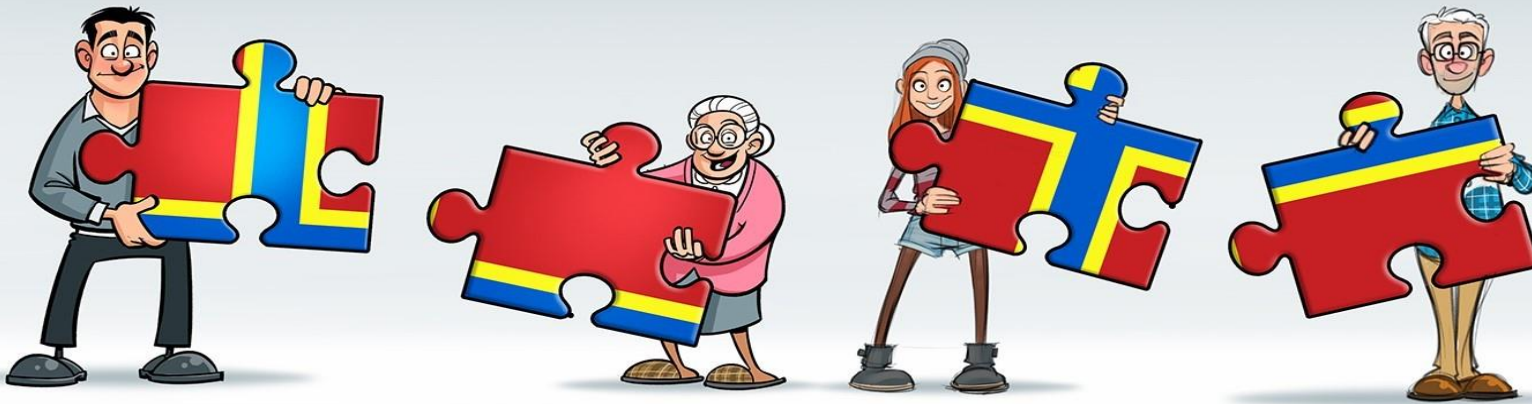


# Orkney

Community Learning & Development  
Partners Plan 2021 - 2024

(2023 Update)



Working  
and  
learning  
together for  
a better  
Orkney

# Executive Summary

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

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

The plan, which is based on local needs and meets the requirements of the Scottish Government Regulations for CLD, builds on previous CLD Partners Plans and sets out how we will deliver CLD across Orkney over a three-year period, 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 and strengthened connections with stakeholders and increased alignment with other partnerships and plans including Orkney's Community Planning Partnership.

To ensure strategic alignment to the previous Orkney Community Plan, (our statutory Local Outcomes Improvement Plan), three of the four priorities in the CLD Partners Plan were taken from the agreed priorities for the Community Plan, namely: Connectivity, Community Wellbeing and Sustainable Recovery. A new Local Outcomes Improvement Plan has been developed this year with the three new priorities identified as:

Sustainable Development - supporting Community Wealth Building & achieving Net Zero by 2030

Cost of Living Crisis - and tackling the underlying causes of poverty

Local Equality - so residents in all parts of Orkney have equal opportunities

For the final year of this CLD Partners Plan 2021-24 we will link our actions across these three new Community Planning priority areas and continue to keep our fourth priority of Partnership Workforce Development.

What is the CLD Partners Plan?

**Orkney CLD Partners Plan is published by partners to help plan and deliver together, avoid duplication, strengthen co-ordination to improve opportunities and outcomes for learners**



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What does this document tell us?

**This plan, focuses on local needs and meets the requirements of the Scottish Government Regulations for CLD, setting out how we will deliver CLD across Orkney, over a three-year period.**



# What is Community Learning and Development?

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

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

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

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

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

- **Self-determination** – respecting the individual and valuing the right of people to make their own choices.
- **Inclusion & equity** – valuing equality of both opportunity and outcome and challenging discriminatory practice.
- **Empowerment** – increasing the ability of individuals and groups to influence issues that affect them and their communities through individual and/or collective action.
- **Working collaboratively** – maximizing collaborative working relationships in partnerships between the many agencies which contribute to CLD, including collaborative work with participants, learners, and communities.
- **Promotion of learning as a lifelong activity** – ensuring that individuals are aware of a range of learning opportunities and 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 2021-24 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 Partnership Board, the work of the SCLG will complement that of the Orkney Partnership and will provide a conduit for the dissemination of information and for alerting community planning to emerging priority issues.

Year 1 of this plan was focused on the recovery phase from the Covid pandemic. The plan is then reviewed, evaluated, and updated annually to ensure it remains relevant and responsive to new and emerging needs. Last year’s plan was revised with partners, learners, and the community to ensure it was appropriate and reactive to developing needs, including additional support for refugees coming to Orkney, increased support for those voluntary community groups, facing significant challenges, and the worrying cost of living crisis which has impacted significantly on many in our community. This year a similar review has been undertaken and whilst the focus is on delivering on the relevant actions not yet completed within the plan, four further priority areas has been added to incorporate learner voice, social prescribing, adult learning pathways and sexual exploitation training.

## Why do we need a CLD Partners Plan?

**The plan provides a basis for planning and delivering CLD with partners to ensure:**

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



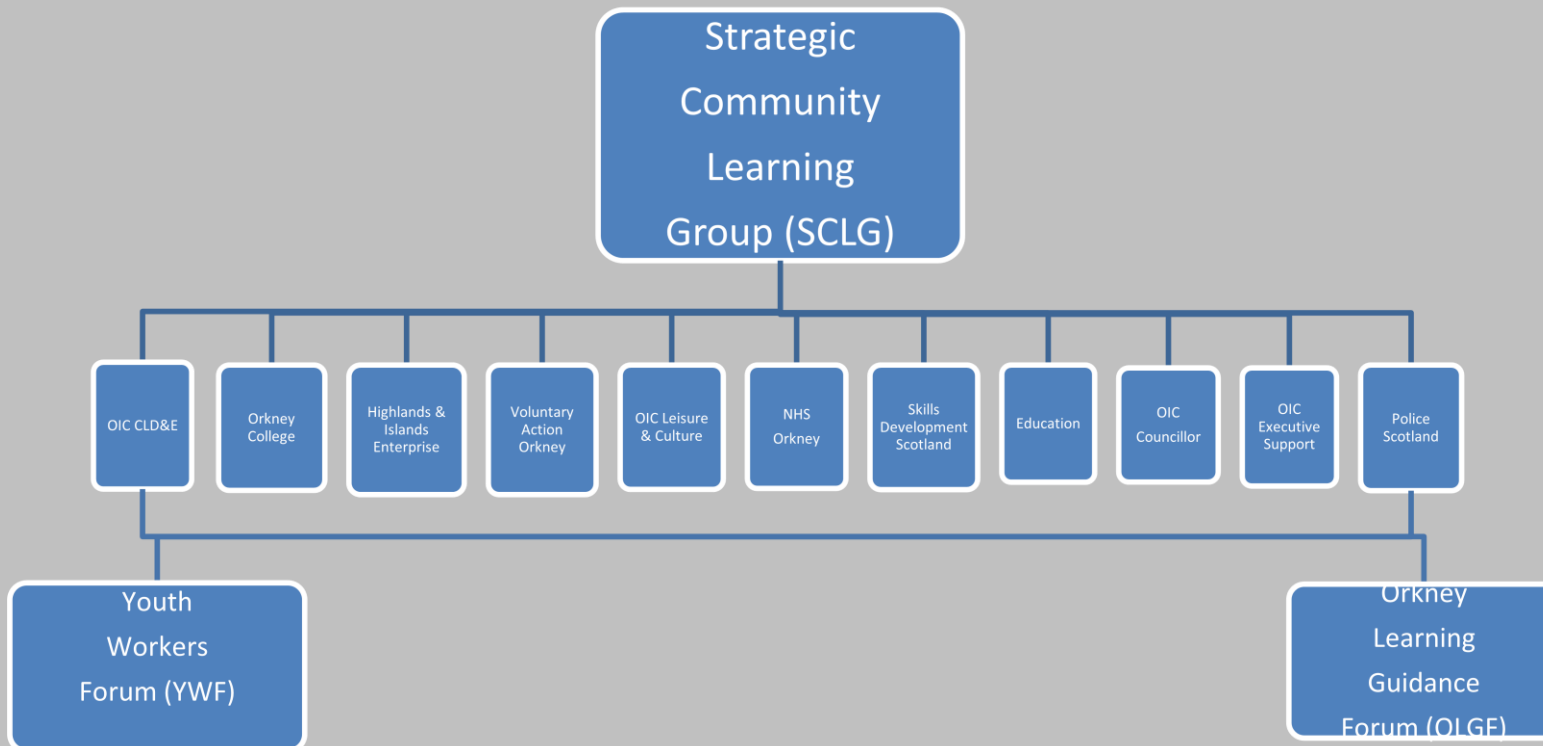
# The Strategic Community Learning Group (SCLG)

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

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

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

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



What does the SCLG do?

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

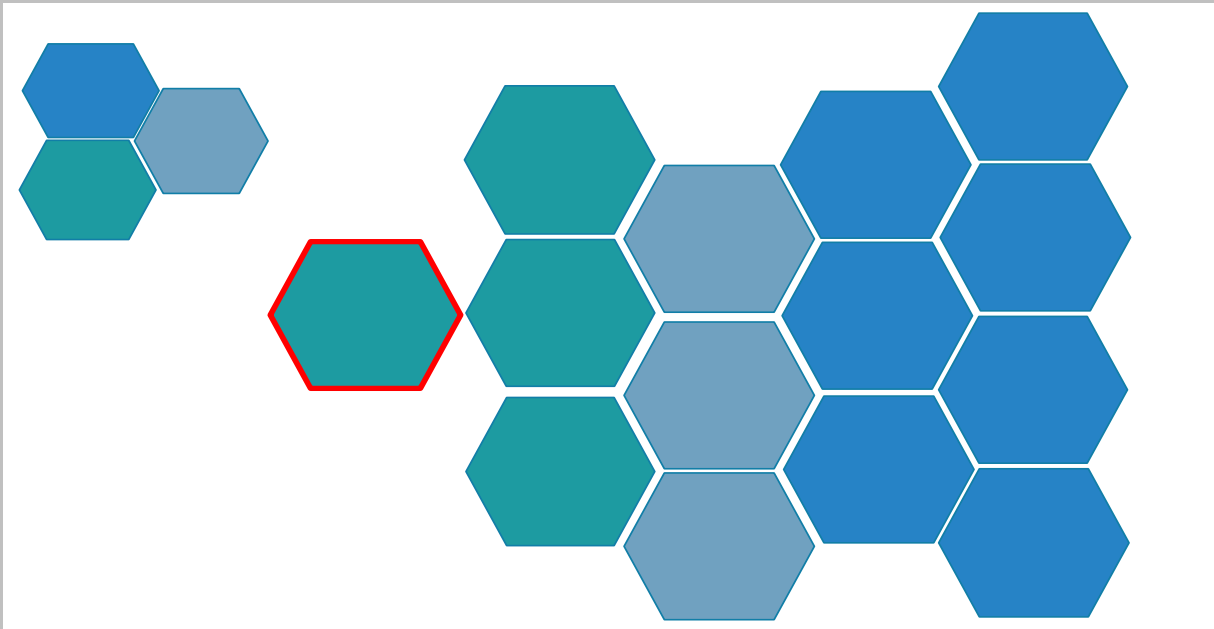


## Governance Arrangements:

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

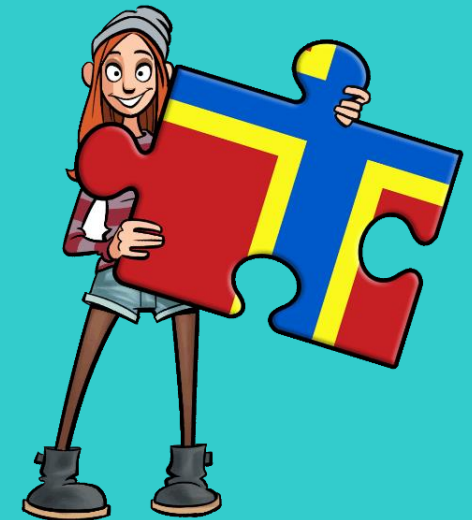
Rather than producing a static plan for the next 3 years, this is a live and dynamic plan which adopts a more fluid and organic approach to reflect the challenges and opportunities that are presented throughout the three-year period to ensure it remains an effective planning document which is relevant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

The SCLG partners assume overall responsibility for delivering on the outcomes and actions detailed in the plan. The plan is reviewed quarterly by the SCLG, and an annual report is submitted to the Orkney Islands Council, Education, Leisure & Housing Committee. The plan is also submitted to the Orkney Partnership Board for noting, however, discussions have taken place to strengthen the collaboration between the SCLG and Orkney Partnership to ensure more robust and effective process are in place to align local partnership working. The Orkney Partnership and Orkney Islands Council have both endorsed the approach and recognise the critical role the CLD sector plays in supporting young people, learners and communities.



How will the plan be monitored?

**The strategic direction for the SCLG and the actions outlined in the partners plan are developed and prioritised annually and are monitored and evaluated both internally and externally throughout the three-year period.**



# Community & Learner Engagement

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

It is important to note that for the first iteration of this plan, engagement with learners and communities was challenging, due to the pandemic, as many of the key face to face methods of engagement were not possible due to the restrictions in place. Despite this, a collective understanding of community and learner needs was developed, and stakeholder input into the plan was assured through partner inputs and direct engagement with stakeholders through alignment with various community consultations including:

Orkney Partnership Community Planning Priorities Consultation 2021, Your Community Your Voice Place Standards Consultation 2021, COVID-19 Community Listening Events, Youth Employment Survey 2020 and Youth Forum Workshops.

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

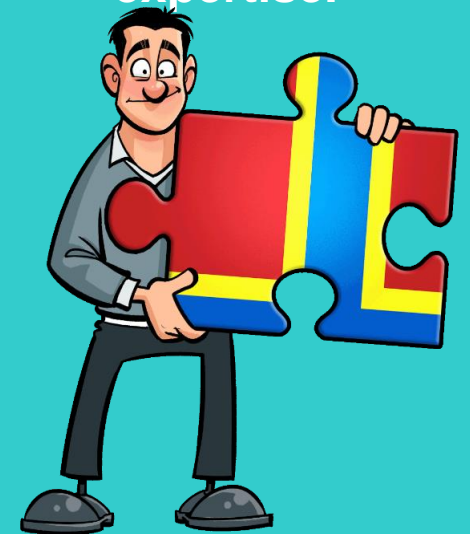
- A full appraisal and self-evaluation of the previous CLD Partners Plan
- Wider partners workshop to identify and prioritize the actions for the plan
- Working group and full SCLG input into plan development to ensure collaborative approaches to CLD
- Incorporating self-evaluation, monitoring, and shared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

Last year the updated plan benefited from the in-depth data and feedback from the local community through the work of Orkney Matters, a large community consultation undertaken by partners. The Orkney Matters consultation included a questionnaire, community meetings and lesser heard voices project work to ensure a wider representation of input from the community. Issues and areas for development in respect of CLD have been incorporated into the updated plan including the cost-of-living crisis, volunteer fatigue and health & wellbeing support within communities.

Whilst utilising all the methods mentioned above, this year we have expanded both our self-evaluation activity and our analysis and use of data to determine priority needs. Additional learner and community consultation activity this year, such as the Youth Work review and the learning needs survey have also been considered and we are also incorporating more community and learner input into the development and design of the updated plan.

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.**





# Policy Context

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

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

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

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

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

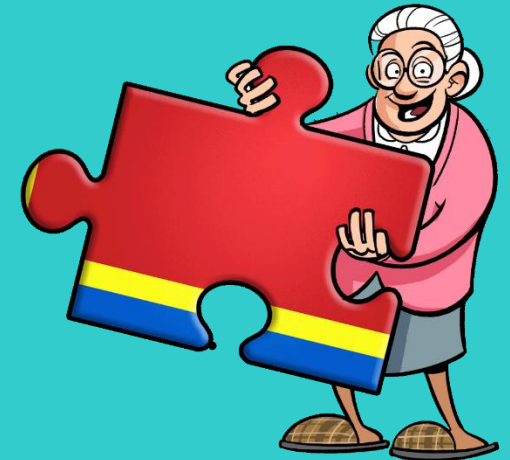
**The Northern Alliance** is a Regional Improvement Collaborative between the eight local authorities in the north with the aim of working together to improve wellbeing, attainment, and positive outcomes for stakeholders.

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

Policies that affect CLD both nationally and locally continue to change and evolve. As we progress through the 3-year period, the plan is reviewed and updated to reflect new policies. Amongst these the **Adult Learning Strategy 2021-26** which has new actions aligned to it in this year's updated plan, and the long-awaited **National Youth Work Strategy (2023-2028)**, when published, will have a direct impact on future iterations of the Orkney CLD Partners Plan.

How does this plan link with other plans and policies?

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



## Orkney Context

The total population of Orkney in 2020 was approximately 22,400, this has now increased by 0.6% to 22,540, which is higher than the national increase of 0.3%. In Orkney, life expectancy is higher than across Scotland, but the demographic profile has aged significantly in recent years, with 54% of the Orkney population over 45 years old, compared to the national figure of 47%. There is a trend of depopulation from the outer isles into the mainland of Orkney and we continue to see migration of young people away from 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.

Homelessness presentations increased to 142 in 2022-23, which is the highest since 2011.

The rurality of Orkney can pose many challenges for people to participate in activities or access services required, and for providers in planning and delivering services. Within the Scottish Index of Multiple Deprivation, 14 of Orkney's 29 data zones are among the most deprived 10% in Scotland for access to services. Orkney does not have any data zones in the most deprived 20% in Scotland but due to the scattered pattern of poverty in Orkney, there are individuals and families in all areas experiencing multiple deprivation. Rural and island poverty has its own set of characteristics and presents its own set of unique challenges that may not be the uniform experience of poverty across Scotland. Rural households face an increased cost of living between 10% to 30% more than children and families living in urban Scotland, and for those living on islands the premium can exceed 40%. Children in low-income families has risen to 16% in 2022, the Scottish average is 15.9%. In 2021-22, 20.1% of children in Orkney are in child poverty. Across Orkney & Shetland 79% of the children in poverty were in working families in 2021/22

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

The annual participation measure (16–19-year-olds in positive destinations) increased to 93.9% in 2022.

Prior to the pandemic, Orkney had a strong economy with very high employment levels however it had a relatively low wage economy with underemployment rather than unemployment tending to be a factor. In 2022, employment rate was 87.5%.

Orkney has the third highest Social Enterprise rate in Scotland with 31.9 per 10,000.

Whilst recorded crime is significantly lower than the national average, there has been increases in recorded drugs crimes over the past 5 years and recorded sexual crimes have increased from 36 in 2021 to 73 in 2022.

Deaths from suicide in young people (11-25) per 100,000 and alcohol related hospital admissions for 11–25-year-olds were higher here than the national average during 2020-21. (ScotPHO, 2021)

What other information was used when creating the plan?

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



# Plan principles, targets and identified barriers

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

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

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

## Targeted groups and individuals

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

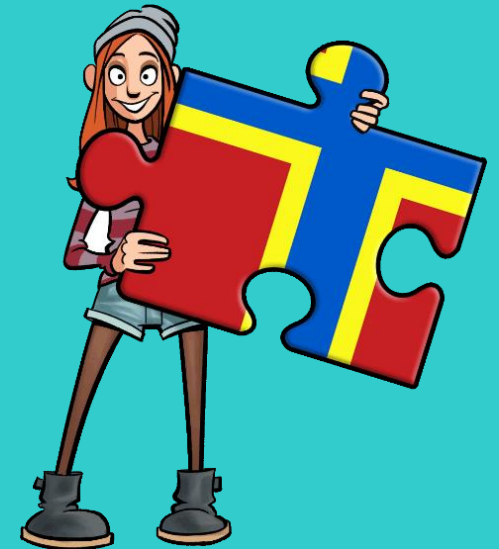
- Those who are experiencing poverty or hardship (including digital poverty)
- Those that are socially / geographically isolated
- Those within vulnerable categories / including those with mental health conditions
- Community groups and organisations working to make a positive difference

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

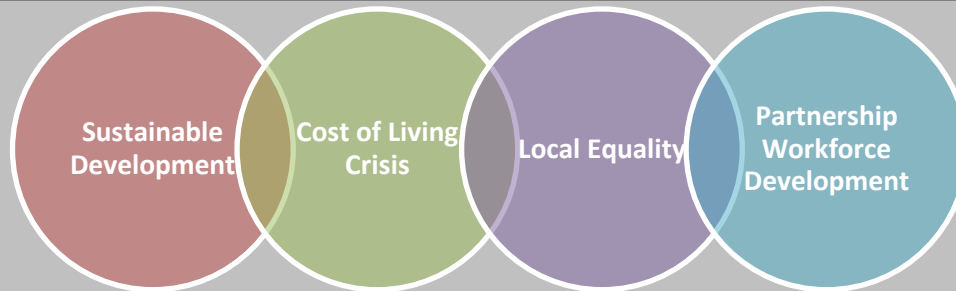
Transport	Cost	Stigma
Digital accessibility	Confidence	Awareness
Time pressures	Disabilities/Poor health	Language / cultural barriers
Childcare	Capacity	Substance misuse/ addictions
Availability	Motivation	

What is the focus of this CLD plan?

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



# 2021-24 CLD Priorities



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

Importantly, the CLD Plan is aligned to the identified priorities in the new Orkney Community Plan 2023-30. The CLD Partners Plan works alongside all three Orkney Partnership Delivery Groups, the Orkney Children & Young People Partnership responsible for the Integrated Children's Services Plan and the Local Employability Partnership (LEP) and associated LEP Delivery Plan, amongst others.

In 2021/22, a widespread consultation took place called Orkney Matters which gave residents an opportunity put their views forward on what they thought should be the priorities for the county over the next few years. Through Orkney Matters, key areas that were frequently highlighted included transport including active travel; housing; health and wellbeing; community resilience; and volunteer fatigue.

To reflect what people said, The Orkney Partnership adopted 3 new priorities:

- Sustainable Development - supporting Community Wealth Building and achieving Net Zero by 2030
- Cost of Living Crisis - and tackling the underlying causes of poverty
- Local Equality - so residents in all parts of Orkney have equal opportunities

For our CLD Plan a fourth priority area was included to consider professional development:

- Workforce Development and Partnership Planning – strengthening learning opportunities for the sector

Further information on how the SCLG will progress these priority areas is available in the detailed Action Plan which can be viewed at the end of this document in Appendix 1. The actions are focused on providing realistic but challenging aims which can only be achieved by working in partnership using CLD values and approaches. 11 actions were carried over from the previous years plan, with two updated to focus on employability support for people for whom English is not their first language and to specifically raise the profile of volunteering for the Island Games in 2025. 4 new actions have been added to the plan focused on delivering training on sexual exploitation, investigating social prescribing opportunities, the expansion of adult learning pathways and creating a lived experience panel to influence and inform the work of the SCLG.

What are the key priorities for this CLD Partners Plan?

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

- Sustainable Development
- Cost of Living
- Local Equality
- Partnership Workforce Development



## Monitoring & Evaluation

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 revisit this plan annually to reflect any changes in the planning and review process.

The SCLG continue to regularly monitor, review, and self-evaluate 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 is monitored and updated quarterly by the SCLG, and a report submitted to Orkney Islands Council's Education, Leisure & Housing Committee annually. A summary and progress update will also be disseminated widely to partners and stakeholders each year and will feed into other relevant partner plans.

CLD activity is also evaluated using 'How Good Is Our Community Learning and Development', a framework that includes a common set of quality and performance indicators for use in self-evaluation by partners and in Learning Community inspections by Education Scotland.

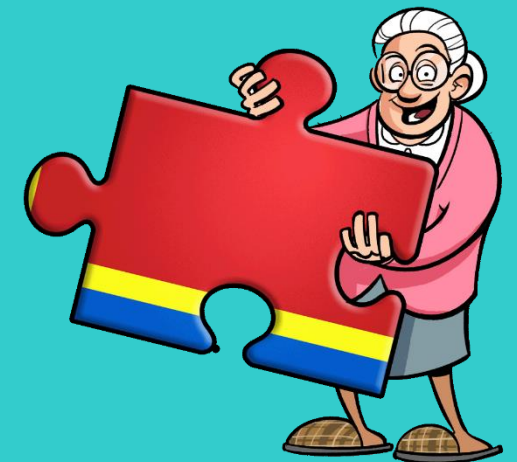
## Conclusion

The information gathered by the SCLG has been used to develop the CLD Partners Plan for the final year of this 3-year period, attached in Appendix 1. The Partners Plan contains outcomes we aspire to, actions we will take to make improvements to current provision and practice and it identifies unmet needs and gaps in provision which are important areas of work which cannot be met in the timescale of this plan.

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

How will the SCLG maintain quality assurance?

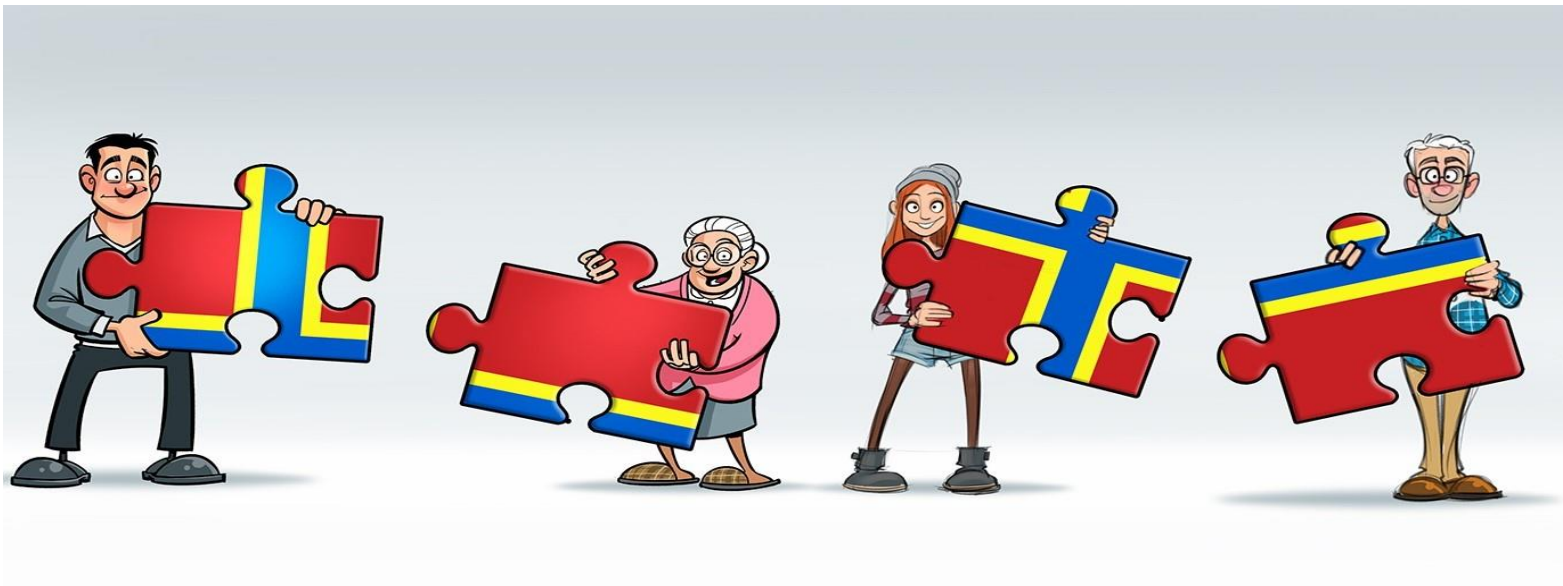
**By working together and ensuring a high standard of practice, the SCLG will jointly review, monitor and evaluate progress on the identified actions and participants will experience consistency based on shared values.**



# CLD Partners Plan

## 2021-2024

(2023 update)



## 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	Implication (risk, cost, resources)	Target Date	Measures	Link to local policies & plans	Link to national policies & plans
<b>1. People have increased accessibility to digital opportunities including support and training to expand their learning and use the internet safely</b>	1a) Support Community Organisations to identify need and investigate opportunities for the development and co-production of Learning Hubs	HIE VAO CLDE	Cost, staff, identified need, resource, capacity, on-going revenue requirements, sustainability	September 2024	Funding allocated for hubs Number of sessions in supported hubs Number of partners delivering sessions Number of learners Number of new hubs	Local Outcomes Improvement Plan (LOIP) / Sustainable Development Delivery Group	Digital Strategy: A changing nation:  Digital Participation:
	*1b) Raise awareness of and deliver training on the sexual exploitation of young people	Police Scotland CLDE	Cost, staff, lack of uptake, resource, capacity, requirements, sustainability due to staff shortages	June 2024	Training schedule created and delivered Number of sessions delivered Number of attendees Number of views of web & media posts Evaluations & feedback	Orkney Digital Strategy 2021  HIE Operating Plan 2022  Police Scotland Plan 2020-23	National Performance Framework Adult Learning Strategy 21- 26
<b>2. New and existing third sector organisations receive the support they need to ensure they can sustain delivery and develop to allow their organisations and volunteers to prosper</b>	2a) Develop collaborative approaches in the delivery of voluntary sector support services to help enhance community development opportunities	CLDE VAO HIE CLLD	Reduction in community groups, volunteers, and community participation, inability to attract funding	September 2024	Community Development (CD) subgroup developed Minutes of quarterly update meetings of key partners Development of a baseline and increased number of collaborative CD projects Number of community organisations supported Number of interactions with organisations Organisation's feedback Number training sessions delivered	LOIP & Sustainable Development Delivery Group  VAO Work Plan 2021-23  OIC Delivery Plan 2023-28  HIE Operating Plan 2021	National Standards for Community Engagement  Community Empowerment (Scotland) Act 2015  Islands Scotland Act 2018
<b>3. Learning is lifelong, life-wide and learner centred</b>	*3a) Increased coordination and expansion of adult learning opportunities and pathways, particularly for those experiencing disadvantage	CLDE OC	Time, capacity, staff resource, funding, inaccessible resources or opportunities, lack of learning spaces	September 2024	Establishment of Adult Learning Forum Create baseline data on: Number of adult learning qualification gained Number of opportunities Number of participants Number of new learners New learning opportunities.	OIC NIF Plan  Local Employability Partnership Plan 2022-23  Northern Alliance Plan	Adult Learning Strategy 22-27  Family Learning Framework  UKSPF & Multiply

## 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	Implication (risk, cost, resources)	Target Date	Measures	Link to local policies & plans	Link to national policies & plans
<b>4. Increased opportunities for priority groups identified as needing additional support to achieve positive outcomes</b>	4a) Deliver life skills and other support courses as the Partnership's contribution to the Local Cost of Living Taskforce	NHSO VAO OIC	Lack of engagement, from the people most in need of support, people in need not identified, lack of capacity, staff resource, limited funding available for delivery	September 2024	Number of life skills courses delivered e.g. Confidence to Cook Number of participants Participant feedback (formal / informal)	Child Poverty Strategy 2022-26  Cost of Living Task Force Tracker  Food Dignity Report  NHS Orkney Equalities Outcome Plan 2021-25	Community Health and Wellbeing supports and services framework  Getting it right for every child (GIRFEC) update: July 2017  Fairer Scotland Action Plan
	4b) Influence the Cost-of-Living Taskforce to ensure best practice using CLD methodology in delivery approaches	CLDE VAO	Lack of engagement, Duplication, Limited capacity	September 2024	CLD representation at quarterly COLT meetings Number of meetings attended Case studies shared		
	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	CLDE OC VAO	Lack of engagement, from the people most in need of support, people in need not identified, unrealistic expectations. Duplication of support People not accessing employment opportunities at their skill levels	September 2024	Attendance at Refugee Planning Group meetings Number of people engaged and supported Number engaged in employability support Number of positive progressions Number of awards / accredited qualifications gained Participant feedback		



## 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	Improvement Action	Lead	Implication (risk, cost, resources)	Target Date	Measures	Link to local policies & plans	Link to national policies & plans
<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	Lack of engagement, missing those within identified target groups, lose momentum to maintain regular contact	September 2024	CLD approaches to consultation training session delivered to partner agencies. Number attending Evaluation / feedback Number of lived experience groups established	Local Equality Delivery Group  CLDE Team Plan 2023-26  NHS Orkney Equalities Outcome Plan 2021-25	National Standards for Community Engagement  Scottish Approach to Service Design  Community Empowerment (Scotland) Act 2015
	*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	CLDE VAO OIC	Lack of engagement, missing those within identified target groups, lose momentum to maintain regular contact	September 2024	Creation of a lived experience panel Participant feedback and evaluations Measured input and influence on the plan and direction of the SCLG	Isles Development Plans	Islands (Scotland) Act 2018
<b>6. Increased awareness and support for individuals to promote and sustain positive health and wellbeing</b>	6a) Coordinate mental health awareness training to upskill people in the community, reduce stigma and promote an understanding of mental wellbeing	NHSO OIC VAO	Staffing, resources, reaching the identified priority groups, information not accessible	September 2024	Programme of training developed Number of sessions delivered Number of participants Participant feedback	Orkney Islands Mental Health Strategy 2020-2025 (OHAC 2020)  Physical Activity Wellbeing & Sport Strategy  Enhancing Wellbeing in Our Island Communities: Delivery Plan	Volunteering for All: national framework  Mental Health Strategy 2017-2027  Mental health - transition and recovery plan  Resources for Mental Health and Wellbeing in Primary Care Services

## 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	Improvement Action	Lead	Implication (risk, cost, resources)	Target Date	Measures	Link to local policies & plans	Link to national policies & plans
6. Increased awareness and support for individuals to promote and sustain positive health and wellbeing	*6b) Investigate collaborative approaches and opportunities to expand social prescribing across Orkney	OIC VAO CLLD	Lack of resources, limited appetite from wider partners, Staffing, resources, reaching the identified priority groups,	September 2024	Number of meetings A roadmap towards social prescribing is established Funding identified to undertake a trial on social prescribing Identify existing examples of good practice	Orkney Islands Mental Health Strategy 2020-2025 (OHAC 2020)	Volunteering for All: national framework  Mental Health Strategy 2017-2027
	6c) Wider promotion of the values of volunteering to health, wellbeing and to the community including the Islands Games	VAO OIC CLLD	Lack of awareness, capacity - including time and resources	September 2024	Programme of activities delivered for volunteers week Deliver training on attracting volunteers at Annual Halls Event Development of Get Ready to Volunteer programme Number of registered volunteers for the Island Games	Physical Activity Wellbeing & Sport Strategy  Enhancing Wellbeing in Our Island Communities: Delivery Plan	Mental health - transition and recovery plan  Resources for Mental Health and Wellbeing in Primary Care Services
7. Improve community wellbeing and increased engagement with learning to develop motivation, confidence, and skills through youth work, adult & family learning and community development	7a) Work collaboratively with the Local Equality Delivery Group to develop priorities, design and deliver wellbeing and learning opportunities and early intervention support	OIC VAO HIE	Capacity, time, resource, experienced and trained staff, consistency of provision, lack of engagement from those who would most benefit from opportunities, lack of awareness. Duplication of effort	September 2024	Local Equality Delivery Group Action Plan created Record the number of opportunities created through the SCLG Number of participants Case studies Participant feedback Development of ways to track equalities information across SCLG activity	Local Employability Partnership (LEP) Plan 2023-24  OIC Delivery Plan 2023-28  NHS Orkney Equalities Outcome Plan 2021-25	CLD responses to the pandemic, lockdown and initial re-opening  No One Left Behind: delivery plan

## 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.

Outcomes	Improvement Action	Lead	Implication (risk, cost, resources)	Target Date	Measures	Link to local policies & plans	Link to national policies & plans
<b>8. CLD is recognised and promoted as a profession</b>	8a) Explore and expand opportunities and pathways into and within the CLD profession through collaborative work with Learn North and The Northern Alliance	CLDE VAO SDS	Time, staff resource, capacity, lack of uptake and awareness	September 2024	Increase in numbers registered with CLDSC Number of CLDSC bulletins shared Number of training opportunities shared across the network Number of people completing CLD qualifications CLD Pathway publication developed	OIC Council Plan 2023-28  OHAC Workforce Plan  The Northern Alliance RIC CLD Plan	Working with Scotland's Communities 2018  Growing the Learning Culture in CLD (CLDSC 2015)
<b>9. Orkney has a skilled, trained, and confident CLD workforce with a shared understanding of relevant national occupational standards, CLD values and competences</b>	9a) Based on the training needs audit create and deliver a suite of short course training for the CLD workforce	CLDE VAO CLLD	Lack of uptake, staff time, resources, accessibility	July 2024	Programme of training is developed and delivered Attendance numbers Number of organisation benefiting Participant feedback	CLDE Team Plan 2023-26  The Northern Alliance RIC CLD Improvement Plan  Learn North	Working with Scotland's Communities 2018  CLD Statement of Values  Code of Ethics for CLD  CLD Competence framework  Northern Alliance Regional Improvement Plan
<b>10. Planning and progress is informed by more effective collection, analysis and reporting of data</b>	10a) Create a subgroup to improve methods for collaborative data collection in response to the chosen partnership KPIs	CLDE VAO SDS	Lack of partner input, staff capacity, buy in	September 2024	Subgroup created Minutes of regular meetings Data sharing protocols developed Progress against identified KPIs Data collected, analysed and reported six-monthly to SCLG.	CLDE Team Plan 2023-26  The Northern Alliance CLD Improvement Plan	CLDMS KPI Data Gathering Guidance Document

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

At a time of changing national policy, realignment of priorities and ever decreasing resources, it is clearly evident that not all CLD needs can be met during the lifetime of this plan. This recognition that there will be unmet need over the life of the plan is highlighted in the CLD legislation which requires CLD partners to identify unmet need.

Priority areas that may not be met during the life of this plan includes:

- Development of wider accreditation opportunities for adults
- Widening STEM opportunities through CLD activity
- Undertake a Third Sector Skills Survey
- 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
- Expanding partnership work with housing partners to explore preventative work around homelessness with young people
- Develop closer links with partners leading on transport and broadband improvements to ensure barriers to participation in learning are reduced
- Identifying resources to fund individual professional qualifications and wider course opportunities for staff within the CLD sector

## Appendix 2 – Our Regional Approach in the North



### The Northern Alliance

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

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

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

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

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

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

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



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

### Professional Learning for practitioners and Learn North (previously known as the North Alliance)

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



**Learn North**  
Community Learning  
and Development

## Appendix 3 - Links / bibliography

### CLD Drivers & Strategies

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

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

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

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

Improving life chances and empowering communities (Education Scotland)

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

How good is the learning and development in our community4 [How good is the learning and development in our community?](#) (Education.gov.scot)

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

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

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

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

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

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

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

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

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

### Local Plans & Strategies

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

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

Orkney Community Plan and incorporated LOIP 2023-30 (Orkney Partnership) [The Orkney Partnership | Home](#) (orkneycommunities.co.uk)

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

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

Orkney Islands Council Plan 2023-28 [Council Plan](#) (orkney.gov.uk)

Orkney Islands Council Delivery Plan 2023-28 [Council Plan](#) (orkney.gov.uk)

HIE Operating Plan 2022 <https://www.hie.co.uk/about-us/policies2and-publications/strategy-and-operating-plan/>

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

# Links / bibliography Continued

## Wider policy context significant for CLD

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

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

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

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

Adult Learning Strategy 2022-27 (SG) [Adult learning strategy 2022 to 2027 - gov.scot \(www.gov.scot\)](#)

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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### **CLD Data review and analysis**

NOLB Data toolkit 2022-23

End Child Poverty Data - [Child Poverty Statistics - End Child Poverty](#)

Labour market - [Labour Market Profile - Nomis - Official Census and Labour Market Statistics \(nomisweb.co.uk\)](#)

### **Additional Child poverty data**

<https://endchildpoverty.org.uk/child-poverty/>

### **Orkney Matters 2022**

Scottish Index of Multiple Deprivation - [SIMD \(Scottish Index of Multiple Deprivation\)](#)

Population data - [Orkney Islands Council Area Profile \(nrscotland.gov.uk\)](#)

CPP data dashboard - [CPOP \(shinyapps.io\)](#)

**Annual Participation Measure** [Annual Participation Measure | Skills Development Scotland](#)

**National Benchmarking Measure: School Leavers Destinations** [Chapter 7: Background Notes - Summary Statistics for Attainment and Initial Leaver Destinations, No. 4: 2022 Edition - gov.scot \(www.gov.scot\)](#)

### **Orkney Education Services Report 2022-23**

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### **Fuel Poverty Strategy**

[https://www.google.co.uk/url?sa=t&rct=j&q=&esrc=s&source=web&cd=&ved=2ahUKEwjWhdWwpY6AAxUWhf0HHf1VDWwQFnoECBQQAQ&url=https%3A%2F%2Fwww.orkney.gov.uk%2FFiles%2FHousing%2FHousing%2520Options%2FHousing%2520Strategy%2FFuel\\_Poverty\\_Strategy.pdf&usg=AOvVaw0OLZ8yEZWNRRWuPtbk7mcj&opi=89978449](https://www.google.co.uk/url?sa=t&rct=j&q=&esrc=s&source=web&cd=&ved=2ahUKEwjWhdWwpY6AAxUWhf0HHf1VDWwQFnoECBQQAQ&url=https%3A%2F%2Fwww.orkney.gov.uk%2FFiles%2FHousing%2FHousing%2520Options%2FHousing%2520Strategy%2FFuel_Poverty_Strategy.pdf&usg=AOvVaw0OLZ8yEZWNRRWuPtbk7mcj&opi=89978449)

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### **Public Health Data**

P1 healthy weight dashboard - [Dashboard - Primary 1 Body Mass Index \(BMI\) statistics Scotland - School year 2020 to 2021 - Primary 1 Body Mass Index \(BMI\) statistics Scotland - Publications - Public Health Scotland](#)

Alcohol dashboard - [Dashboard - Alcohol related hospital statistics - Scotland financial year 2020 to 2021 - Alcohol related hospital statistics - Publications - Public Health Scotland](#)

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