

Over the 3 year cycle from September 2021 to September 2024, the CLD Partnership worked on a total of 34 key objectives overall, of which all 34 were fully met.

Key successes over the 2021-2024 period included:

- CLD was able to allocate 532 people with IT devices, 455 with mifi through 57 organisations
- A range of digital training and support was provided
- 30 projects reducing social isolation and enhance wellbeing were supported by the Communities Mental Health & Wellbeing Fund
- Community Benefit Adult Learning funding allowed free community learning classes for targeted groups and individuals
- 56 people attended the Partnership vs Pandemic event sharing good practice and innovative community activity during Covid
- CLD Streetwork Project led to sustained partnership work to deliver free Friday afternoon activities for young people
- Partners delivered a range of activities to support people in poverty
- CLD partners supported a variety of environmental projects including COP26 Ambassadors, green space initiative, outdoor volunteering and community growing projects
- The Community Development Forum was established to improve community development coordination and collaboration
- Police Scotland and CLDE jointly delivered sexual exploitation training across Secondary schools in Orkney
- Collaboration to expand English Speakers of Other Languages provision
- Language Café established to support English Speakers of Other Languages to build confidence and skills
- Increased coordination and activity to ensure inclusion of representative voices in decision making
- Extensive and varied youth work opportunities have supported young people to achieve positive outcomes
- A sector-based training needs analysis was completed, and an extensive training programme developed for staff and volunteers
- An array of health & wellbeing activities and early intervention support was delivered through adult learning, youth work and community development
- Community, adult learner and young person representative have been appointed to sit on the CLD Partnership

### *What has happened over the lifetime of the plan?*

*Despite the required change in focus for CLD during the pandemic, increased workloads, limited capacity and reduced resources of partners, there was still significant progress made on the actions in the CLD Partners Plan, with all 34 actions completed over the 2021-24 period.*



## CLD Partners Plan Review & Evaluation 2023-2024

The Community Learning and Development Plan is continuously monitored, reviewed and evaluated throughout the year. Alongside the quarterly monitoring and annual review of the plan, the CLD Partnership also undertake cyclical self-evaluation activities, including the use of the How Good Is Our Community Learning and Development 4 (HGIOCLD4), a framework that includes a common set of quality and performance indicators.

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

Recent evaluation and self evaluation activity identified the following strengths and areas for improvement:

### Key strengths

- Improved use of data to inform planning and progress
- Accurate self-evaluation for continuous improvement
- Focused approach of the partnership to reduce inequalities and improve outcomes
- Robust planning, monitoring, evaluation and governance
- High levels of joint training and development opportunities

### Areas for development:

- Continue to improve the sharing of data across the partnership to monitor outcomes & evidence impact
- Increase awareness of CLD and the CLD Partners Plan
- Ensure wider involvement of learners and the community in CLD Planning through a variety of different methods
- Streamline the number of partnerships and plans that exist to declutter the strategic landscape

### CLD Inspection Visit 2024

A recent progress visit by HM Inspectors of Education agreed with these findings. The very positive inspection praised the quality of provision, the partnership working, leadership and the accurate self-evaluation which demonstrates the CLD Partnership has a clear understanding of the progress made and has a focused commitment to continuous improvement. Reassuringly, all areas for development had already been recognised and were being progressed by the Community Learning & Development Partnership prior to the inspection, including increasing learner and community voice on the CLD Partnership, and the necessity to streamline the plethora of strategic plans in place across Orkney.

HM Inspectors identified the leadership and governance of CLD across Orkney, as an area of highly effective practice which they are keen to share nationally.

*How does the CLD Partnership maintain quality assurance and ensure the plan is up to date and effective?*

*Continuous monitoring and self evaluation of the CLD Plan ensure that partners learn and improve the planning process as we update and renew the CLD Partners Plan each year.*

*Community and learner input are vital in this process, ensuring the plan is focused on local needs.*



## Glossary of frequently used acronyms

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

**CLD** – Community Learning & Development  
**CLDE** – Community Learning, Development & Employability Service  
**CLDSC** – CLD Standards Council  
**CLLD** - Community Led Local Development  
**CMH&WF** – Community Mental Health & Wellbeing Fund  
**CPP** – Community Planning Partnership  
**CWDG** – Community Wellbeing Delivery Group  
**DofE** – Duke of Edinburgh Award  
**DYA** – Dynamic Youth Awards  
**DYW** - Developing the Young Workforce  
**ELH** – Education Leisure & Housing  
**ESOL** - English for speakers of other languages  
**GIRFEC** – Getting It Right For Every Child  
**HIE** – Highlands & Islands Enterprise  
**HGIOCLD4** – How Good Is Our CLD 4  
**IT** - Information Technology  
**KPI** – Key Performance Indicators  
**LEP** – Local Employability Partnership  
**MSYP** - Member of Scottish Youth Parliament  
**NHSO** – National Health Service Orkney  
**NOLB** – No One Left Behind  
**OHAC** – Orkney Health & Care  
**OIC** – Orkney Islands Council  
**SDS** – Skills Development Scotland  
**SCVO** – Scottish Council for Voluntary Organisations  
**STEM** - Science, Technology, Engineering & Maths  
**SQA** - Scottish Qualification Authority  
**SVQ** - Scottish Vocational Qualification  
**SYP** - Scottish Youth Parliament  
**TRICE** - Tri-Community Exchange  
**UNCRC** - United Nations Convention on the Rights of the Child  
**VAO** – Voluntary Action Orkney  
**YAA** – Youth Achievement Awards  
**YLAG** - Youth Local Action Group  
**YWF** - Youth Workers Forum



## Glossary of frequently used terms

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

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

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

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

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

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

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

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

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

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

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





# Orkney Community Learning Partnership



**CHI | ORKNEY**





# Orkney

## Community Learning & Development Partners Plan 2024 - 2027



Learning and  
working  
together for  
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 Community Learning & Development (CLD) plan, for the provision of community learning and development in the local area.

Orkney's 3-year Partners Plan for Community Learning and Development is produced by Orkney's Community Learning & Development Partnership, which is a partnership of both public and third sector organisations who are delivering Community Learning & Development provision 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 Partners 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.

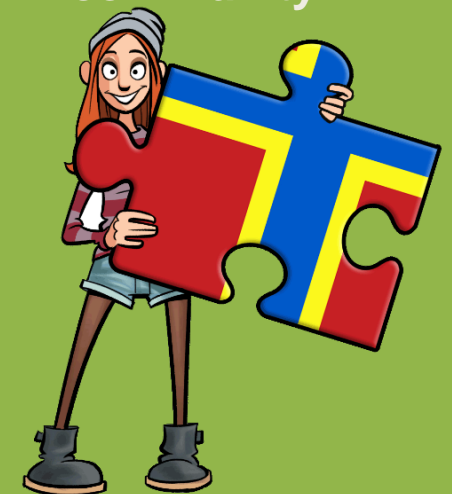
Our partnership vision is to work together to improve the lives and outcomes for people and communities in Orkney through community learning and development opportunities and approaches.

Many developments have been made since the inception of statutory CLD Partnership Plans, including improved governance, strengthened connections and involvement of stakeholders and increased alignment with other partnerships and plans including Orkney's Community Planning Partnership.

This plan supports and develops the shared mission set out in the Orkney Community Plan and incorporated Local Outcomes Improvement Plan 2023-2030 of '**Working Together for a better Orkney**'. To ensure strategic alignment, three of the five priorities in the CLD Partners Plan are taken from the Orkney Partnership's agreed priorities: Sustainable Development, Cost of Living and Local Equality. In addition, the CLD Partners Plan 2024-27 has selected Health and Wellbeing and Workforce Development as additional priority areas.

## What is the CLD Partners Plan?

Orkney CLD Partners Plan is published by the CLD Partnership 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 Community Learning and Development (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. CLD covers a broad range of practice including youth work, community-based adult learning, family learning, volunteer development and community development.

The 2018-21 Guidance Note on Community Learning & Development Planning 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 emphasises the important role CLD must play in the future delivery of public services, it's 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 A code of ethics for CLD. 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 can 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:

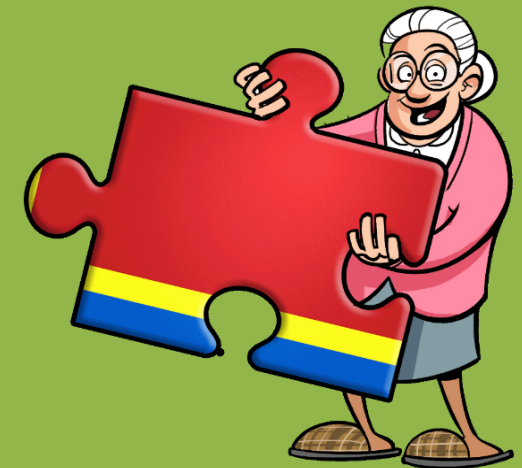
- **Improved life chances for people of all ages, through learning, personal development, and active citizenship; and**
- **Stronger, more resilient, supportive, influential, and inclusive communities**

The joint CLD Partners Plan 2024-27 facilitates 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 Planning Partnership Board, the work of the CLD Partnership will complement that of the Orkney Partnership with strong governance arrangements providing a conduit for progressing key actions, sharing information and for alerting community planning to emerging priority issues.

As with previous versions, the plan will be monitored, reviewed and evaluated regularly, and reported on 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 being progressed and that it remains reactive to developing needs. Future versions of this plan will be adapted to address new needs identified in the community and to implement any new policy areas or changes to the statutory requirements following the independent review of CLD that is currently underway.

## 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 and communities.



# The Community Learning & Development (CLD) Partnership

The CLD Partnership, currently led by the Council's Head of Service for 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, UHI Orkney, Voluntary Action Orkney, NHS Orkney, Police Scotland, and Skills Development Scotland.

As an inclusive and effective partnership, the work of the CLD Partnership is guided by 4 overarching principles:

- Working collaboratively to improve outcomes for individuals, families and communities
- Sharing ownership, resources, and data to improve 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 CLD Partnership do?

**It is the task of the CLD Partnership and this plan to ensure that people in Orkney, especially those that are disadvantaged, have appropriate access to the CLD support they need.**

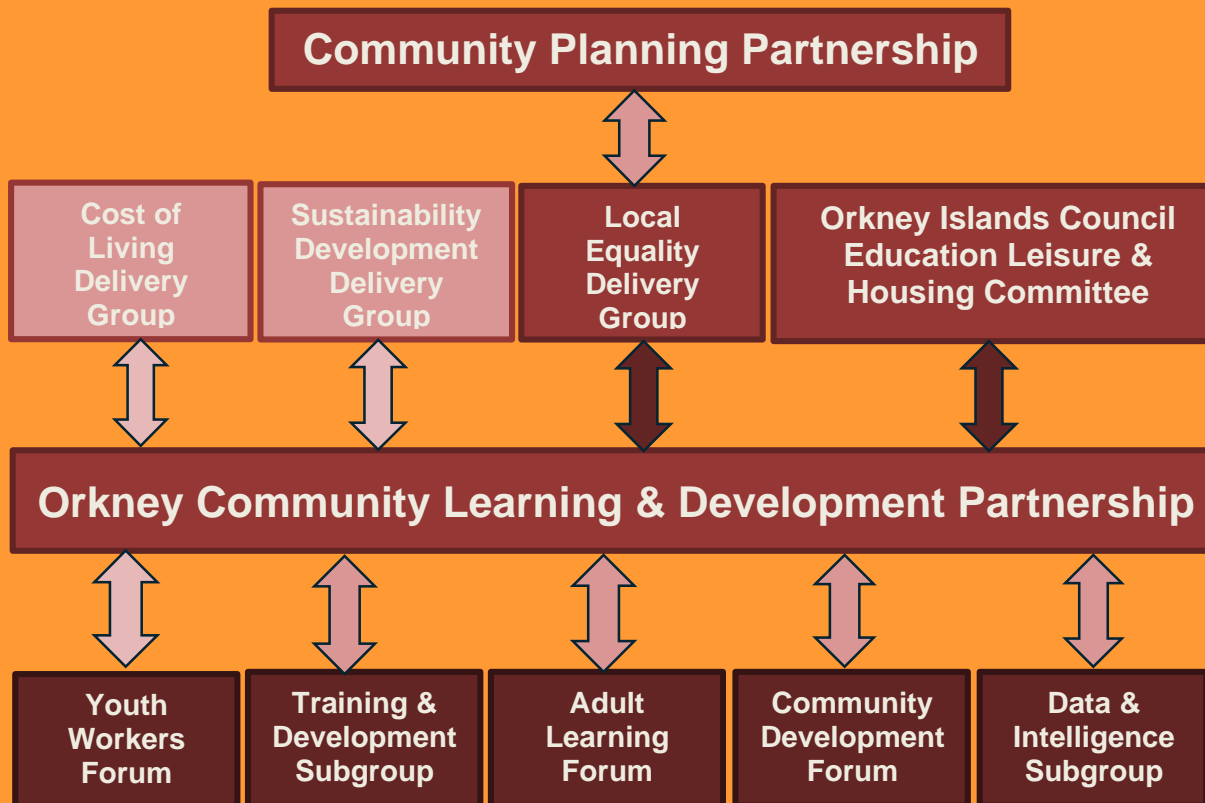


# Governance Arrangements:

The Community Learning & Development Partnership has strong and effective governance arrangements in place and strengthened connections with stakeholders, through regular summarised updates, learner and community representatives sitting on the partnership, more formal reporting procedures and formal 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 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, ensuring it remains relevant and responsive to changing needs.

The CLD Partnership assumes overall responsibility for delivering on the outcomes and actions detailed in the plan. The plan will be reviewed quarterly, and an annual report will be submitted to the Orkney Islands Council, Education, Leisure & Housing Committee and to the Orkney Partnership Local Equality Delivery Group. The Orkney Partnership and Orkney Islands Council have both endorsed this approach recognising the critical role of the CLD sector in Orkney.



## How will the plan be monitored?

The strategic direction for the CLD Partnership and the actions outlined in the partners plan have been developed, 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 2024-27 sets out our shared vision, values and priorities over the next three years and are based on a full understanding of local needs.

A collective understanding of community and learner needs was developed, and stakeholder input into the plan was assured, through a range of methods, including one-to-one sessions, focus group activities, initial findings taken from Orkney Matters 2, and a specific CLD consultation for Orkney residents, strategic partners, CLD practitioners, community groups, adult learners and young people.

In addition to this, partners also used several other methods to clearly identify need and ensure a clear focus on continuous improvement for the CLD Partnership:

- A full appraisal and self-evaluation of the CLD Partners Plan 2021-24
- In-depth data review and analysis to determine priority areas
- Partners workshop to identify and prioritise the actions for the plan
- CLD Partnership Working Group developed to ensure collaborative approaches to CLD Planning
- Incorporation of actions in response to the recent HM Inspection of CLD in Orkney
- Consideration of the local and national policy context
- 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 anyone
- An Island Communities Impact Assessment has also been completed to ensure consideration of impacts on the Isles

To ensure coproduction with learners and communities, engagement is embedded and not just an annual exercise, partners have allocated seats on the CLD Partnership for the following representatives:

- An adult learner
- A young person
- Development Trusts
- Community Associations

With all 4 positions filled, the Partnership is more representative of CLD stakeholders and has a greater understanding of local needs and can also more accurately represent wider CLD delivery across Orkney.

## 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 2021-2024

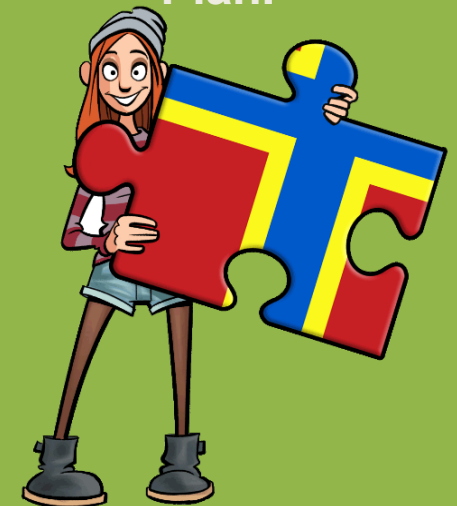
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- Collaboration to expand English Speakers of Other Languages provision and a Language Café established
- Extensive and varied youth work opportunities have supported young people to achieve positive outcomes
- A sector-based training needs analysis was completed, and an extensive training programme developed for staff and volunteers
- An array of health & wellbeing activities and early intervention support was delivered through adult learning, youth work and community development
- Community, adult learner and young person representative have been appointed to sit on the CLD Partnership

## What about the last CLD Plan 2021-2024?

**Findings from internal review and self-evaluation alongside external scrutiny and inspection of CLD has provided valuable information to ensure we learn and continue to improve as we start to deliver on the 2024-2027 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, 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.

The updated CLD planning guidance (2024) 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 partnership strategies and plans including the Community Plan, Integrated Children's Services Plan, Local Employability Partnership Plan, Local Child Poverty Action Plan, Physical Health & Wellbeing Strategy and more. To ensure alignment and avoid duplication, actions which are being progressed through other plans will not be detailed in the CLD Partners Plan, but focused work by the CLD Partnership is ensuring CLD representation on other key partnerships, to further cultivate a wider understanding of the CLD Plan and the importance of adopting CLD approaches.

The CLD Partnership is committed to supporting and fully contributing to collaborative CLD work, both regionally across the North, and nationally. The CLD Partnership will support professional engagement and capacity building opportunities through existing structures such as Learn North and future structures emanating from the CLD Review. Further details about the work of Learn North are included in Appendix 3.

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 relevant policies. Amongst these will be the long-awaited National Youth Work Strategy, which has yet to be published, and the findings and future outcomes of the Independent Review of CLD provision in Scotland, which has recently been published.

Learning: For All. For Life is the report from the independent review of CLD, undertaken by Kate Still. The report has been considered by the CLD Partnership and several actions relating to the findings of the report have been incorporated into this plan. Future updates of the plan will incorporate any further requirements that result from the consideration of the report and recommendations by Scottish Ministers and the Convention of Scottish Local Authorities (CoSLA).

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

Understanding the challenges in Orkney allows us to build a CLD Plan relevant to need. The total population of Orkney in 2021 stood at 22,540, an increase of 0.6% from 2020 compared to an increase of only 0.3% across Scotland. In Orkney, life expectancy is higher than across Scotland, but the demographic profile has aged significantly in recent years. Between 2001 and 2021, the 0 to 15 age group saw the largest percentage decrease (-6.9%). The 75 and over age group saw the largest percentage increase (+72.7%). Between 2018 and 2028, the population of Orkney Islands is projected to increase from 22,190 to 22,311, however there is a worrying 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 experienced across Scotland. Rural households can face an increased cost of living between 10% to 40% compared to those in urban Scotland. More than 30.5% of households in Orkney live in fuel poverty and 21.8% are in extreme fuel poverty, compared to 24.4% and 11.9% respectively across Scotland.

Children in poverty has increased from 18.2% to 20.1% in 2021-22.

Due to the scattered pattern of poverty in Orkney, there are individuals and families in all areas experiencing Multiple Deprivation, but the Scottish Index of Multiple Deprivation (SIMD) does not adequately reflect this. 54% of Orkney's population live in the 15% most access deprived, compared to 15% across Scotland. Orkney does not have any data zones in the most deprived 10% in Scotland but, many islands fall into decile 4, quantile 2, with Kirkwall West falling into decile 3, quantile 2.

The number of homelessness applications has risen steadily from 132 in 2021-22 to 144 in 2023-24.

In 2021 the annual participation measure listed 93.4% of 16–19-year-olds were in education, training or employment. This rose to 93.9% in 2022 and rose again to 96.4% in 2023.

Orkney was ranked as Scotland's safest area in 2022-23 with just 165 crimes per 10,000 people, compared to 528 per 10,000 nationally.

In terms of health, death from suicide and alcohol related hospital admissions are slightly higher in Orkney than nationally.

Whilst Orkney had a strong economy with very high employment levels it has a relatively low wage economy with underemployment rather than unemployment tending to be a factor.

What other information was used when creating the plan?

Alongside partner, learner and community input, this plan considers a broad range of evidence gathered from local and national information including data on population, health, crime, unemployment, living costs, education, the economy and much more.





# Plan principles, targets and identified barriers

Rather than looking at CLD in its entirety, the new plan focuses on 5 identified priority areas. Three are aligned to the Community Plan priority areas, which the CLD Partnership can help progress to maximize impact. This plan focusses on what the CLD Partnership is going to work on together to achieve over the next three years. 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 for the people of Orkney.

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

- **Work collaboratively to meet local needs with a clear focus on continuous improvement**
- **Challenge inequalities and promote equity of opportunities and access to services**
- **Provide achievement opportunities (to reduce the attainment gap) and improve life chances for all**
- **Ensure CLD principles and values are understood, promoted and embedded in partnership plans and practice**

## 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**
- **Those that are socially / geographically isolated**
- **Those facing significant barriers to participation and inequality of provision**
- **Community groups and organisations working to make a positive difference**

## Key barriers to participation

CLD partners and stakeholders have identified the main barriers to participation as:

**Transport**

**Digital accessibility**

**Structural**

**Childcare**

**Cost**

**Confidence**

**Health conditions**

**Capacity**

**Stigma**

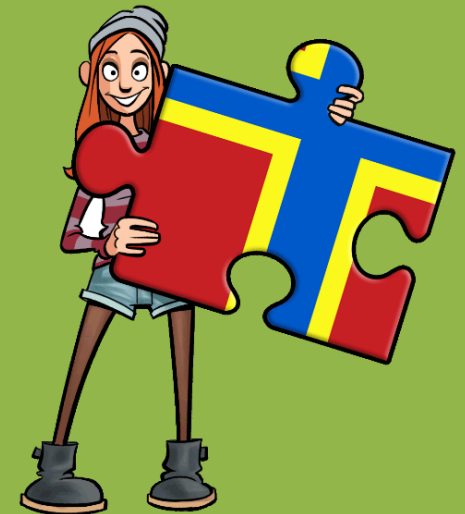
**Awareness**

**Language / cultural barriers**

**Geography**

## 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 CLD Partnership is stronger than the sum of its parts.**

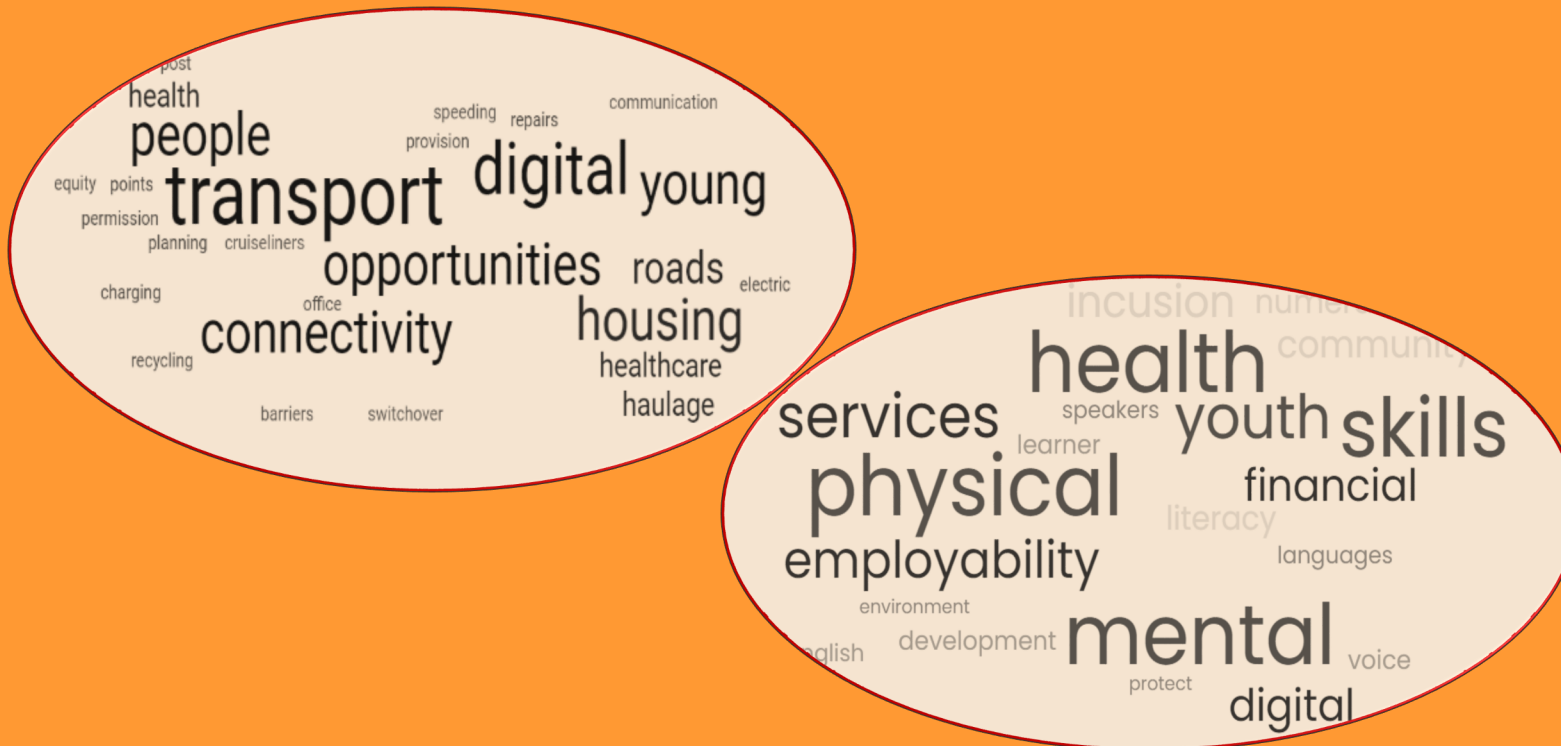


# 2024-2027 Community Priorities

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 new CLD Plan is working alongside many other partnerships to avoid duplication or gaps in service delivery.

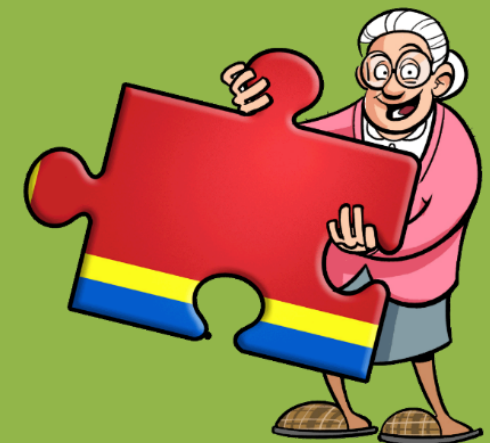
The CLD Plan is aligning to the Orkney Community Plan 2023-30 and will report directly into the Local Equality Delivery Group, although the plan has actions in all three priority areas. CLD partners will also work alongside the Orkney Children Services Strategic Group, responsible for the Integrated Children's Services Plan, the Local Employability Partnership responsible for the LEP Delivery Plan and many more.

In the recent consultation activity undertaken which has supported the identification of priority areas for this CLD Plan, including Orkney Matters 2, there was an emphasis on transport, opportunities for young people, digital connectivity, healthcare, housing, haulage costs, roads and recycling. From a CLD perspective the main issues coming up through consultation included: support with mental and physical health, youth services, employability skills, digital skills, financial inclusion, literacy and numeracy support, community development support, community / learner voice and English for speakers of other languages provision.



## How does this plan link to Community Planning?

**The CLD Partners Plan will focus on the priority areas in the Community Plan alongside Health & Wellbeing and Workforce Development, underpinning the importance of using CLD approaches to address and progress these priorities.**

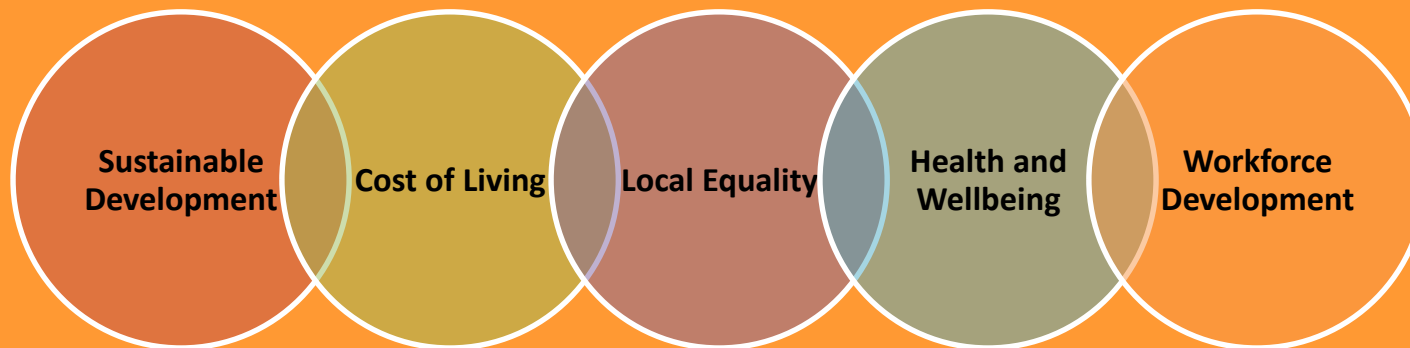


# CLD Plan 2024-2027 Priority Areas

Having considered the results of extensive community consultations and having reviewed CLD input to other policies and plans, the CLD Partnership also completed an in-depth analysis of local and national data and took on board the findings of community and learner appraisals, self-evaluation and external inspection which took place in March this year.

To reflect what people said, the CLD Plan new priority areas are:

- **Sustainable Development** - Supporting sustainable development and increasing people's skills, confidence and capacity
- **Cost of Living** - Supporting individuals and families to address immediate need and tackle the underlying causes of poverty
- **Local Equality** – Ensuring residents in all parts of Orkney have equal opportunities, enhanced individual and community capacity and resilience
- **Health & Wellbeing** – Contributing to improved mental and emotional health, physical health and improved lifestyles for individuals, families and communities
- **Workforce Development** – Strengthening learning opportunities for those working and volunteering across the CLD sector in Orkney



Further information on how the CLD Partnership will progress in 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 5 priority areas for the CLD Partners Plan 2024-2027 are:

- Sustainable Development
- Cost of Living
- Local Equality
- Health & Wellbeing
- Workforce Development



## Monitoring & Evaluation

The information gathered by the CLD Partnership has been used to develop the CLD Partners Plan for the next 3 years, which is 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 CLD Partnership and the actions outlined in the partner's 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.

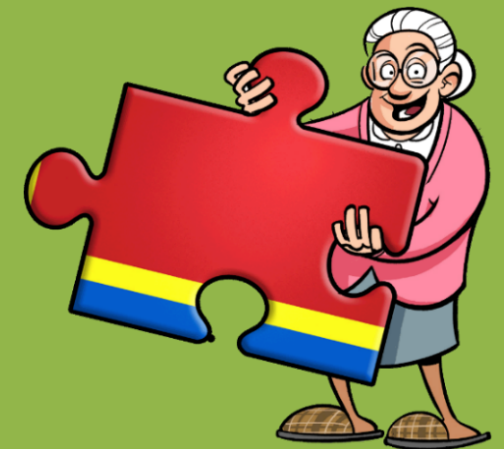
We are working in rapidly changing times, so it is imperative that the plan is updated regularly to ensure the CLD workforce continues to be responsive to emerging needs and also to ensure our plans and ambitions align with updated policies and frameworks, both local and national, to provide the CLD 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 CLD Partnership 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 CLD Partnership, and a report submitted to Orkney Islands Council's Education, Leisure & Housing Committee and Orkney Partnership's Local Equality Delivery Group, 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.

CLD activity across the local authority 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 external reviews and inspections undertaken by His Majesty's Inspectors of Education. A cyclical plan of self-evaluation has been developed to ensure partners are always working to progress the plan and work towards an effective improvement agenda.

### How will the CLD Partnership maintain quality assurance?

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



# CLD Partners Plan

# 2024-2027





## Sustainable Development

We will work to support sustainable development through partnership learning opportunities to build peoples skills, confidence and strengthen individual and community capacity and resilience to benefit everybody in our communities, with nobody left behind.

Outcome	Improvement Action	Lead	Target Date	Milestones	Evidence
<b>1. Increased capacity and resilience of community groups and organisations to deliver what is needed for their communities and ensure these organisations prosper</b>	1a) Extend the offer of Tri-Community Exchange (TRICE) meetings for anchor organisations in communities that have Community Councils, Development Trusts and Community Associations.	CLDE HIE (Community Development Forum)	September 2026	Session at Annual Halls Event. Discussion with Community Councils. Discussion with Development Trusts. 3 new TRICE meetings arranged by Sept 2025. 3 new collaborative community development projects by September 2026.	Number of meetings offered and arranged. Number of attendees. Number of resulting shared actions. Evaluations & feedback. Minutes.
	1b) Streamline, promote and coordinate the delivery of governance health checks and policy reviews for community organisations.	VAO CLLD (Community Development Forum)	April 2026	Promotion of opportunity. Funding secured for health checks. 3 Health check delivered.	Number of views of media posts. Correspondence. Amount of funding secured. Number of health checks completed. Feedback.
	1c) Promote and support community organisations to develop local development action plans / place plans as required.	HIE CLLD (Community Development Forum)	September 2027	Promotion of opportunity by September 2026. 3 Plans developed by September 2027. 4 New projects undertaken by September 2027.	Publicity. Correspondence with community organisations. Number of plans developed. Feedback.
	1d) Undertake an audit of area-based community development support provision to improve coordination, approaches and best practice.	Democratic Services HIE (Community Development Forum)	September 2025	Working group established by January 2025. Review completed by Sept 2025. Action plan developed for improved alignment.	Minutes and agendas. Review completed. Improvement action plan.
<b>2. Increased coordination and expansion of youth achievement opportunities and pathways to ensure young people progress and reach their full potential</b>	2a) Undertake a strategic review of youth accreditation and awards offered by CLD partners to ensure effective delivery of appropriate awards based on need.	CLDE VAO (Youth Workers Forum)	September 2026	Working group established by January 2025. Review completed by September 2025. Improvement plan developed. Annual youth awards data collection system established. Increase in youth awards offered by September 2026.	Minutes and agendas. Youth Awards Review. Improvement plan. Increase in youth awards offered. Annual data of all youth awards. Number of accredited opportunities. Number of non-accreditation opportunities. Number of qualification gained.
	2b) Work with Education and wider CLD partners to explore opportunities to better track the achievements of young people.	Education CLDE VAO (Youth Workers Forum)	September 2026	Working group established by March 2025. Review of current tracking system completed by Sept 2025. Improvement plan developed by Sept 2025. Pilot new system in 2 schools by Sept 2026.	Working Group minutes and agendas. Review of current tracking systems. Improvement plan. Improved tracking system developed and tested in 2 pilot schools.

## Sustainable Development (continued)

We will work to support sustainable development through partnership learning opportunities to build peoples skills, confidence and strengthen individual and community capacity and resilience to benefit everybody in our communities, with nobody left behind.

Outcome	Improvement Action	Lead	Target Date	Milestones	Evidence
<b>3. Increased coordination and expansion of adult learning opportunities and pathways to ensure learning is lifelong, life-wide and learner centred</b>	3a) Development of the Adult Learning Forum to review and coordinate adult learning provision in Orkney.	CLDE UHI Orkney VAO Orkney Library & Archive	September 2027	Adult Learning Forum established and meeting 3 times a year. Review of current adult learning provision across Orkney completed by September 2026.	Adult Learning Forum minutes, agendas and meeting schedule. Review of current adult learning provision.
	3b) Create a baseline and increase the wider accreditation opportunities for adults.	CLDE UHIO (Adult Learning Forum)	September 2026	Adult learning provision baseline created by September 2025. Increase in wider accreditation opportunities by a minimum of 4 by September 2026.	Collect annual baseline data on: Number of adult learners Number of new adult learners Number of accreditation opportunities Number of non-accreditation opportunities Number of qualifications gained Number of ESOL learners
	3c) Develop opportunities for a collaborative adult returners learning programme.	UHI Orkney CLDE	September 2026	Meetings established. Adult returns learning programme created. Course advertised. Course runs by September 2026.	Minutes and agendas. Adult returns learning programme. Publicity. Course completed. Numbers attending. Feedback and evaluations.

## Cost of Living

We will support individuals, children, and families through this difficult time, committing time, energy, and resources to work towards the elimination of poverty throughout Orkney. Addressing both immediate need and longer-term initiatives to combat persistent poverty.

Outcomes	Improvement Action	Lead	Target Date	Milestones	Evidence
<b>4. Improved confidence and skills, for priority groups identified as needing additional support to achieve positive outcomes.</b>	4a) Develop a partner's baseline and increase free learning opportunities including delivery of life skills courses, financial literacies and budgeting.	NHSO CLDE Sport & Leisure	September 2026	Expand the baseline of free learning provision by Dec 2024. Increase free learning by 10% by September 2025.	Partnership baseline developed. Number of life skills courses delivered. Number of participants. Participant feedback. (formal / informal)
	4b) Access and disperse grant funding that supports community organisations to undertake activities to alleviate poverty and help tackle the cost-of-living crisis.	VAO HIE CLLD CLDE	September 2026	Identify funding opportunities. Communications to raise awareness of funding. Number of poverty alleviation projects supported. Positive outcomes recorded delivered.	Amount of funding available. Number of funding applications submitted. Number of applications that are successful. Amount of funding dispersed. Number of projects delivered. Positive outcomes resulting from projects. Feedback and evaluation. Project reports.

## Local Equality

We will work to address the continuing disadvantage experienced by some of our communities when trying to access services, facilities, and opportunities. Helping meet local needs through the effective provision of community learning and development opportunities to enhance individual and community capacity and resilience.

Outcome	Action	Lead	Target Date	Milestones	Evidence
<b>5. People have increased confidence and opportunities to express their views and influence decision making and service design</b>	5a) Promote and embed the continuous involvement of those with lesser heard voices and priority groups within consultation and in matters that affect them.	VAO HIE OIC (Community Development Forum)	September 2027	Support the progress of the 4 stands of the Community Engagement Project. Utilise full results of Orkney Matters 2 (OM2) for updated CLD plans. Learner and community reps of CLD Partnership. CLD approaches to consultation training session delivered to partner agencies.	Number attending OM2 sessions. Numbers attending Lesser heard voices element of OM2. Evaluation / feedback. Number of lived experience groups evaluations and feedback Numbers attending training.
	5b) Provide strategic leadership and direction in the development of a relevant, coordinated and representative youth voice structure.	CLDE VAO (Youth Workers Forum)	September 2026	Task group created. Develop youth engagement and participation infrastructure and action plan by March 2025. Co-produce with young people a Chamber Debate to influence partnership plans by December 2024. Strategic leadership and support for an active Youth Leader Action Group.	Records of meetings. Youth engagement infrastructure. Action plan agreed and delivered. Chamber Debate report. Young people in influencing roles. YLAG funded projects.
<b>6. A fair and just society, moving towards a greener more sustainable economy in a way that is fair for everyone.</b>	6a) Support Community Organisations with planning to meet new legislation requirements, e.g. Producing Climate Action Plans or Fair Work Action Plans.	HIE VAO Development Trusts (Community Development Forum)	September 2025	Raise awareness of Climate action plans. Provide required support to community organisations. 2 new Climate Action Plans published. 2 new Fair Work Plans published. Delivery on actions.	Community Climate Action plans developed.
<b>7. Reduction in barriers and increased opportunities for lifelong learning and development within marginalised to keep the CLD offer as local as possible.</b>	7a) Work collaboratively to increase the opportunities for those in marginalised communities, including the ferry linked isles, to participate in training and development opportunities and reduced isolation.	CLDE Development Trusts Community Associations (Adult Learning Forum)	September 2026	Training programme offered in 2 isles communities by September 2025. Report published and shared following CLDE Isles training programme. Sessions with local Community Organisations to identify need. Coordination through CLD Partnership.	Island Training Report. Number of sessions arranged. Number of islands supported. Number of attendees. Number of qualifications achieved. Evaluations and feedback. Meeting minutes and agendas.
	7b) Work collaboratively with communities in targeted areas to sustainably address the inequality of youth work provision in the ferry linked isles.	CLDE VAO Development Trusts Community Associations	September 2027	Develop a pilot project to establish youth club provision in an area with no current provision by March 2025. Funding secured. Service level agreement created. Extend to another area by September 2027.	New youth work provision created. Funding secured. Numbers attending. Number of additional new posts. Evaluation /feedback. Nightly reports. Annual report.

## Health and Wellbeing

We will work together to provide required support through the delivery of targeted interventions to improve health and wellbeing, build trusted relationship, increase confidence, improve resilience and develop new skills.

Outcomes	Improvement Action	Lead	Target Date	Milestones	Evidence
<b>8. Increased awareness and support for individuals to promote and sustain positive mental health and wellbeing</b>	8a) Coordinate mental health training and awareness to upskill people in the community, reduce stigma and promote an understanding of mental wellbeing.	VAO NHS CLDE (Training Subgroup)	September 2026	Deliver 3 See Me training sessions for parents by September 2025. Deliver 2 collaborative Save a life training sessions across the community by September 2026. Investigate opportunities for staff and volunteer Mental Health First Aid training.	Programme of training developed. Number of sessions delivered. Number of participants. Participant feedback.
<b>9. Improved health and wellbeing outcomes and increased engagement with learning to develop motivation, confidence, and skills through youth work, adult &amp; family learning and community development</b>	9a) Expand, develop and deliver wellbeing and learning opportunities and support including accredited options.	NHSO CLDE VAO Development Trusts Community Associations	September 2027	Establish a baseline of wellbeing and learning opportunities delivered by April 2025. Sustain this level in 2025-26. Pilot 2 new accredited learning opportunities including National 2 food, Health & Wellbeing courses by September 2027.	Number of opportunities delivered. Number of new opportunities offered. Numbers of accreditation. Number of participants. Case studies. Participant feedback. Annual Reports.
	9b) Increase collaborative family support provision across Orkney.	CLDE Sport & Leisure UHI Orkney Education	September 2025	Minimum of 4 family learning opportunities delivered by Sept 2025. Consider sustainability of family support provision in remote areas. Train a minimum of 2 volunteers in family learning opportunities. Establish a family engagement team. Arrange training for parents on SeeMe and Solihull by September 2025. Professional engagement event by December 2024.	Family Learning offer developed. Number of Family Learning opportunities offered. Number of families engaged. Outcomes for families. Attendance at events. Evaluation / feedback.
	9c) Identify and test a shared approach to measuring improvements to mental health and wellbeing outcomes through CLD activity.	CLDE (Data Subgroup)	September 2026	Data collection process developed. Inclusion of additional baseline data. Increased input to shared KPI's. Data collected, analysed and reported annually. Health & wellbeing outcomes recorded across CLD.	Minutes of meetings. Data sharing protocols developed. Number of partners inputting to KPI's. Progress against identified KPIs.

## Workforce Development

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	Target Date	Milestones	Evidence
<b>10. Increased visibility and awareness of CLD as a recognised profession</b>	10a) Explore and expand opportunities and pathways into and within the CLD profession through collaborative work with regional and national partners.	CLDE VAO SDS (Training Subgroup)	September 2027	CLD training opportunities identified. CLD qualifications progressed. CLD Pathway publication developed. Increase CLD Standard Council membership in Orkney by 2 to from 12 to 13 Associate members and from 4 to 5 registered members.	Number of training opportunities shared across the network. Number of people completing CLD qualifications. Number of CLD qualified staff. CLD Pathway publication developed. Increase in registrations with CLDSC.
	10b) Raise the profile and awareness of CLD through joint training and increased promotional activity.	CLDE (Training Subgroup)	September 2026	CLD promotional activity locally. Ensure CLD representation and promotion at all relevant levels. Explore regional CLD marketing opportunities. Increased inputs on social media on the CLD plan.	Number of CLD promotional activities. CLD representation on key strategic partnerships. Publicity produced. Numbers participating in training. Evaluation and feedback. Number of views on social media.
<b>11. Orkney has a skilled, trained, and confident CLD workforce with a shared understanding of relevant national occupational standards, CLD values and competences</b>	11a) Deliver a training programme for the CLD workforce and volunteers, based on the needs identified through the recent training needs analysis.	VAO CLDE NHSO (Training Subgroup)	September 2025	Programme of training is developed and delivered. Training offered. Universal Evaluation undertaken after every training session. Review evaluation findings.	Number of training courses delivered. Attendance numbers. Number of organisations benefiting. Participant feedback. Annual progress report.
	11b) Undertake a training needed audit of the CLD sector.	VAO CLDE NHSO (Training Subgroup)	September 2026	Training needs assessment created and disseminated by September 2026. Identify training requirements across the sector. Identify possible trainers and people willing to share good practice.	Needs assessment designed. Number of respondents. Publicity to promote the training needs assessment. Numbers willing to deliver training sessions.
<b>12. Effective and consistent gathering, analysis and reporting of data for planning and reporting on outcomes</b>	12a) Improve the quality of the data that we are sharing across the partnership to better understand local CLD needs and outcomes.	CLD (Data Subgroup)	September 2026	KPI data collection process developed. Inclusion of additional baseline data. Increased input to shared KPI's. Data collected, analysed and reported annually. Social value engine pilot undertaken by September 2025.	Minutes of meetings. Data sharing protocols developed. Number of partners inputting to KPI's. Progress against identified KPIs. Social Value engine finding across pilot area.



## Unmet needs during this period (2024-27)

At a time of changing national policy, realignment of priorities and ever reducing resources, it is clearly evident that not all CLD needs can be met during the lifetime of this plan. This recognition that there will be unmet needs over this 2024-27 period is stipulated as a requirement in the CLD legislation. Priority areas of work that are recognised as important and which partners are keen to pursue, but may not be able to due to limited resources and capacity include:

- Develop partnership work with Housing partners to explore opportunities around tenant participation
- Creation of a collaborative family learning strategy and plan
- Increased access to affordable childcare including breakfast club and after school provision.
- Whilst we have been unable to include as many specific actions in the plan around climate challenge as we would have liked, engagement work to raise awareness and support within the community continues and we will seek to weave related opportunities into other actions in this plan where possible

## Appendix 2 – Policy Context – Strategic Fit

The Orkney CLD Plan sits within a much wider planning and reporting landscape and has links to a number of other partnership plans and reporting structures.

<b>Policy</b>	<b>Priority Themes</b>	<b>Priority actions where CLD will contribute</b>
Orkney Community Plan and Local Outcomes Improvement Plan (LOIP) 2023-2030	<ul style="list-style-type: none"> <li>• Sustainable Development</li> <li>• Cost of Living</li> <li>• Local Equality</li> </ul>	1a, 1b, 1c, 1d, 2a, 2b, 3a, 3b 3c, 4a, 4b, 5a, 5b, 6a, 7a, 7b, 8a, 9a, 9b, 9c
Orkney Islands Council Plan 2023-2028	<ul style="list-style-type: none"> <li>• Growing our economy</li> <li>• Strengthening our communities</li> <li>• Developing our infrastructure</li> <li>• Transforming our Council</li> </ul>	1a, 1b, 1c, 1d, 2a, 3a, 3b, 3c, 4b, 5a, 5b, 6a, 7a, 7b, 8a, 9a, 9b, 10a, 10b, 11a
Orkney Children Services Plan 2023-26	<ul style="list-style-type: none"> <li>• Child Protection</li> <li>• Mental Health &amp; Wellbeing</li> <li>• Involving children &amp; Young People</li> <li>• Reducing Poverty and disadvantage</li> </ul>	2a, 2b, 4a, 4b, 5a, 5b, 7a, 7b, 8a, 9a, 9b, 10b, 11a, 11b
Orkney Local Employability Partnership No One Left Behind Delivery Plan 2022-2025	<ul style="list-style-type: none"> <li>• Young Person's Guarantee</li> <li>• No One Left Behind</li> <li>• Employer engagement, job creation Collaborative employability services</li> </ul>	2a, 2b, 3a, 3b, 3c, 4a, 4b, 5a, 7a, 8a, 9a, 9b, 10a, 10b, 11a, 11b
National Improvement Framework – Orkney Education Service Plan	<ul style="list-style-type: none"> <li>• Inclusion &amp; Wellbeing</li> <li>• Learning &amp; Achievement</li> <li>• Systems &amp; Processes</li> </ul>	2a, 2b, 3a, 3b, 3c, 4a, 5b, 7b, 8a, 9a, 9b, 10b, 11a, 11b

# Appendix 3 – Learn North



**Learn North**  
Community Learning  
and Development



## Who we are?

Learn North is managed in a voluntary capacity by representatives of organisations involved in Community Learning and Development (CLD) delivery across the widespread geography of the North of Scotland. This includes the council areas of Aberdeen City, Aberdeenshire, Moray, Highland, Shetland, Orkney, Western Isles and Argyll & Bute. We welcome Community Learning and Development practitioners from third sector and local authority services.

## Professional Learning support for Partnership CLD Plans

Learn North aims to strengthen access to continuing professional learning for staff and volunteers involved in CLD practice; to identify gaps in provision of learning opportunities; and to design and deliver programmes and activities by working collectively to share resources; avoid duplication and enhance joint approaches. Within the north we network with a national professional learning group plus the CLD leads group, Education Scotland and The CLD Standards Council. A core output of this collaboration has been the Winter Learning Festival which celebrates and shares practice, and is organised by the regional professional learning networks, Education Scotland and CLD Standards Council.

Learn North builds a culture of collaboration, sharing of expertise and creation of local and regional networks to improve the professional learning offer.

Professional Learning support is provided and accessed by both Education Scotland and CLD Standards Council.

We also benefit from a CLD Standards Council grant of £2000 which is applied for annually, and they provide representation and support to Learn North.

Our Offer will enhance practitioner skills and ability to deliver CLD that will <sup>1</sup>*“empower people, individually and collectively, to make positive changes in their lives and their communities, through learning”*.

At all times we will work in line with our CLD specific focus as set out in the Scottish Government’s National Performance Framework.

In Spring 2024, Learn North commissioned a survey to support identification of professional learning needs in the North. We will respond to the data of the survey to reflect our professional learning priorities. Initial reading of the survey findings has led the partners to commit to the following priorities:

- Improve access to professional learning resources that will enhance digital practice and engagement
- Develop peer review systems on community learning and development themes
- Invite graduate students that have completed CLD research to share their learning
- Share learning from 2023 / 24 Progress Visits
- Encourage sharing of initiatives to illuminate good practice in themes of CLD as part of the Winter Festival Programme.

## Unmet Need

In this challenging financial landscape, our grant clearly does not meet our needs. The original purpose of the partnership was to create equity and reduce isolation of professional learning for our staff and volunteers, valuing our skills and expertise in the North. There is no scope within this budget and Local Authority funding to support face to face learning opportunities, which enable more cohesive partnerships and aspirations.

We would be keen to support survey respondents’ request for a clear pathway to qualifications and influence any development on this that a national body may take.

We are mindful that following the outcome of the National CLD Review we may need to temper our priorities.

## Appendix 4 - Links / bibliography

### **CLD Drivers**

[Strategic Guidance for Community Planning Partnerships](#)

[The Requirements for Community Learning and Development \(Scotland\) Regulations 2013](#)

<https://www.gov.scot/publications/community-learning-development-guidance-2024-2027/>

[Community learning and development plans: guidance - 2021 to 2024](#)

[How good is our CLD \(HGIOCLD?\) 4th edition](#)

[PDF file: CLD Planning 2021 - 2024 - FAQs](#)

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

[‘Improving Life Chances and Empowering Communities’](#). (Education Scotland)

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

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

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

[WorkingwithScotlandsCommunities2018.pdf](#) (ES & CLDSC)

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

[Independent](#)

Learning: For all. For Life - Review of CLD <https://shorturl.at/rdUKX>

### **Local Plans & Strategies**

Orkney NIF Return 2022-25 (OIC) [Orkney NIF Return 2022-25 \(OIC\)](#)

Orkney Community Plan & LOIP 2023-30 (Orkney Partnership) [The Orkney Partnership | The Orkney Partnership \(orkneycommunities.co.uk\)](#)

Orkney Integrated Children's Services Plan for 2023 – 2026 <https://rb.gy/0nb007>

Orkney Local Employability Partnership Plan 2022-2025 - [Orkney Employability Partnership](#)

Voluntary Action Orkney Delivery Plan 2023-2026 (VAO) <https://rb.gy/iv8u1z>

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

Orkney Islands Council Delivery Plan 2023-28 <https://shorturl.at/Faacq>

HIE Operating Plan 2023-28 <https://shorturl.at/1yLpK>

Orkney CLD Progress Visit Report 23/04/24 (Education Scotland) [Community Learning And Development In The Orkney Islands Council Area | Inspection Report | Education Scotland](#)

## **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) [Getting it right for every child \(GIRFEC\) - gov.scot \(www.gov.scot\)](#)

### The Promise

New Scots refugee integration strategy 2018-2022 <https://www.gov.scot/publications/new-scots-refugee-integration-strategy-2018-2022/>

Adult Learning Strategy 2022-27 <https://shorturl.at/6tTta>

Withers Review [Fit for the Future: developing a post-school learning system to fuel economic transformation - gov.scot \(www.gov.scot\)](#)

[National Standards for Community Engagement - Participation handbook - gov.scot \(www.gov.scot\)](#)

Community Empowerment (Scotland) Act 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/>

Children & Young People Act 2014 (SG) <https://shorturl.at/PrXsh>

[National Guidance on Part 12: Services in relation to Children at Risk of Becoming Looked After, etc - gov.scot \(www.gov.scot\)](#)

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

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

Curriculum For Excellence (Education Scotland) <https://shorturl.at/BZ7Xx>

Best Start Bright Futures [Executive Summary - Best Start, Bright Futures: tackling child poverty delivery plan 2022 to 2026 - gov.scot \(www.gov.scot\)](#)

Curriculum for Excellence [Refreshed Curriculum Narrative](#)

Pupil Equity Funding - [revised PEF Guidance](#)

Scottish Attainment Challenge - <https://www.gov.scot/publications/scottish-attainment-challenge-framework-recovery-accelerating-progress>

No One Left Behind - [Annex A – Discussion guides - No One Left Behind and the Young Person's Guarantee: implementation evaluation - gov.scot \(www.gov.scot\)](#)

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

Food Insecurity and Learning Loss Pilot Evaluation Report [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) <https://rb.gy/7cb2il>

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/>

Family Learning - [Family learning](#)

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

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

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/>

[Learning for Sustainability - gov.scot \(www.gov.scot\)](#)





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**Skills  
Development  
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# CHI | ORKNEY



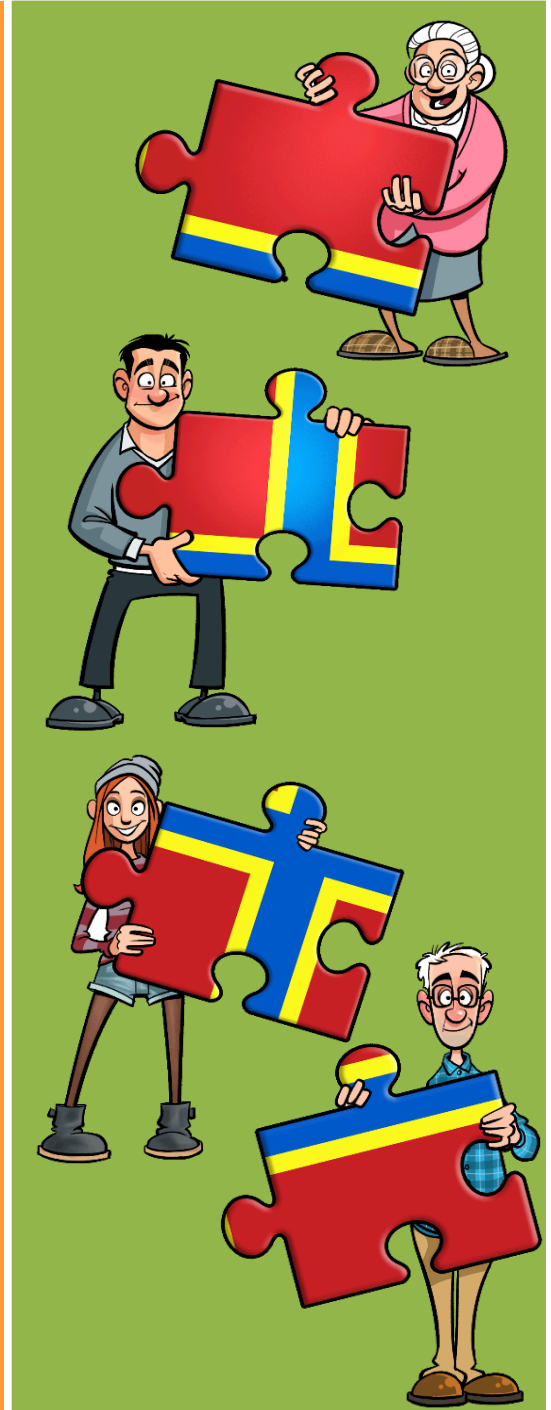
Highlands and Islands Enterprise  
Comairt na Gàidhealtachd 's nan Eilean



**ORKNEY**  
ISLANDS COUNCIL



**The Orkney Partnership**  
Working together for a better Orkney





## 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 2024-27
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.	17-07-24
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 to produce a CLD Partners Plan to demonstrate how partners within the CLD field will work together to: <ul style="list-style-type: none"> <li>• Improve life chances for people of all ages, through learning, personal development and active citizenship; and</li> <li>• Help build stronger, more resilient, supportive, influential and inclusive communities.</li> </ul>
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.
State who is, or may be affected by this function / policy / plan, and how.	All Orkney residents who engage in community learning and development will benefit from improved and co-ordinated community learning and development services and provision.
How have stakeholders been involved in the development of this function / policy / plan?	Various community and learner consultation and engagement exercises have been undertaken to inform the plan alongside intensive consultation and evaluation work with strategic partners and CLD practitioners. The results of the consultations, reviews and inputs have been integral to the development of the plan.
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>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 learning, life and work, so people can achieve their full potential.</p> <p>The plan aims to achieve positive impacts particularly for those individuals and groups that are most vulnerable, disengaged and disadvantaged in our community.</p> <p>Findings from the independent review of CLD have been incorporated into the plan and following consideration of the recommendations by Ministers and CoSLA any future requirements will be included in the annual updates of the plan. underway. Once the findings are published, any recommendations will be considered for future reiterations of the plan.</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>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.</p> <p>A key element of CLD work is to support people to achieve positive outcomes such as engagement of learners, improving wellbeing and enabling the</p>

	<p>development of skills for learning, 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 marginalised and disadvantaged in our community including those facing social and economic disadvantage.</p> <p>One key priority area in the plan is “Cost of Living” which is focused on targeted support for those facing hardship, through learning, training and personal development opportunities.</p>
Could the function / policy have a differential impact on any of the following equality strands?	(Please provide any evidence – positive impacts / benefits, negative impacts and reasons).
1. Race: this includes ethnic or national groups, colour and nationality.	Yes, potential positive impact for people who have English as a second language. Part of the delivery outcomes for Community Learning and Development include community-based adult literacies and English for speakers of other languages (ESOL). An action around adult learning specifically mentions a focus on ESOL provision.
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.	<p>Yes, potential positive impact for children and young people and also adults. The delivery actions in the plan include focused actions around youth work, family learning and early intervention work with children, young people and families needing support.</p> <p>The plan also includes actions focused on adult learning, community-based adult learning and engagement with those most isolated in our community.</p>
7. Religion or beliefs or none (atheists).	No
8. Caring responsibilities.	No

9. Care experienced	Yes. Potential positive impact for care experienced people as CLD 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. The plan is focused on the removal of barriers and increasing access to opportunities for those that are disadvantage. The 2024-27 plan includes Cost of Living as one of the five priority areas, detailing how CLD partners will support the mitigation of social and economic challenges through targeted learning and community support.

### 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

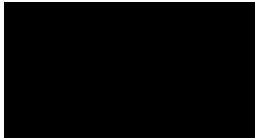
### 4. Conclusions and Planned Action

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



<p>How will it be monitored? (e.g. through service plans).</p>	<p>The plan will be monitored, reviewed and evaluated regularly throughout the year and updated accordingly to ensure it remains active and relevant. A report on progress will be submitted annually by the Community Learning &amp; Development Partnership to the Education, Leisure &amp; Housing Committee and to the Orkney Partnership's Local Equality Delivery Group for scrutiny.</p>
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Signature:



Date: 17-07-24

Name: KERRY SPENCE

(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)

## Island Communities Impact Assessment

### [Orkney Community Learning & Development Partners Plan 2024-2027

Preliminary Considerations	Response
Please provide a brief description or summary of the policy, strategy or service under review for the purposes of this assessment.	<p>Orkney Islands Council has a statutory duty (Community Learning &amp; Development (Scotland) Regulations 2013) to produce a plan with partners every 3 years in order to “<i>secure adequate and sufficient provision of Community Learning &amp; Development (CLD) in our area</i>”.</p> <p>The plan should provide a clearly defined framework for coordinating, planning and delivering CLD with partners who contribute to work supporting:</p> <ul style="list-style-type: none"> <li>• Improved life chances for people of all ages, through learning, personal development and active citizenship.</li> <li>• Stronger, more resilient, supportive, influential and inclusive communities.</li> </ul> <p>Orkney’s 3-year partnership plan for Community Learning and Development (CLD), was produced by Orkney’s Community Learning &amp; Development Partnership, which is a partnership of public, private and third sector organisations who are delivering CLD support and activities across Orkney.</p>
Step 1 – Develop a clear understanding of your objectives	Response
What are the objectives of the policy, strategy or service?	To 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.
Do you need to consult?	Yes. There is a requirement within the CLD Regulations guidance which details the need to reinforce the role of communities and

	<p>learners in the assessment, planning and evaluation processes, enabling them to shape CLD provision.</p> <p>We also have a process of continuous engagement and consultation with learners and community groups through the work of partners and agencies on the CLD Partnership.</p>
<p>How are islands identified for the purpose of the policy, strategy or service?</p>	<p>The plan covers the whole of Orkney and recognises that the needs are different in each of the isles, and indeed, across all the communities and parishes on the Orkney mainland.</p> <p>The plan has a key focus on targeting support for the following groups and individuals:</p> <ul style="list-style-type: none"> <li>• Those who are experiencing poverty or hardship</li> <li>• Those that are socially / geographically isolated</li> <li>• Those facing significant barriers to participation and inequality of provision</li> <li>• Community groups and organisations working to make a positive difference.</li> </ul>
<p>What are the intended impacts/outcomes and how do these potentially differ in the islands?</p>	<p>The plan provides a clearly defined framework for coordinating, planning, and delivering CLD with partners to:</p> <ul style="list-style-type: none"> <li>• Ensure communities - particularly those who are disadvantaged - have access to the CLD support they need.</li> <li>• Strengthen co-ordination between the full range of CLD providers, ensuring that Community Planning Partnerships, local authorities and other providers of public services respond appropriately to the expectations set by the <i>CLD Strategic Guidance</i></li> <li>• Reinforce the role of communities and learners in the assessment, planning and evaluation processes, enabling them to shape CLD provision.</li> <li>• Make the role and contribution of CLD more visible.</li> </ul>

Is the policy, strategy or service new?	No, the requirement for a CLD Partners Plan was introduced in 2015, with a new plan required every 3 years
Step 2 – Gather your data and identify your stakeholders	Response
What data is available about the current situation in the islands?	<p>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, including those issues specific to the nonlinked isles, allows us to build a CLD Partners Plan relevant to local need.</p> <p>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.</p>
Do you need to consult?	<p>Yes, there is a requirement for involving learners and the community in the development of the plan. The priorities agreed in the CLD Partner Plan 2024-27 sets out our shared vision, values and priorities over the next three years and are based on a full understanding of local need.</p> <p>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 communities and stakeholders through a variety of one-to-one sessions, focus group activity, initial findings from Orkney Matters 2 and through a specific CLD consultation which was designed for Orkney residents, strategic partners, CLD practitioners, community groups, adult learners and young people.</p> <p>Work has also been undertaken to ensure learner and community voices are represented on the CLD Partnership, with an adult learner, young persons, Community Associations and Development</p>

	Trust representatives all identified to sit on the CLD Partnership as equal partners to develop, monitor and progress the CLD Partners Plan.
How does any existing data differ between islands?	<p>Data and priorities differ from island to island but as this is an Orkney wide plan the most common areas and issues were used to determine the priorities for the overall plan.</p> <p>Demographic information is difficult to capture for smaller areas which is often why you only get larger data / demographic information. To resolve this, we have close links and continuous engagement with Community Councils, Community Associations, Development Trusts and other community organisations and continue to monitor needs and review feedback.</p> <p>Actions such as the expansion of Tri-Community Exchange (TRICE) meetings demonstrates this commitment to work collaboratively with each island community to find local solutions to local issues.</p>
Are there any existing design features or mitigations in place?	<p>Although this is a three-year plan, the plan will be updated annually to ensure it remains relevant and that the CLD workforce continues to be responsive to emerging needs. This also ensures our plans and ambitions align with updated policies and frameworks, both local and national, to provide the CLD support and services needed, reflecting any changes identified in the planning and review process.</p> <p>The plan is not designed as a 3-year static plan, by updating it will be responsive to existing and emerging needs. Partnership approaches help feed in the different requirements and changing needs of specific communities.</p> <p>Whilst the plan has incorporated a number of key actions related to the recent CLD review that was undertaken Learning: For All. For Life. A report from the Independent Review of Community Learning and Development (CLD) - gov.scot (<a href="http://www.gov.scot">www.gov.scot</a>) any resulting</p>



	actions that emerge following consideration of the report and recommendations, by Scottish Government Ministers and CoSLA, will be included in future iterations of the plan. It is also hoped that the long-awaited National Youth Work Strategy which has not been updated since the 2014-19 version, will be published during this three-year period and will result in future actions to be added to the CLD Partners Plan as required.
Step 3 – Consultation	Response
Who do you need to consult with?	<p>The Orkney Community.</p> <p>Partners are clear about the need to ensure that we involve those that are harder to reach and that a continuous approach is developed rather than relying on one-off consultative methods.</p> <p>Partners and the community are also clear that there needs to be more coordination of consultations to avoid consultation fatigue which is a significant issue in Orkney. That is why CLD partners have been instrumental in supporting the running of Orkney Matters 2, with initial findings being used for the development of the plan. More detailed findings from Orkney Matters 2 including the work around lesser heard voices, which is currently underway, will be incorporated into future updated versions of the plan.</p> <p>In addition, CLD partners also designed a CLD specific questionnaire, undertook one-to-one consultations and group work activities to help identify priorities and actions for the plan.</p>
How will you carry out your consultation and in what timescales?	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. Due to restrictions the initial consultations were heavily weighted towards digital and online processes.

	<p>Annual updates of the plan will include continuous learner and community input from various consultation and other engagement opportunities including Orkney Matters 2 and the independent review of CLD or any other relevant policies.</p> <p>Continual input and engagement will be assured through the appointment of 5 community / learner representatives that now sit on the CLD Partnership.</p>
What questions will you ask when considering how to address island realities?	<p>Consultations are focused on identifying the key areas of learning, development and support required for people in Orkney. There are specific questions about people's awareness of CLD, their learning and development needs, improvement outcomes and participation and community voice.</p> <p>The same questions were asked county wide.</p>
What information has already been gathered through consultations and what concerns have been raised previously by island communities?	<p>The plan is utilising existing consultations and data including Orkney Matters 2 which is visiting every island community and community council parishes on the mainland. The Orkney Matters 2 lesser heard voices element is also currently underway.</p> <p>Transport, housing, connectivity, access to jobs / training, socio-economic disadvantage and poverty were all raised as areas of concern.</p> <p>The CLD specific questionnaire identified the key areas where CLD support is required was: Physical and mental wellbeing, youth opportunities, employability skills, digital skills, financial inclusion, community development support, English speakers of other languages provision and community / learner voice.</p>
Is your consultation robust and meaningful and sufficient to comply with the Section 7 duty?	<p>The amount of consultation undertaken was agreed to be adequate and meaningful and the feedback gathered was used directly to determine the actions and priorities in the plan.</p>

	Partners also pulled on a huge amount of data and information to ensure effect consultation, data analysis and community involvement.
Step 4 – Assessment	Response
Does your assessment identify any unique impacts on island communities?	<p>No – Some potential positive impacts for the isles as the plan included actions that support all communities across Orkney. There are various actions in the plan which will have a key focus on our more rural and island communities such as:</p> <ul style="list-style-type: none"> <li>- Work collaboratively to increase the opportunities for those in excluded communities, including those in the ferry linked isles, to participate in training and development opportunities</li> <li>- Work collaboratively with communities in targeted areas to sustainably address the inequality of youth work provision in the ferry linked isles</li> </ul> <p>Many actions and priority areas are Orkney-wide, but a key element will be on ensuring that services and support are available in the island communities as well as the mainland.</p>
Does your assessment identify any potential barriers or wider impacts?	<p>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. Although in some areas the issues and concerns of people in the isles can be different from those on the mainland, overall, in terms of CLD support required, it is clear that similar issues affect people across mainland and island communities of Orkney.</p>
How will you address these?	<p>Specialist service delivery remains a challenge in more rural island communities. Despite this, the plan is focused on all of Orkney, and</p>

	<p>it is not expected that the plan will have significantly different effects on the isles compared to the mainland of Orkney. The Council's CLDE Officers all cover set geographical areas to ensure all communities whether island or mainland have equity of support. It is a focus of wider CLD partners to ensure effective support is accessible for all.</p> <p>The plan is intrinsically built on an islands-proof approach. There may be difference between islands but also difference between mainland areas of Orkney. The mechanism to review and refresh the plan takes into consideration alternative delivery mechanisms mitigating negative outcomes for island communities, identifying resources and opportunities to work with a partnership approach to deliver what our communities need.</p> <p>The CLD approach is very much about equality and working with those that are most disadvantaged. By working and reporting up through the Local Equality Delivery Group we will continue to focus on ensuring reduced inequality for island residents.</p> <p>More robust data analysis and new methods of engaging with the community are part of the plans and this will strengthen the community voice, from all a range of areas and circumstances, monitoring, evaluation and reporting mechanisms as we move forward.</p> <p>CLD have built geographical support into our structure so that we ensure equity in the way we deliver our CLD support.</p>
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You must now determine whether in your opinion your policy, strategy or service is likely to have an effect on an island community, which is significantly different from its effect on other communities (including other island communities).

If your answer is **No** to the above question, a full ICIA will NOT be required and **you can process to Step 6.**

If the answer is **Yes**, an ICIA must be prepared and **you should proceed to Step 5.**

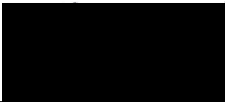
To form your opinion, the following questions should be considered:


<p>Does the evidence show different circumstances or different expectations or needs, or different experiences or outcomes (such as different levels of satisfaction, or different rates of participation)?</p> <p>Are these different effects likely?</p> <p>Are these effects significantly different?</p> <p>Could the effect amount to a disadvantage for an island community compared to the Scottish mainland or between island groups?</p>	
Step 5 – Preparing your ICIA	Response
In Step 5, you should describe the likely significantly different effect of the policy, strategy or service:	
Assess the extent to which you consider that the policy, strategy or service can be developed or delivered in such a manner as to improve or mitigate, for island communities, the outcomes resulting from it.	
Consider alternative delivery mechanisms and whether further consultation is required.	
Describe how these alternative delivery mechanisms will improve or mitigate outcomes for island communities.	
Identify resources required to improve or mitigate outcomes for island communities.	
Stage 6 – Making adjustments to your work	Response
Should delivery mechanisms/mitigations vary in different communities?	<p>Yes, and they do, depending on the needs of the community / learner.</p> <p>Offering a range of deliver methods for courses and opportunities, which continues to be developed through feedback.</p>
Do you need to consult with island communities in respect of mechanisms or mitigations?	Contact with wide range of agencies, community groups and organisations provide vast opportunity for capturing feedback and review.



	How we deliver is key. Improvements in digital skills and services support will have positive impacts. Mitigations currently heavily focused around investment and support with digital skills - isolation, skills development etc.
Have island circumstances been factored into the evaluation process?	Partnership approach is representative, and the feedback and knowledge of community and learners are a key part of the evaluation process. The CLD Partnership now has an adult learner, a young person, a Development Trust representative and a Community Association representatives sitting on the partnership, 2 of which represent communities from the ferry linked isles.
Have any island-specific indicators/targets been identified that require monitoring?	Two actions on the plan are specific to the ferry linked isles.
How will outcomes be measured on the islands?	Overall outcomes will be measured and monitored quarterly then a formal analysis and review presented to Education Leisure & Housing Committee and the Local Equality Delivery Group annually. Outcomes around specific groups will be monitored, as the focus is on outcome by experience not necessarily by location. Qualitative and quantitative data will be gathered to ensure a rounded and full measure of impacts can be made.
How has the policy, strategy or service affected island communities?	The plan will be monitored through feedback, evaluation and regular monitoring process. It is presumed that any actions will have a positive effect on our communities and learners as that is the key focus of the plan.
How will lessons learned in this ICIA inform future policy making and service delivery?	Reviewed as part of the evaluation process.
Step 7 – Publishing your ICIA	Response

Have you presented your ICIA in an Easy Read format?	The ICIA has been written as straightforward as possible. It is not being published. This has not been completed as a tick box exercise but has been completed to ensure we are developing the plan to be inclusive and relevant to local needs.
Does it need to be presented in Gaelic or any other language?	No
Where will you publish your ICIA and will relevant stakeholders be able to easily access it?	The ICIA will be published on the Orkney Islands Council website and can also be shared on request.
Who will sign off your final ICIA and why?	Frances Troup, as Head of Community Learning, Leisure & Housing and also as Chair of Community Learning and Development Partnership.

ICIA completed by:	Kerry Spence
Position:	CLDE Service Manager
Signature:	
Date complete:	17-07-24

ICIA approved by:	Frances Troup
Position:	Head of Community Learning, Leisure & Housing
Signature:	
Date complete:	14/08/24