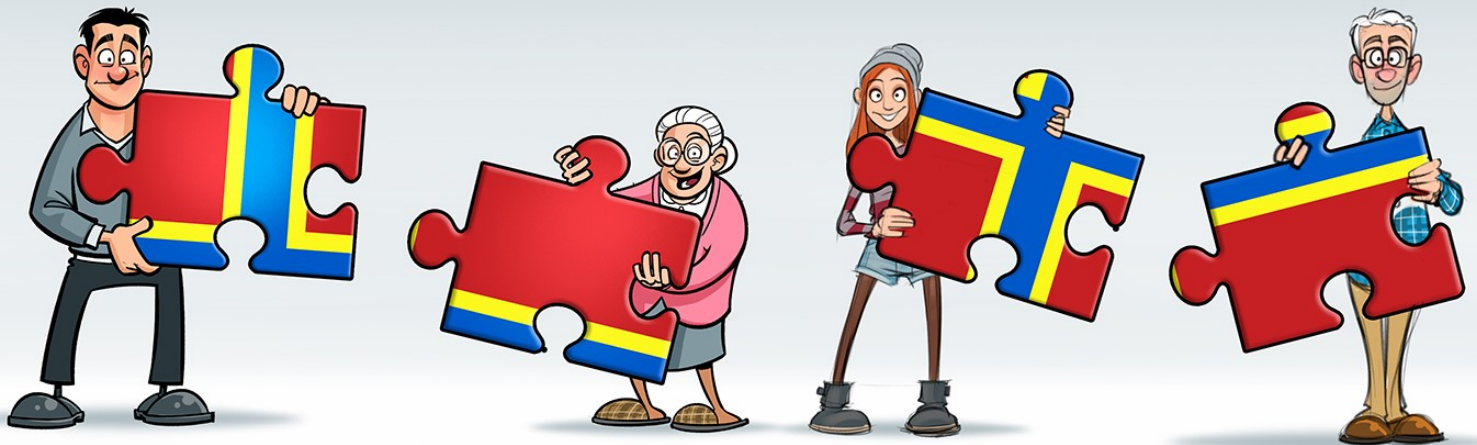


Orkney

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



Orkney
Community
Learning &
Development
Partnership



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Introduction

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

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

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

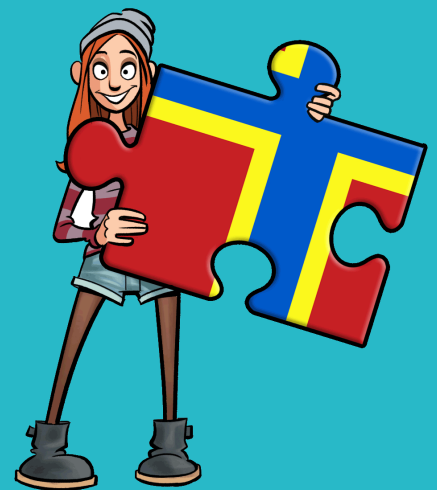
It is the task of the CLD Partnership and this plan, to ensure that people in Orkney, especially those that are disadvantaged, have appropriate access to the CLD support they need. A full list of the Strategic Community Learning Group members can be found at the end of this document.

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

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

What is Community Learning and Development (CLD)?

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



Quality Assurance

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

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

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

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

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

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

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



What is the purpose of community learning and development?

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



Overview of the CLD Plan during 2023-24

In September 2021 the new three year CLD Partners Plan for Orkney was published by the CLD Partnership to help partners plan together to avoid duplication, strengthen co-ordination in partnership working and approaches, and improve understanding of the needs of the community.

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

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

Key successes over this year included:

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

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

What has happened in the last year?

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

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



Progress Report on CLD Partners Plan during 2023-2024



Sustainable Development

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

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

Key actions	BRAG	Progress made 2023-24
1a) Support Community Organisations to identify need and investigate opportunities for the development and co-production of learning hubs		<p>The CLD Partnership established a Community Development Subgroup in 2023. The focus of this subgroup is to coordinate and collaborate on community development support and opportunities. One area of work undertaken by this group was to create a document cataloguing all the community hub spaces across Orkney. Highland & Islands Enterprise are leading on the work and have updated previous work which logged community facilities on the isles. The subgroup has expanded this to include community spaces and requirements across the whole of Orkney.</p> <p>Community Learning, Development & Employability Services (CLDE) continue to work closely with Community Associations across Orkney, providing bespoke support as required. CLD partners are working with Westray Community Association to increase opportunities in the Westray Learning Centre. Highland & Islands Enterprise are supporting several Development Trusts, who are working on community owned assets, with many awaiting approval for community facility projects.</p> <p>Orkney Library are further utilising their space as a community learning hub, with activities such as Lend & Mend and the Seed Library encouraging wider community use of the library learning space.</p> <p>Improved disabled access at Stromness Community Centre is ensuring this space is more accessible for the community. The Employability Hub, situated in the Skills Development Scotland building, is now a fully operational learning and development space and is being utilised by a range of partners to facilitate learning and development activity. From April 2023 to March 2024, there were 248 bookings of The Hub space, with partners using the Hub for a total of 692.75 hours for a variety of one-to-one meetings, group work sessions, training, practitioner meetings, and employer engagement activities.</p>
*1b) Raise awareness of and deliver training on the sexual exploitation of young people		<p>Police Scotland and CLDE have worked together to deliver sexual exploitation training sessions across all secondary schools in Orkney. Police Scotland delivered training sessions across the two mainland secondary schools and CLDE delivered the training in the Junior High Schools.</p>

BRAG code:

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



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

Progress Report on CLD Partners Plan during 2023-24



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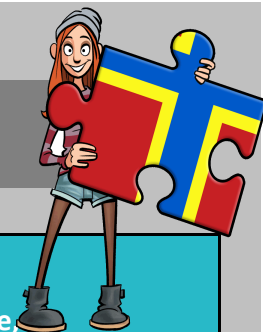
Key actions	BRAG	Progress made 2022-2023
<p>*3a) Increased coordination and expansion of adult learning opportunities and pathways, particularly for those experiencing disadvantage</p>		<p>The CLDE Service have worked with a variety of CLD partners to deliver a range of bespoke adult learning opportunities over the last 12 months. Partners include The Blide Trust, St. Colms, Orkney Health & Care, The Housing Service, Orkney Library and Archive and Age Scotland.</p> <p>CLDE’s Adult & Family Learning, Employability and Youth Services have provided a range of one-to-one and group work learning support opportunities including Mybank training sessions; Confidence to Cook; Budgeting and Life Skills Courses; Young Persons Guarantee programme; Digital skills courses; Outreach courses and i-learn support for council staff who have difficulty with literacy or IT skills.</p> <p>CLDE worked in partnership with UHI Orkney to deliver outreach learning provision and a sector-based academy, both funded through the Local Employability Partnership, as were the Innovation Grants for third sector delivery of training and skills opportunities and free SQA qualifications for parents in low paid council posts.</p> <p>The Learning Link began offering formal, alongside informal, English for speakers of other languages (ESOL) provision and SQA qualifications at National level 2, 3 and 4 in literacy and numeracy.</p> <p>The CLDE and Housing Services, supported the continuation and development of the Language Café.</p> <p>The three year, Multiply Programme, is supporting the expansion of formal and informal numeracy support and qualifications for adults. Since commencing with the Multiply Project in January 2023, 60 adult numeracy courses have been delivered with 208 people participating in Multiply funded projects and 64 people have achieved a qualification. Orkney is making significant progress towards meeting, and indeed already exceeding, many of the target figures submitted to the UK Government within the original investment plan.</p> <p>The CLD Partnership established an Adult Learning Forum which will report into the CLD Partnership. Whilst currently focused around the Multiply Initiative, this forum intends to expand out to continue this coordinated approach across all adult learning opportunities and pathways.</p> <p>The CLDE Service continue to create the Community Learning Programme of classes which run three times a year offering a variety of different informal learning and health & wellbeing opportunities. More recently the CLDE Service have developed an additional isles training and support offer, visiting islands that request support, to provide a range of required training across the community. Eday was the first to secure a visit from CLDE, which saw a hugely impressive forty people attending training opportunities including food hygiene, Microsoft Excel and Word training, digital skills and internet safety sessions.</p> <p>Projects that encourage participation in learning have been funded through the Community Local Led Development Fund, including jewellery making and fitness opportunities for older people. Funding was also provided to allow support services to deliver to the isles and not just on the mainland of Orkney.</p>



Cost of Living

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

Key actions	BRAG	Progress made 2022-2023
<p>4a) Deliver life skills and other support courses as the Partnership’s contribution to the Local Cost of Living Taskforce</p>		<p>The CLDE Service has delivered a vast number of life skills courses and free learning opportunities to help people significantly impacted by the Cost-of-Living crisis. Working with a variety of partner organisations, CLDE also delivered an array of bespoke courses that are focused on increasing confidence, improving life skills and ensuring positive outcomes. The number of poverty alleviation opportunities offered through the CLDE Service grew from 7 in 2022-2023 to 16 in 2023-2024.</p> <p>There is a strong focus on supporting people to build up their skills and knowledge to enable them to improve their outcomes. Over this time a range of one to one and group work support has been delivered across adult learning, youth work and employability, with the number of free training opportunities increasing from 9 in 2022-23 to 28 in 2023-24. Free learning opportunities included: Mybank training sessions, Fastforward training sessions, Confidence to Cook, Funday Sunday, Summer Roadshow, cooking on a budget, life skills courses, Young Persons Guarantee programme, budget & finance classes, digital skills courses and much more.</p> <p>New outreach provision in partnership with UHI Orkney is ensuring those who need extra support to access education, training and development opportunities at UHI Orkney are supported accordingly. The Innovation Fund, a sector-based academy focused on the hospitality industry, and free Scottish Vocational Qualifications (SVQ) courses for parents on low income were all funded through No One Left Behind funding and have increased participants skills, confidence and opportunities.</p> <p>Voluntary Action Orkney’ volunteers programmes and placements are focused on providing positive progressions routes for volunteers.</p>



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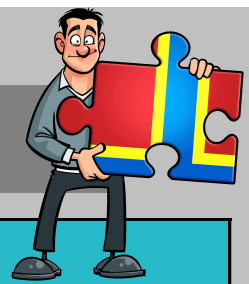
Key actions	BRAG	Progress made 2022-2023
<p>4b) Influence the Cost-of-Living Taskforce to ensure best practice using CLD methodology in delivery approaches</p>		<p>The CLD Partnership and the Education Service now have standing representatives sitting on the Cost-of-Living Taskforce which is ensuring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



Local Equality

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

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



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

Progress Report on CLD Partners Plan during 2023-24

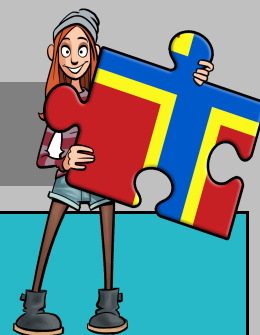


Local Equality

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

Progress Report on CLD Partners Plan during 2023-24



Partnership Workforce Development

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

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

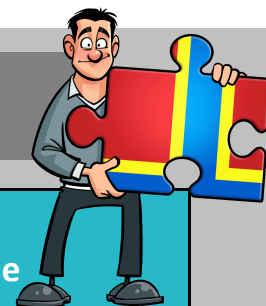


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Key actions	BRAG	Progress made 2023-2024
<p>9a) Based on the training needs audit create and deliver a suite of short course training for the CLD workforce</p>		<p>A training programme has been developed by the CLD Partnership containing eighteen different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

Progress Report on CLD Partners Plan during 2023-2024



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

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

Overall Review of the CLD Plan 2021-2024

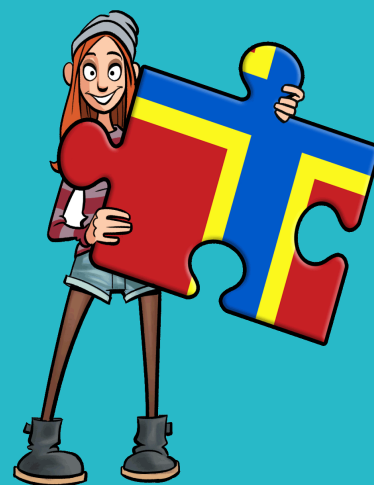
Over the 3 year cycle from September 2021 to September 2024, the CLD Partnership worked on a total of 34 key objectives overall, of which all 34 were fully met.

Key successes over the 2021-2024 period included:

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

What has happened over the lifetime of the plan?

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



CLD Partners Plan Review & Evaluation 2023-2024

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

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

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

Key strengths

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

Areas for development:

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

CLD Inspection Visit 2024

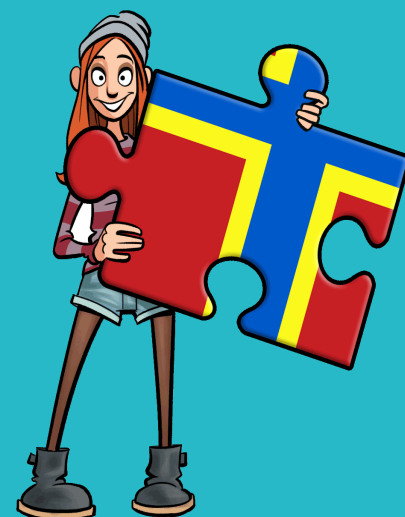
A recent progress visit by HM Inspectors of Education agreed with these findings. The very positive inspection praised the quality of provision, the partnership working, leadership and the accurate self-evaluation which demonstrates the CLD Partnership has a clear understanding of the progress made and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

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

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

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

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



Glossary of frequently used acronyms

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

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



Glossary of frequently used terms

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

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

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

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

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

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

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

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

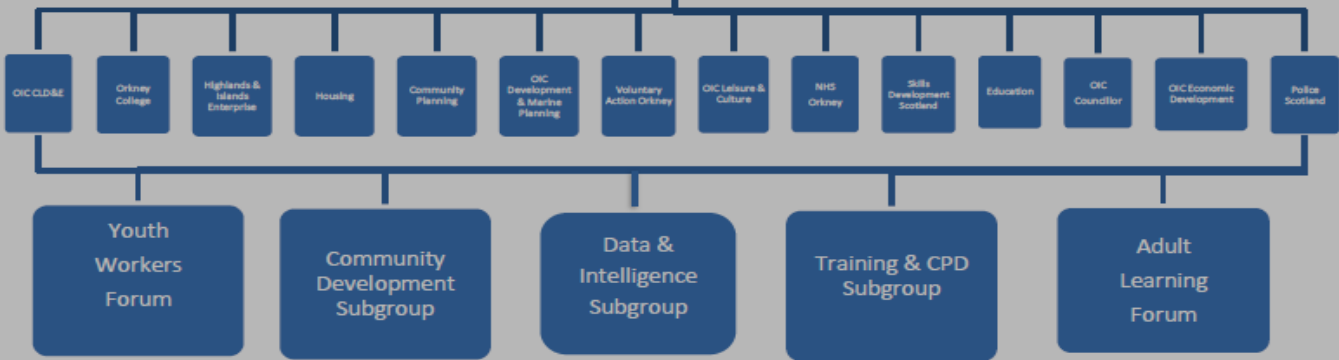
WiFi - A wireless networking technology that allows devices such as computers (laptops and desktops), mobile devices (smart phones), and other equipment (printers and cameras) to connect to the Internet.

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

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



Orkney Community Learning Partnership



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