

Item: 8

Education, Leisure and Housing Committee: 12 September 2018.

Community Learning and Development Plan.

Report by Executive Director of Education, Leisure and Housing.

1. Purpose of Report

To consider the Community Learning and Development Partners Plan 2018 to 2021.

2. Recommendations

The Committee is invited to note:

2.1.

That the Requirements for Community Learning and Development (Scotland) Regulations 2013, which came into force on 1 September 2013, place a statutory duty on councils to produce a plan no later than 1 September 2015 and then every 3 years which outlines how Community Learning and Development will be delivered in the local authority area.

2.2.

That, in October 2015, the Council adopted the Community Learning and Development Strategy and Plan for Orkney 2015 to 2018, in so far as it related to the Council.

2.3.

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

It is recommended:

2.4.

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

2.5.

That the Executive Director of Education, Leisure and Housing should submit an annual review and updated Orkney Community Learning and Development Plan, to the Education, Leisure and Housing Committee, to ensure it remains relevant and appropriate to emerging needs.

3. Background

3.1.

The Scottish Government's National Performance Framework sets out the strategic objectives for all public services, including Community Learning and Development whose specific focus should be:

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

3.2.

All partners involved in the delivery of Community Learning and Development should aim to deliver outcomes through:

- Community development.
- Youth work, family learning and other early intervention work with children, young people and families.
- Community-based adult learning, including adult literacies and English for speakers of other languages.
- Learning for vulnerable and disadvantaged groups in the community.
- Learning support and guidance in the community.
- Volunteer development.

3.3.

These activities are intended to lead to outcomes such as:

- Enabling the development of skills (including for example, literacy and numeracy) that people can use in employment, their community, further learning or as parents and family members to support their children in their important early years.
- Supporting all our young people (and in particular those who need more choices and more chances to achieve their full potential) to become confident individuals, effective contributors, responsible citizens and successful learners.
- Empowering communities to work together to achieve lasting change in their communities.

3.4.

The Scottish Government issued Strategic Guidance for Community Planning Partnerships in 2012, setting out the main purpose of Community Learning and Development namely; empowering people, individually and collectively, to make positive changes in their lives and in their communities, through learning.

3.5.

The guidance requires that the Executive Director of Education, Leisure and Housing should submit an annual review and updated Orkney Community Learning and Development Partners Plan to the Education, Leisure and Housing Committee.

3.6.

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

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

3.7.

Further guidance on the development of the plans has been provided by Education Scotland in the revised Guidance Note on Community Learning Plans 2018 to 2021 which identifies the 5 themes which the local authority is charged with leading on as:

- Involvement – co-producing the plan with learners and communities.
- Shared Community Learning and Development priorities – assessing needs and setting priorities for community learning and development partners.
- Planning – integrating the Community Learning and Development plan within the current and evolving national policy context.
- Governance – reviewing, monitoring and reporting on progress and impact.
- Workforce Development – Community Learning and Development Plans should include consideration of how partners will develop the Community Learning and Development workforce in their area.

4. The Community Learning and Development Plan

4.1.

The Orkney Community Learning and Development Plan 2015 to 2018, approved by Council in October 2015, identified three priority outcomes by partners (Skills Development Scotland, Orkney College, Voluntary Action Orkney, Highlands and Islands Enterprise, Sport and Leisure, Cultural Services, Education, Police Scotland, Chair and Vice Chair of Education, Leisure and Housing Committee, Economic Development, NHS Orkney, and Community Learning and Development Service). These were:

- Communities and volunteers have the skills and opportunities they need.
- Young people and families learn together.
- Adult learning is more accessible and improves skills for life and work.

4.2.

Out of 15 identified objectives set out in plan referred to at paragraph 4.1 above, ten have been completed and five partially completed. One has been transferred to the Integrated Children's Service Plan to avoid repetition within plans and three have been carried forward to the Community Learning and Development Partners Plan 2018 to 2021.

4.3.

Community Learning and Development featured positively in a recent inspection of Community Learning and Development in Orkney by Education Scotland. The inspectors identified two areas for improvement for the Orkney Strategic Community Learning Group which were:

- Improve governance of Community Learning and Development in line with legislation.
- Further develop self-evaluation and monitoring to include shared ownership of actions.

4.4.

The Orkney Community Learning and Development Partners Plan 2018 to 2021 was informed and priorities identified through a variety of consultative approaches. Stakeholders, including learners, community groups and young people were involved through new and existing vehicles for community consultation and engagement. During the development of the new plan, partners from the Orkney Strategic Community Learning Group met regularly to analyse and discuss findings, ensure appropriate linkages were made with other partnership plans and agree appropriate shared actions. An extensive self-evaluation process was undertaken by the Orkney Strategic Community Learning Group and large partnership events were held to identify the new plan priorities.

4.5.

It was agreed that the Orkney Community Learning and Development Partners Plan 2018 to 2021 should be aligned to Orkney Partnerships Community Plan and focus on strategic priorities of:

- Strong Communities.
- Living Well.
- Vibrant Economy.

4.6.

Within these three priority areas, the Strategic Community Learning Group is focusing on three specific outcomes:

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

4.7.

Following a full analysis of the findings, partners of the Strategic Community Learning Group have developed the Orkney Community Learning and Development Partners Plan 2018 to 2021, attached as Appendix 1 to this report.

4.8.

Once approved, the plan is required to be submitted by the Council to the Local Area Network (LAN).

5. Equalities Impact

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

6. Links to Council Plan

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

7. Links to Local Outcomes Improvement Plan

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

8. Financial Implications

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

9. Legal Aspects

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

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

10. Contact Officers

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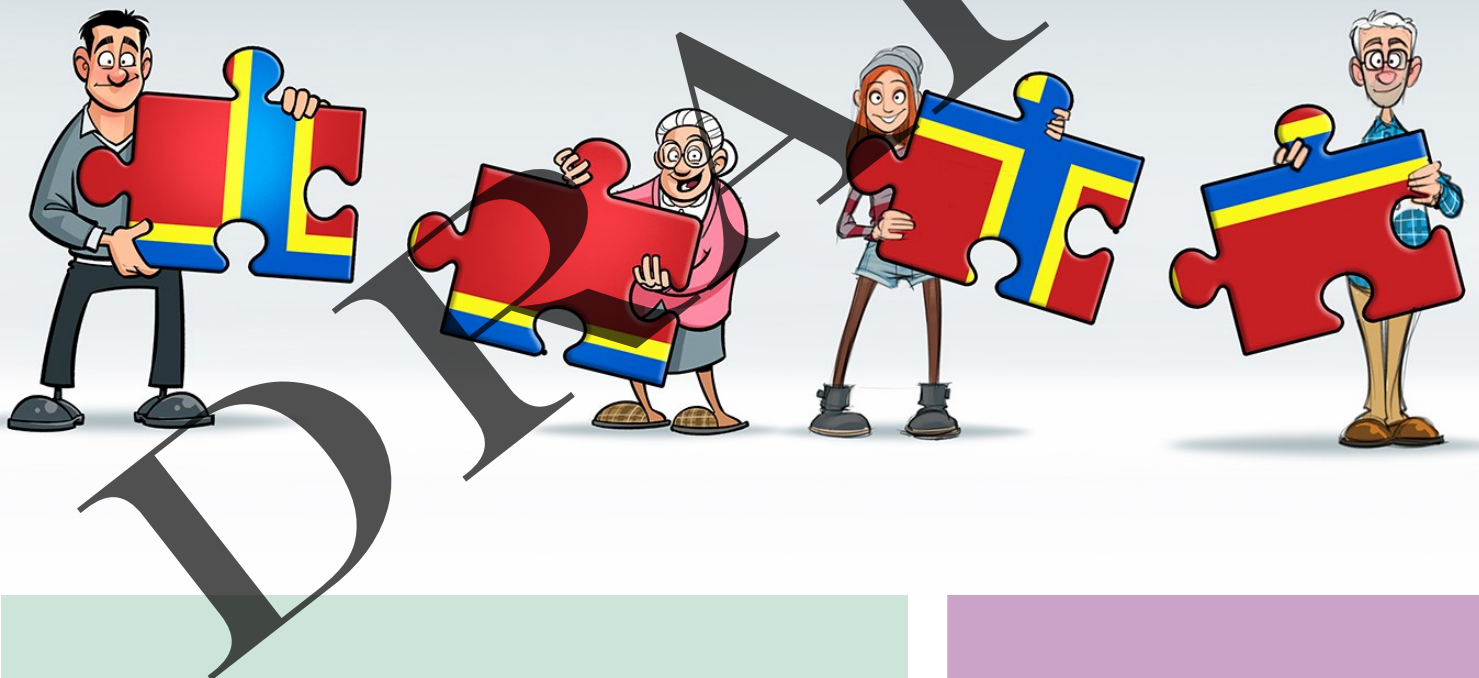
11. Appendices

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

Appendix 2: Equality Impact Assessment.

Orkney

Community Learning & Development



1. Welcome

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

The CLD Partners Plan 2018-21 builds on the first Orkney CLD plan which covered the period 2015-2018 and sets out how we will deliver CLD across Orkney over the next 3 years, ensuring services are planned for and delivered in a strategic and collaborative way.

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

Many developments have been made since the inception of the first plan including improved governance and strengthened connections with stakeholders, through regular summarised updates, and more formal links with other partnerships including Orkney's Community Planning Partnership.

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

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

Peter Diamond

Chair, Strategic Community Learning Group

Head of Education (Leisure, Culture & Inclusion),

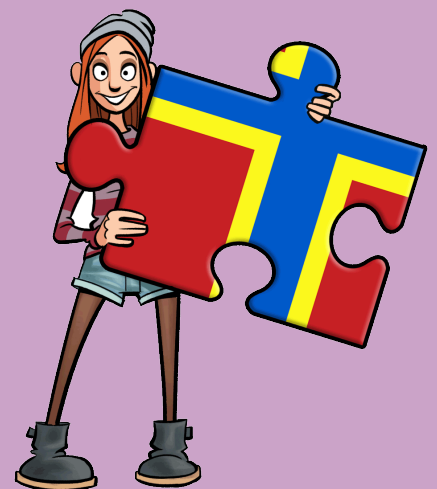
Orkney Islands Council

Date approved:

Signature:

1.1 What is Community Learning and Development (CLD)?

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



2. Introduction /Background

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

The requirement affects all public, voluntary, third sector, private sector agencies and community partners who contribute to work supporting:

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

The Revised Guidance Note on Community Learning & Development Planning 2018-21 states that CLD supports primarily disadvantaged or vulnerable groups and individuals of all ages to engage in learning, personal development and active citizenship with a focus on bringing about change in their lives and communities.

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

It is the task of the SCLG and this plan to ensure that people in Orkney, especially those that are disadvantaged, have appropriate access to the CLD support they need. A full list of members of the SCLG is attached in Appendix 3.

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

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

2.1 What is the purpose of community learning and development?

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



4. Review of the CLD Plan 2015-2018

In September 2015 the inaugural CLD plan for Orkney was published by the SCLG.

This has helped partners to plan together to avoid duplication, strengthen co-ordination in partnership working and approaches, and has improved understanding of the needs of the community.

Key successes included:

- Additional learning opportunities were created in rural locations to increase accessibility
- A range of approaches to organisational reviews were identified and promoted to local organisations
- Training needs surveys were completed and a range of relevant training delivered
- Increased input from young people into local services plans and policies where their views and opinions are reflected.

This plan contained 15 priority areas of which 10 were completed and 5 were partially completed over the 3 year period. The priority areas were supported by some 73 individual activities and work streams.

The “Empowered young people who are self-assured and access opportunities” outcome has been relocated to be taken forward through the Integrated Children's Services Plan to avoid duplication within plans.

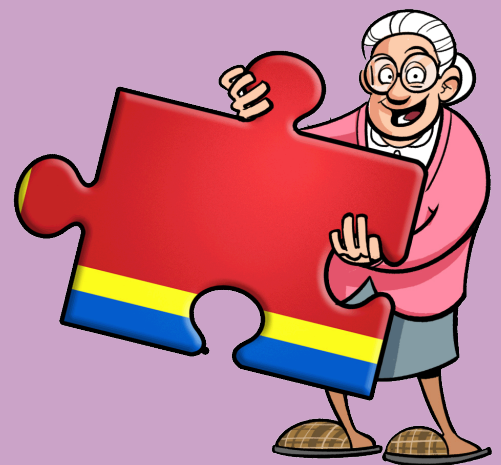
Three out of the four actions identified as priorities that were unlikely to be met during the lifetime of the plan, were actually achieved, including the establishment of an outreach worker with the Connect Project.

Three actions have been carried forward to the new plan are:

- Targeting of family learning based on identified need (2.2)
- A webpage for orkneylearns so people are aware of learning opportunities and support available (3.4)
- Work with partners to review and identify gaps in learning opportunities for people with additional support needs (3.6)

4.1 What about the last CLD Plan 2015-18?

A self evaluation and review of the CLD Plan 2015-18 was completed to ensure that valuable work is carried forward and that we learn and improve the planning process as we move to the 2018-21 CLD Partners Plan.



5. The Orkney Community Learning and Development Partners Plan

The CLD Partners Plan 2018-21 supports and develops the shared mission set out in the Orkney Community Plan and incorporated Local Outcomes Improvement Plan 2018-21 of **‘Working together for a better Orkney’**.

This vision has been influenced by local and national priorities and the need to continually work towards improving the quality of services we provide.

The Orkney Community Plan and incorporated Local Outcomes Improvement Plan (LOIP) 2018-21 is delivered by a Partnership Board and 3 Delivery Partnerships, each of which focus on a key strategic priority of the Partnership. The current priorities, identified through significant community consultation, are:

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

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

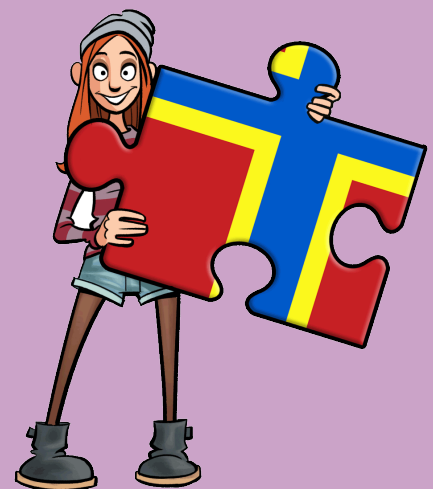
The biennial Orkney Chamber Debate, Orkney Youth Conference and The Annual Halls Event are examples of ongoing collaborations that shape both the ‘what’ (objectives) and also the ‘how’ (CLD approach) of our work.

5.1 What is Our Vision?

Working together for a better Orkney

5.2 How does this plan link to Community Planning?

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



6. The Orkney Community Learning and Development Partners Plan

The CLD plan must have four elements:

- How the local authority will co-ordinate its own provision of CLD with other providers of CLD in its area.
- What action the local authority will take to provide CLD over the period of the plan.
- What action other providers intend to take to provide CLD in the local authority's area over the period of the plan.
- Statement of any needs for CLD that will not be met over the period of the plan.

The purpose of the plan is therefore to co-ordinate provision of CLD in the broadest sense, essentially all learning and development that takes place in the community, other than vocational training and programmes delivered by teachers in school and by tertiary education lecturers.

Rather than looking at CLD in its entirety, our new plan is focusing on 3 identified priorities within the Community Plan priority areas, which the SCLG can work together on to maximise impact. By virtue of the size of the local authority, strong community partnerships are crucial to ensure positive outcomes.

Many of the needs identified in the previous CLD plan continue to exist, and we will continue to support those targeted groups and individuals as required, through our core services and partner organisations.

Rather than list what individual partners are planning to do over the next 3 years this plan focusses on what the SCLG partnership is going to work on together to achieve over the period. By concentrating on areas of work that require collaboration and partnership approaches that individual organisations cannot achieve alone, the SCLG will be stronger than the sum of its parts.

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

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



7. An Orkney Context

The total population of Orkney in 2017 was approximately 22,000, an increase of 0.7% from 21,850 in 2016. Approximately 18,500 people live on the mainland of Orkney and 3500 in the isles. Kirkwall, which is the biggest town, has a population of 9,000. The demographic profile has aged significantly in recent years with 29.2% of the Orkney population aged over 60 compared to the national figure of 24.2%. There is a trend of depopulation from the outer isles into the mainland of Orkney.

Life expectancy at birth for men and women is greater than the Scottish average.

Orkney currently has a strong economy with very high employment levels however it has a relatively low wage economy with underemployment rather than unemployment tending to be a factor. Unemployment currently stands at 2% (300 people) which remains much lower than Scotland as a whole. Of those aged 18-24, 1.3% are unemployed compared to 3.8% nationally.

The 2017-18 school leaver destination showed that 96.1% of 16-19 year olds in Orkney were in education, employment or training and personal development.

Farming and tourism sectors are the main industries for Orkney. Renewables is a key growth sector, with Orkney leading the way in tidal and wave energy.

Alongside the positive statistics, there are particular challenges facing our remote, rural, island communities in relation to housing 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 service delivery.

With such high living costs, rural poverty is often 'hidden'. For example, families with little disposable income may not qualify for free school meals and, or be able to afford the cost of school trips or benefit from community activities where the cost of membership and difficulties relating to access present insurmountable barriers to participation.

Orkney has extremely active, resilient local communities with Community Councils, Community Associations, Development Trusts and local volunteers contributing greatly to the success of Orkney, ensuring our communities are inclusive and provides a real sense of 'connectedness' which helps to alleviate many of the disadvantages that exist within our rural community.

7.1 What is the demographic picture of Orkney?

Our population has increased over the past number of years, but our demographic is also changing quite rapidly which presents a challenge . Nevertheless, our supportive community enables people to contribute to society for as long as possible helping to meet the current needs of our communities and ensuring the best start in life for our children and young people.



8. Relevant statistics

Support and Recognition of Community and Voluntary Contribution

Orkney has around 600 voluntary/community organisations and 237 registered charities (VAO Records) with a charitable income of £19,290,839 (www.oscr.org 02/10/17).

Orkney has one of the highest numbers of volunteers in Scotland with 34% of the adult population volunteering. (Scottish Household Survey), so it is vital that these volunteers are supported, recognised and valued.

Family Learning

In 2016, 7% of children entered nursery with little or no language, with only 38% of these children being identified/working with Speech and Language Therapy, or a wider team, before entry.

It is estimated that one in five adults has difficulty with reading, writing or maths.

Currently 1325 families have Activelife / ActiveIsland Family memberships and there are 285 budget memberships.

Last year participants cited the main benefits of taking part in the Councils Community Learning classes as: Learning new skills (67%), the chance to get out and socialise (66%), helps me stay healthy,(63%) helps keep me mentally active (61%).

In 2015, 94% of Community Learning class participants were over 60. By building on informal learning approaches, which are so popular with our aging population, we can develop more intergenerational opportunities for families of all ages to learn together.

Learning Pathways

Unemployment currently stands at 2% in Orkney compared to 4.2% for the rest of Scotland.

96.1% of schools leavers moved into a positive destination in 2016-17.

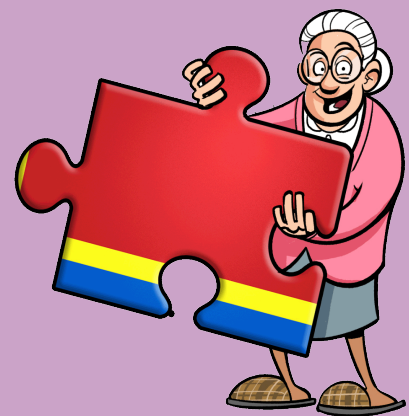
High numbers of S4 & S5 leavers, 58% and 60% of S6 leavers move into employment with smaller percentages only 28% of S4 and S5 leavers going onto further education.

It is important that we provide clear accessible learning pathways for people of all ages and especially those facing key life transitions.

What do the statistics tell us?

Orkney has one of the highest numbers of registered charities per head of population in Scotland

The number of children entering P1 who had reached their developmental milestones had decreased slightly from 81% in 2016 to 79% in 2017.



In Orkney, 33.8% of the population have National Vocational Qualifications at level 4 and above compared to 43.9% nationally.

9. Our Community Learning and Development Consultation

Appraisal of CLD Plan 2015-18

A self evaluation exercise and a Smart Survey were completed to review the initial CLD plan for Orkney.

A review of the previous CLD Consultation identified that the barriers to participation remain the same

- Availability and the main objectives:
- Affordability - Participation
- Accessibility - Partnership
- Awareness - Performance
- Assurance

The recent and extensive Place Standards Community Consultation undertaken by Community Planning is directing the priorities for the plan

- Digital connectivity
- Work & local Economy
- Housing & Community
- Getting around
- Influence & Engagement

Which led to the 3 priority themes for Community Planning

- Strong Communities
- Living Well
- Vibrant Economy

The plan is incorporating feedback from a recent HMI Inspection of CLD in Orkney by incorporating

- Self evaluation / monitoring
- Shared ownership
- Support to volunteers
- Developing learning pathways

Findings from the Draft Child Poverty Review 2018 has also contributed to the CLD Partners Plan 2018-21, identifying the following requiring

- Awareness
- Acceptance
- Action

Strategic and operational partners workshops

A number of sessions were organised including a full day workshop event, to identify and prioritise the actions for the plan with a variety of CLD staff and volunteer practitioners.

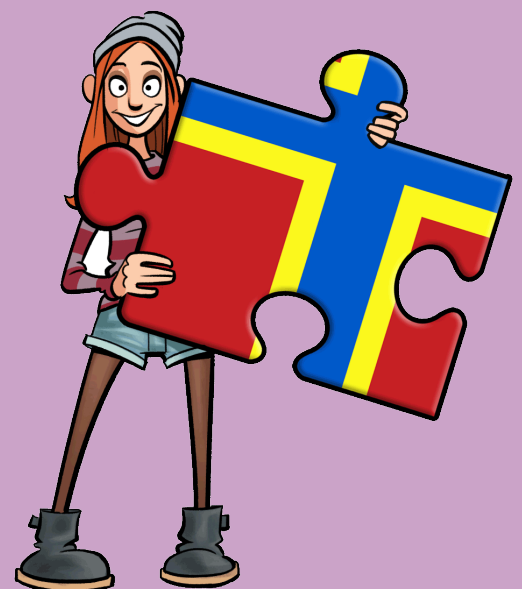
Orkney Opinions

The draft plan was put out for community consultation using a variety of methods including Orkney's new Public Consultation Group & Orkney Youth Forum.

9.1 Methodology?

This plan was informed and priorities identified through a variety of consultative approaches. Stakeholders, including learners, community groups and young people were involved through new and existing vehicles for community consultation and engagement.

During the development of the new plan, partners from the Strategic Community Learning Group met regularly to analyse and discuss the findings, ensure appropriate linkages were made with other partnership plans and agree appropriate shared actions.



10. Summary of Findings

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

This has led to:

- The identification of target individuals and groups
- Consideration of the needs of those target individuals and groups
- An assessment of the degree to which these needs are already being met
- Identification of the barriers to the adequate and efficient delivery of CLD

The three biggest cross-cutting issues for Orkney communities, namely digital connectivity, transport and housing & fuel poverty, are being progressed directly by the Orkney Partnership Board.

Under the three Community Planning Partnership delivery priority themes of Strong Communities, Living Well and Vibrant Economy the Strategic Community Learning Group has identified under each of these work streams the following priorities:

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

11. Links to other plans and policies

Alongside local data, information and consultation, this plan also takes into account a number of strategic policies and plans, both local and national, listed in Appendix 2, which relate to the needs of groups, individuals and communities in Orkney.

CLD practitioners work across a number of strategic priorities and aligning to the local Community Plan and incorporated Local Outcomes Improvement Plan this plan reflects the priority areas of need and will assist in achieving the high level outcomes agreed.

10.1 What are the key outcomes for the SCLG during the lifetime of this plan?

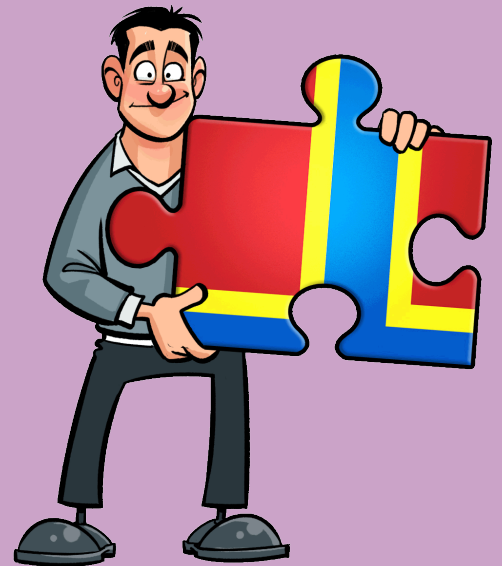
- *Volunteers and community groups feel supported, recognised and valued.*
- *Young people and families experience improved outcomes by learning together.*
- *Skills for learning, life and work are supported by clear and effective learning pathways.*



12. Conclusions

The information gathered by the SCLG has been used to develop the CLD Partners Plan for the next 3 years, attached in Appendix 1. The Partners Plan contains outcomes we aspire to and actions we will take to make improvements to current provision and develop new ones. In addition the CLD Partners Plan identifies gaps in provision which cannot be met in the timescale of this plan.

The strategic direction for the SCLG and the actions outlined in the partners plan have been developed and prioritised and will be delivered and evaluated through this partnership over the next 3 years. Working together through the plan will enable improved life chances for people of all ages, through learning, personal development and active citizenship which will help develop stronger, more resilient, supportive, influential and inclusive communities.

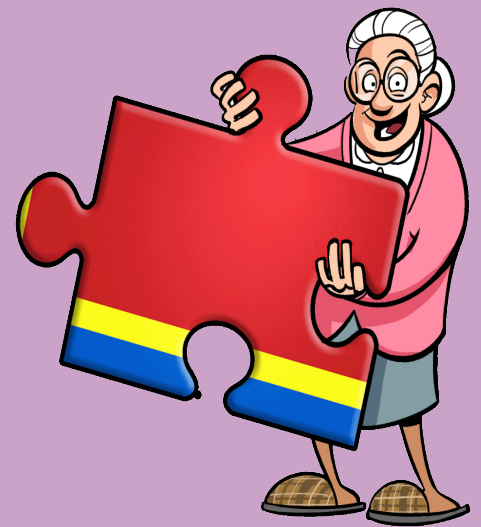
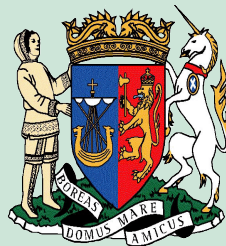


13. Monitoring and Evaluation

Community Learning and Development activity is evaluated using 'How Good Is Our Community Learning and Development', a framework that includes a common set of quality and performance indicators for use in self-evaluation by practitioners and managers and in Learning Community inspections by Her Majesty's Inspectorate of Education. There is a clear need to improve how outcomes are demonstrated, data recorded and how the work in and around the plan is jointly monitored and evaluated.

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

14. Appendix 1— Orkney CLD Partners Plan 2018-21



The Strategic Community Learning Group (SCLG) are working to the shared mission set out in the Orkney Community Plan and incorporated Local Outcomes Improvement Plan 2018-21 of ‘Working Together for a better Orkney’.

By aligning the Community Learning & Development (CLD) Partners Plan to the priorities identified by Orkney Partnership, namely, Strong Communities; Living Well and Vibrant Economy, the work of the SCLG will complement that of the Orkney Partnership Board and ensure a CLD lens is applied to the priority themes. Strong communication links will provide a conduit for the dissemination of information and for alerting the community planning process to emerging priority issues.

Throughout the life of this 3-year plan The Strategic Community Learning Group will be guided by 4 overarching principals:

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

The focus of this CLD partnership plan for 2018-21 is:

<p style="text-align: center;">Strong Communities (Social capital) Relationships and society</p> <p style="text-align: center;">↓</p> <p style="text-align: center;">Support and recognition of community and voluntary contribution</p> <p>When communities are confident, skilled, active, inclusive and influential they create a positive environment for people to enjoy a good quality of life. As Orkney relies so much on volunteering in our communities it is important to support and recognise our volunteers and community groups.</p> <p style="text-align: center;"><i>“Every person who works to make a difference to Scottish communities should be valued”</i> (Scottish Council for Voluntary Organisations, 2018)</p>	<p style="text-align: center;">Living Well (Human Capital) Health and wellbeing, knowledge, skills and motivation</p> <p style="text-align: center;">↓</p> <p style="text-align: center;">Family learning</p> <p>Family learning encourages family members to learn together as and within a family, with a focus on intergenerational learning. Through further collaboration we will develop a better understanding of family learning opportunities, needs and developments required to ensure we are supporting those young people and families most in need of support.</p> <p style="text-align: center;"><i>“Family learning is a powerful method of engagement and learning which can foster positive attitudes towards lifelong learning, promote socio-economic resilience and challenge educational disadvantage”</i> (Scottish Family Learning Network, 2016)</p>	<p style="text-align: center;">Vibrant Economy (Natural Capital) Input to produce goods/services/materials</p> <p style="text-align: center;">↓</p> <p style="text-align: center;">Improving learning pathways</p> <p>Given the variety of learning opportunities to develop skills for learning, life and work available in Orkney, more holistic approaches are required to collate sources of information so that people of all ages are better supported to reach their full potential.</p> <p style="text-align: center;"><i>“Community learning & development plays a central part in ensuring individuals, families and communities across Scotland reach their potential through lifelong learning, mutual self-help and community organisation”</i> (Strategic Guidance for Community Planning Partnerships Community Learning & Development, 2012)</p>
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1. Support and Recognition of Community and Voluntary Contribution

Outcome	Existing provision	Key objectives / actions (SMART)	Timescale	Lead	Output / Outcome indicators
Volunteers and community groups feel supported, recognised and valued	Partners are already delivering a significant level of training, support and activities for community and volunteer groups in Orkney as detailed in the locality plan http://www.orkneycommunities.co.uk/COMMUNITYPLANNING/documents/locality-plan/locality-plan-for-non-linked-isles-appendix-1.pdf <i>Including a training calendar collated and issued monthly by VAO, Volunteers Week national/local celebrations, Quality Volunteering Awards, Sports Awards, Annual Youth Awards Ceremony, various Youth Awards and the development of a volunteering outcomes framework.</i>	1.1 Collaboratively compile volunteering activity and statistics from across Orkney annually to provide a more accurate understanding of the range of volunteering activity taking place	March 2019	Chief Executive, Voluntary Action Orkney (VAO)	Collated volunteering statistics Increase in volunteering activities recorded
		1.2 Establish statistical information and create stretch aims linked directly to the output and outcome indicators.	March 2019	Chief Executive, VAO	Statistical information gathered and collated Stretch aims developed
		1.3 Undertake a training needs audit and analysis to form a calendar of joint learning opportunities for staff and volunteers	June 2019	Chief Executive, VAO	Needs analysis completed Calendar of joint training opportunities created Increase in joint training opportunities offered over the life of the plan Increase in the number of staff and volunteers accessing training opportunities over the life of the plan Number of organisations supported *
		1.4 Jointly raise the profile of community and voluntary activity that takes place across Orkney through joint promotion and events including organising a community development event in partnership with Orkney Community Planning Partnership's Strong Communities Delivery Group and seek to recruit to areas where gaps have been identified	September 2019	Strong Communities Delivery Group (SC)	Joint event organised Awareness and sharing of information Number of participants attending events * Evaluations of events
		1.5 Ensure the strengthening of the 'marginal' group voice is heard within democratic structures	September 2019	Team Leader, CLD Service	Community representative invited to sit on the SCLG Approved structures in place to ensure marginal groups represented in decision making processes

2. Family Learning

Outcome	Existing provision	Key objectives / actions (SMART)	Timescale	Lead	Output / Outcome indicators
Young people and families experience improved outcomes by learning together	<p>There is a diverse range of family learning activity currently taking place across Orkney including befriending, intergenerational programmes and family learning activities are being developed within community learning programmes.</p> <p>The Orkney Children & Young Peoples Partnership is currently undertaking a review of parenting support programmes available across Orkney.</p> <p>Links are being established between Education, Leisure & Housing and other partner organisations to develop the parental engagement and family learning agenda with a focus on CLD approaches.</p>	2.1 Creation of a working group to complete an audit of existing Family Learning activity within Orkney and research Family Learning activities in other areas	June 2019	Team Leader, Community Learning & Development (CLD) Service	<p>Audit completed</p> <p>Report presented, and available services/activities promoted</p> <p>Stakeholder representative on working group</p>
		2.2 Establish statistical information and create stretch aims linked directly to the output and outcome indicators.	June 2019	Team Leader, CLD Service	<p>Statistical information gathered and collated</p> <p>Stretch aims developed</p>
		2.3 Develop collaborative and targeted approaches to Family Learning through a variety of inclusive programmes and activities for families most in need, including: <ul style="list-style-type: none"> • Healthy Eating • Digital Technology • Hazardous Substances • Financial Literacies • Health and Wellbeing • Support for parents of teenagers • ActiveLife Family & ActiveLife Budget membership 	December 2019	Team Leader, CLD Service	<p>Evaluations highlight positive outcomes for participants *</p> <p>Increase in ActiveLife family membership</p> <p>Increase in number of Family Learning programmes and activities delivered over the life of the plan *</p> <p>Increase in number of people participating in Family Learning programmes over the life of the plan *</p> <p>Case studies</p>
		2.4 Wider review of Family Learning programmes, activities and support, including consultation exercise, carried out to identify the needs and priorities for families which will lead to the formation of a Family Learning Partnership Plan and Programme	December 2020	Team Leader, CLD Service	<p>Consultation completed</p> <p>Family Learning Partnership Plan developed</p> <p>Joint Family Learning programme developed and delivered</p> <p>Increase in participants *</p>
		2.5 Identify and understand the impact of unpaid caring on young people and families	June 2020	Manager, Orkney Public Health	Report with recommendations submitted and action plan produced

3. Learning Pathways

Outcome	Existing provision	Key objectives / actions (SMART)	Timescale	Lead	Output / Outcome indicators
Skills for learning, life and work are supported by clear and effective learning pathways	<p>The newly established Orkney Skills and Employment Strategy Group will audit the established operational groups to ensure strategic and operational co-ordination are linked to its outcomes.</p> <p>Aligning to this, the operational Orkney Offer Group are in the process of broadening its stage development from senior phase to also include:</p> <ul style="list-style-type: none"> • Early Learning & childcare • The Broad General Education • The 15-24 Pathway • Further & Higher Education • Leisure & Culture • Adult & Community Learning <p>Wider achievement is promoted and supported through a range of accredited and non-accredited learning opportunities. There are various formal and informal learning opportunities available including intergenerational learning and local Development Trusts offering varying levels of support to residence to ensure learning opportunities are more accessible.</p>	3.1 Engage with the relevant workstreams within the Orkney Offer and the Orkney Skills & Employability Strategy Group to enhance learning pathways in Orkney	June 2019	Principal, Orkney College	Co-ordinated strategic understanding of the landscape Record/feedback of meetings
		3.2 Re-establish the Orkney Learning Guidance Forum (OLGF) with a remit to share information, share good practice, promote joint working and support delivery of the CLD Partners Plan	November 2018	Principal, Orkney College and CLD Team Leader	Learner representative on working group 3 recorded meetings per year to develop partnership approaches and support delivery of the CLD Plan Practitioners report improved coordination and joint working
		3.3 Carry out a needs analysis, including statistical information to create stretch aims, map existing provision and establish an action plan to address identify gaps in learning opportunities and pathways	June 2019	OLGF	Needs analysis completed and action plan produced with a report including recommendations submitted to SCLG Stretch aims developed Identified gaps in provision inform planning
		3.4 Increase awareness of opportunities and learning pathways through the development of an 'Orkney Learns' online resource	August 2020	OLGF	'Orkney Learns' resource developed and promoted on Orkney.com Number of visits to site * Feedback highlights improved access to information on learning opportunities Evaluations show an increase in knowledge, skills and confidence over the period of the plan *
		3.5 Work with partners to review existing and identify gaps in learning opportunities available for people with additional support requirements; work with partners to address the gaps in community learning opportunities	September 2020	Principal, Orkney College	Review completed New opportunities developed over the life of the plan Evaluations highlight positive outcomes for participants *

* New baseline needs to be established

Unmet needs:

- Formal recognition of volunteering activity
- Creation of a communication strategy for the improved understanding of community learning and development in the wider context
- Develop collaborative digital literacy learning opportunities
- Develop further partnership approaches with a focus on mental health to ensure the preventative and therapeutic value of CLD activity is recognised
- Increase linkage with the Orkney Partnership Locality Plan, which focuses on the non-linked isles, to ensure equity of access to CLD services and support across Orkney

Appendices 2

List of key policies and plans that link to the CLD Partners Plan 2018-21

Orkney's Community Plan & incorporated LOIP 2018-21

<http://www.orkneycommunities.co.uk/COMMUNITYPLANNING/documents/orkney%20community%20plan/orkney-community-plan-2018-21-incorporating-the-loip-version-1.1.pdf>

Orkney Islands Council Plan 2013-18

http://www.orkney.gov.uk/files/council/council-plans/our_plan_2013-2018.pdf

Orkney Partnership Locality Plan 2018-21

http://www.orkney.gov.uk/Files/Committees-and-Agendas/Policy-and-Resources/PR2018/19-06-2018/I08_App1_Locality_Plan_Non-Linked_Isles_Appendix_2.pdf

Orkney CLD Plan 2015-18

<https://education.gov.scot/improvement/documents/cld22-orkneyclstrategy2015-18.pdf>

Education Leisure & Housing Service Plan 2016-19

http://www.orkney.gov.uk/Files/Performance_Files/2016_Performance/Post_June16/Education_Leisure_and_Housing_-_Service_Plan_2016-19.pdf

Orkney Islands Council Plan 2018-23

http://www.orkney.gov.uk/Files/Committees-and-Agendas/Policy-and-Resources/PR2018/20-02-2018/I06_App1_Draft_Council_Plan.pdf

Orkney's Children's Services Strategic Plan 2016-18

http://www.orkney.gov.uk/Files/OHAC/ICSP_2016_2018.pdf

Orkney National Improvement Framework Improvement Plan 2017

http://www.orkney.gov.uk/Files/Committees-and-Agendas/Education/ELH2017/15-11-2017/I06_App1_National_Improvement_Framework.pdf

Orkney Joint Health Improvement Plan 2017-19

http://www.orkney.gov.uk/Files/OHAC/IJB/Strategic_Commissioning_Plan_Refresh_2017_2019.pdf

Orkney Community Justice Partnership Draft Outcomes Improvement Plan 2018-21

<http://s3.spanglefish.com/s/34034/documents/community-justice/2018/2018--21-draft-orkney-community-justice-outcomes-improvement-plan.pdf>

Community Development Activities and Information for Orkney Locality Plan

<http://www.orkneycommunities.co.uk/COMMUNITYPLANNING/documents/locality-plan/locality-plan-for-non-linked-isles-appendix-1.pdf>

Orkney Locality Place Standards Consultation

<http://s3.spanglefish.com/s/34034/documents/community%20engagement/island-localities-consultation-report-feb-2017.pdf>

National outcomes for community learning & development

<http://www.scdc.org.uk/news/article/consultation-national-outcomes-scotland-2018/>

Community Empowerment Act 2015

<http://www.legislation.gov.uk/asp/2015/6>

Community Empowerment Act easy read guidance

<https://beta.gov.scot/publications/community-empowerment-act-easy-read-guidance/>

National Youth Work Strategy 2014-19

<https://www.youthlinkscotland.org/policy/national-youth-work-strategy/>

National Youth Work Strategy 2014/19 – interim report

<https://education.gov.scot/Documents/NationalYouthWorkStrategyInterimReportJuly2017.pdf>

National Youth Work Outcomes

<https://www.youthlinkscotland.org/policy/youth-work-outcomes/>

Getting It Right For Every Child

[Getting it right for every child \(GIRFEC\)](#)

Getting It Right For Every Child –Orkney Guidance

http://www.orkney.gov.uk/Files/Education-and-Learning/Orkney_GIR_Guidance_2012.pdf

Curriculum For Excellence

<https://www.gov.scot/resource/doc/226155/0061245.pdf>

National Improvement Framework

<https://beta.gov.scot/policies/schools/national-improvement-framework/>

National Performance Framework

<https://www.gov.scot/About/Performance/purposestratobjis>

Developing Scotland's Young Workforce

[https://education.gov.scot/scottish-education-system/policy-for-scottish-education/policy-drivers/Developing%20the%20Young%20Workforce%20\(DYW\)](https://education.gov.scot/scottish-education-system/policy-for-scottish-education/policy-drivers/Developing%20the%20Young%20Workforce%20(DYW))

Children and Young People (Scotland) Act 2014

<http://www.legislation.gov.uk/asp/2014/8/contents/enacted>

Scotland's Sport Strategy For Children & Young People

<https://www.gov.scot/Publications/2014/06/7317/0>

Opportunities For All - Post-16 transitions - Policy and Practice Framework

<https://www.gov.scot/Publications/2014/08/4869/0>

Skills for Scotland: A Lifelong Skills Strategy

<https://www.gov.scot/Publications/2007/09/06091114/0>

Scotland's Adult Literacies Curriculum Framework Guidelines
<https://education.gov.scot/Documents/adult-literacies-curriculum-framework.pdf>

Welcoming Our Learners: Scotland's ESOL Strategy 2015-2020
http://dera.ioe.ac.uk/22892/2/ESOLStrategy2015to2020_tcm4-855848_Redacted.pdf

Adult Learning Statement of Ambition
<https://education.gov.scot/Documents/adult-learning-statement.pdf>

Adult Learning National Outcomes
<https://education.gov.scot/Documents/cld-plans-2015to18.pdf>

Scotland's ESOL Strategy 2015-20
http://dera.ioe.ac.uk/22892/2/ESOLStrategy2015to2020_tcm4-855848_Redacted.pdf

National Standards for Community Engagement
<http://www.scdc.org.uk/what/national-standards/>

The Requirements for CLD (Scotland) Regulations 2013: Guidance for Local Authorities
<https://education.gov.scot/Documents/cld-regulations-la-guidance.pdf>

Strategic Guidance for Community Planning Partners, Community Learning and Development
<https://beta.gov.scot/publications/strategic-guidance-community-planning-partnerships-community-learning-development/>

Revised Guidance Note on CLD Planning
<https://education.gov.scot/Documents/CLDGuidanceNotes2017.pdf>

How Good is the Learning and Development in Our Community
http://dera.ioe.ac.uk/26711/1/how-good-is-the-learning-and-development-in-our-community-v3_tcm4-875684.pdf

CLD Standards Value & Ethics
<http://clidstandardscouncil.org.uk/resources/standards-and-benchmarks/national-occupational-standards/>

National Review of CLD Plans 2015-18 'Planning for Change in Scotland's Communities'
<https://education.gov.scot/Documents/cld-plans-2015to18.pdf>

Aspect Review of Progress made in Implementing the CLD Regulations 'CLD Planning'
<https://education.gov.scot/Documents/Aspect-Review-Report-of-CLD-Planning110417.pdf>

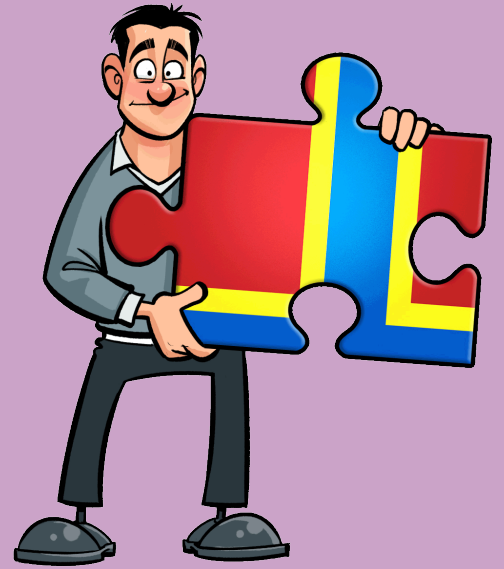
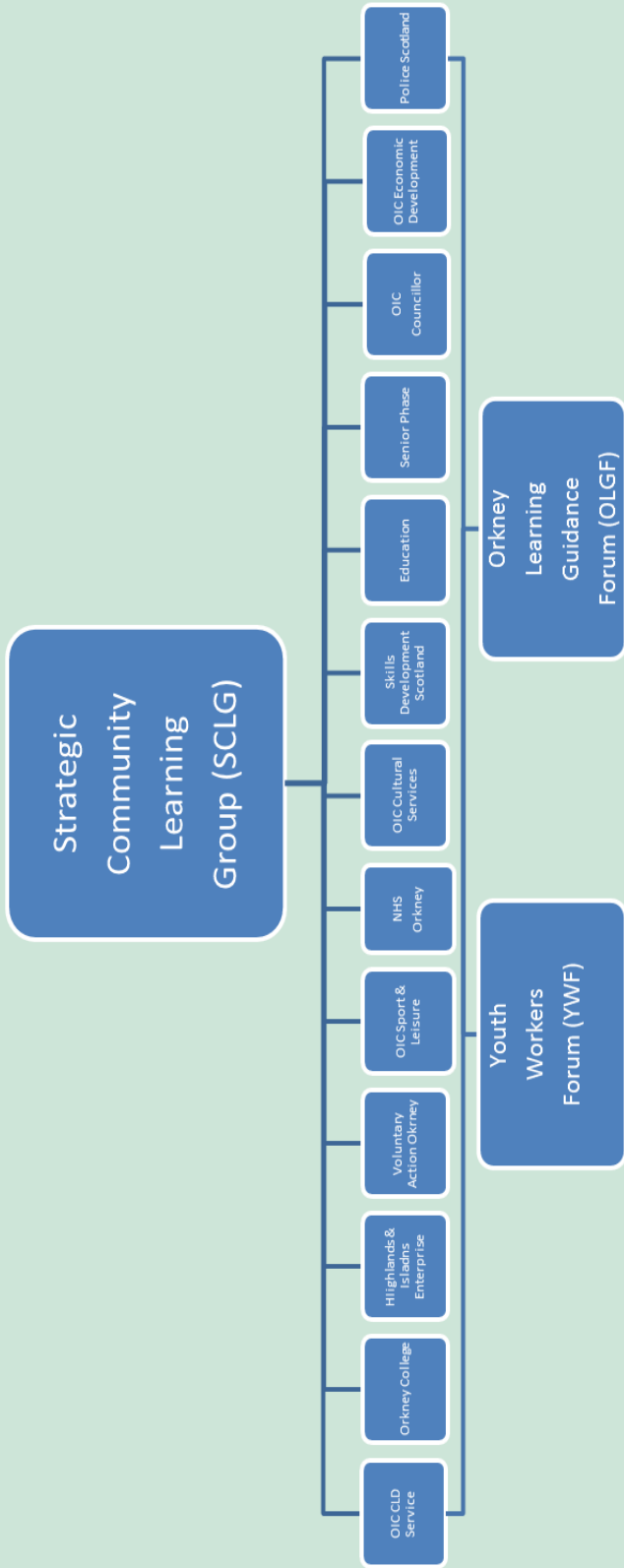
Inspection Report of CLD in Orkney Islands Council 15/1/18
<https://education.gov.scot/assets/contactorganisationinspectionreports/orkneyislandscl150118.pdf>

Growing the Learning Culture in CLD, CLD Standards Council for Scotland
<http://clidstandardscouncil.org.uk/cpd/cpd-strategy/>

National Policy Context for CLD Planning
<https://education.gov.scot/Documents/Accompanying-note-for-CLD-guidance-2017.pdf>

Review of Family Learning Supporting Excellence and Equity
<https://education.gov.scot/improvement/documents/family-learning-report-full-document.pdf>

16. Appendix 3 — Membership of Strategic Community Learning Group





Equality Impact Assessment

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

1. Identification of Function, Policy or Plan	
Name of function / policy / plan to be assessed.	Community Learning and Development (CLD) Partners Plan 2018-21
Service / service area responsible.	Education, Leisure and Housing
Name of person carrying out the assessment and contact details.	Peter Diamond 01856 873535 ext. 2401 Peter.diamond@orkney.gov.uk
Date of assessment.	14 August 2018
Is the function / policy / plan new or existing? (Please indicate also if the service is to be deleted, reduced or changed significantly).	Existing

2. Initial Screening	
What are the intended outcomes of the function / policy / plan?	There is a statutory requirement for the CLD Partners Plan to be produced to demonstrate how partners within the CLD field will work together to: Improve life chances for people of all ages, through learning, personal development and active citizenship; and help build stronger, more resilient, supportive, influential and inclusive communities.
State who is, or may be affected by this function / policy / plan, and how.	All Orkney residents who engage in community learning and development will benefit from an improved and co-ordinated community learning and development service.
How have stakeholders been	Yes – various consultation methods have been

involved in the development of this function / policy / plan?	used including Orkney Opinions, Youth Forum and intensive consultation with CLD providers. The results of the consultations have informed 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).	No The overall aims of the Community Learning and Development plan are to improve life chances for people of all ages, through learning, personal development and active citizenship. The activities in the plan are intended to lead to outcomes such as enabling the development of skills that people can use in employment and supporting young people in particular those who need more choices and more chances to achieve their full potential. The plan aims to achieve positive impacts particularly for those groups that are most vulnerable and disadvantaged in our community.
Could the function / policy have a differential impact on any of the following equality 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.
2. Sex: a man or a woman.	No
3. Sexual Orientation: whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.	No
4. Gender Reassignment: the process of transitioning from one gender to another.	No
5. Pregnancy and maternity.	No
6. Age: people of different ages.	Yes, potential positive impact for children and young people and adults. The delivery outcomes of the plan include youth work, family learning and early intervention work with children, young people and families. The outcomes also include community-based adult learning.
7. Religion or beliefs or none (atheists).	No
8. Caring responsibilities.	No

9. Marriage and Civil Partnerships.	No
10. 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.

3. Impact Assessment

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

4. Conclusions and Planned Action

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

Signature:



Date:

Name: Peter Diamond

(BLOCK CAPITALS).

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