

Item: 6

Education, Leisure and Housing Committee: 7 September 2022.

Community Learning and Development Partners Plan – Update.

Report by Corporate Director for Education, Leisure and Housing.

1. Purpose of Report

To provide a progress update on the Community Learning and Development Partners Plan 2021 to 2024 and to consider the revised Community Learning and Development Partners Plan.

2. Recommendations

The Committee is invited to note:

2.1.

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

2.2.

That, on 5 October 2021, the Council adopted the Community Learning and Development Plan for Orkney 2021 to 2024, in so far as it related to the Council, and agreed that an annual review and update of the plan should be submitted to the Committee to ensure it remained effective and relevant to emerging needs.

The Committee is invited to scrutinise:

2.3.

The annual review of the Orkney Community Learning and Development Partners Plan 2021 to 2024, attached as Appendix 1 to this report, in order to obtain assurance that effective progress is being made.

It is recommended:

2.5.

That the revised Orkney Community Learning and Development Partners Plan 2021 to 2024, attached as Appendix 2 to this report, which has been updated by partners of the Orkney Strategic Community Learning Group, be approved, in so far as it relates to the Council.

3. Background

3.1.

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

3.2.

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

3.3.

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

3.4.

The Community Learning and Development Plan for Orkney 2021 to 2024 was adopted on 5 October 2021, in so far as it relates to the Council. At that time, it was agreed that an annual review and update of the plan should be submitted to Committee to allow for effective scrutiny and to ensure it remained effective and relevant to emerging needs over time.

4. Annual Review of Plan

4.1.

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

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

4.2.

The Orkney Community Learning and Development Partners Plan 2021 to 2024 was informed, and priorities identified through a variety of consultative approaches. Stakeholders, including learners, community groups and young people were involved through new and existing vehicles for community consultation and engagement.

4.3.

Out of 28 actions set out in the plan:

- 8 have been completed.
- 16 are on target and are exceeding their targets.
- 3 are partially completed with minor underperformance and low risk of failure to meet set targets.
- 1 has not been completed within the timescales set.

4.4.

Full details are contained in the annual review of the Orkney Community Learning and Development Partners Plan 2021 to 2024, attached as Appendix 1 to this report.

5. Updated Plan

5.1.

In line with the governance arrangements for the Strategic Community Learning Group, the CLD Partners Plan is reviewed and updated annually to ensure it remains effective and relevant to emerging needs.

5.2.

During the development of the updated plan for September 2022 onwards, partners from the Orkney Strategic Community Learning Group met to review and self-evaluate progress, ensure appropriate linkages with other partnership plans and incorporate new required shared actions identified by partners and the community through Orkney Matters. The revised plan is attached as Appendix 2 to this report.

5.3.

It was agreed that the current priority areas set out in the Orkney Community Learning and Development Partners Plan 2021 to 2024, which link to the current Orkney Partnership priority areas, should remain, with partners continuing to work on the actions that are not yet completed around the following areas:

- Connectivity.
- Sustainable Recovery.
- Community Wellbeing.
- Partnership Workforce Development.

5.4.

Any completed actions have been removed from the revised version of the plan. Language and timescales have been updated to ensure the plan remains relevant and effective. A small number of additional actions have been added for the last two years of this plan, based on new areas of relevance to the CLD sector.

6. Equalities Impact

The Equality Impact Assessment undertaken for the initial version of the plan has been updated and is attached as Appendix 3 to this report.

7. Corporate Governance

This report relates to the Council complying with governance and scrutiny and therefore does not directly support and contribute to improved outcomes for communities as outlined in the Council Plan and the Local Outcomes Improvement Plan.

8. Financial Implications

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

9. Legal Aspects

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

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

10. Contact Officers

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11. Appendices

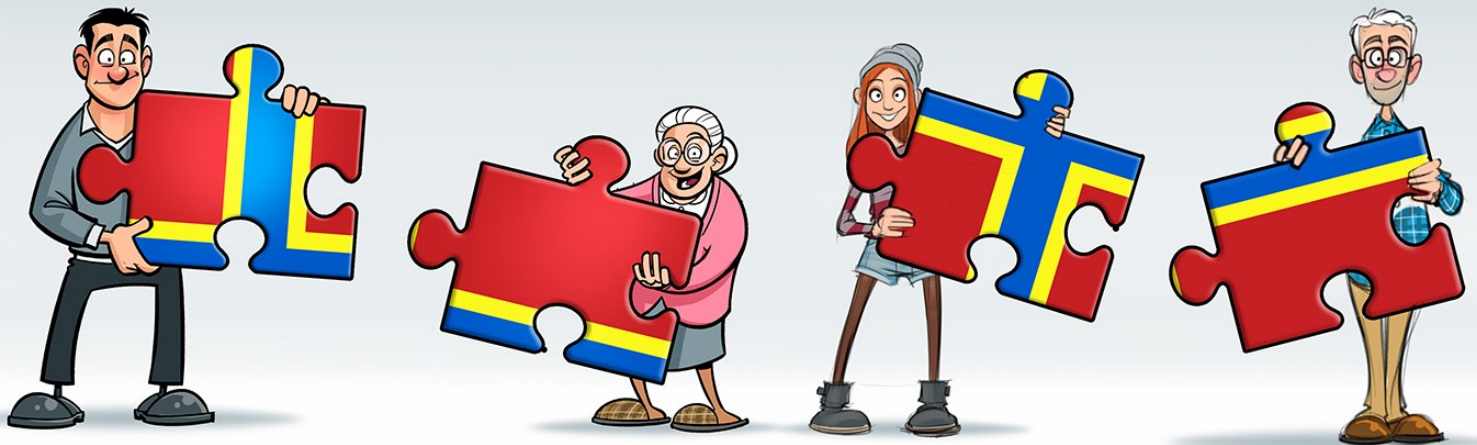
Appendix 1: 2022 progress report on the Orkney Community Learning and Development Partners Plan 2021 to 2024.

Appendix 2: 2022 updated Orkney Community Learning and Development Partners Plan 2021 to 2024.

Appendix 3: Equality Impact Assessment.

Orkney

2022 Progress Report and Evaluation of Orkney's Community Learning & Development Partners Plan 2021- 2024



Community
Learning &
Development



Introduction

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

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

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

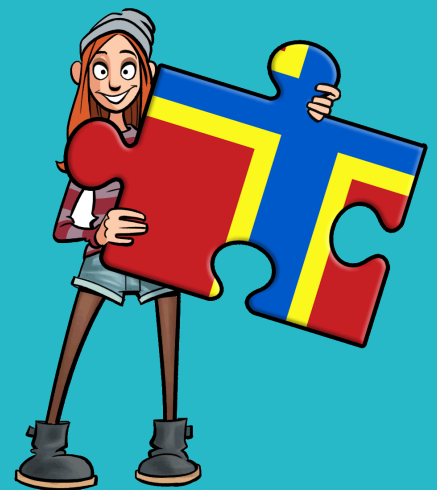
It is the task of the SCLG and this plan, to ensure that people in Orkney, especially those that are disadvantaged, have appropriate access to the CLD support they need. A full list of the Strategic Community Learning Group members can be found at the end of this document.

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

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

What is Community Learning and Development (CLD)?

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



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

The CLD Partners Plan 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 initial plans were introduced in 2015, including improved governance and strengthened connections with stakeholders, through regular summarised updates and more formal links with other partnerships including Orkney's Community Planning Partnership.

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

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

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



What is the purpose of community learning and development?

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



Review of the CLD Plan during 2021-2022

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

As the plan was only approved in September, partners have only been actively working on this plan for 9 months but despite this, from the 28 actions set out in the plan, 8 have been completed, 16 are on target, 3 are partially completed and 1 has not been completed within the timescales set.

Key successes over this year included:

- Through Connecting Scotland, CLD was able to allocate 532 people with IT devices, 455 with mifi through 57 organisations
- £4,500 secured towards Westray Learning Hub to improve accessibility to learning
- Range of IT support provided including training on Teams, Zoom, Chromebooks, iPads for Beginners, Cyber Resilience Training and Senior Computer Club restarted
- 18 projects to reduce social isolation and enhance wellbeing were supported through The Communities Mental Health and Wellbeing Fund
- The “Welcome Back Orkney” provided additional support and training for Community Associations for reopening
- The SCLG was a key partner in the Orkney Matters community consultation which received over 1200 responses
- Community Benefit Adult Learning funding allowed free community learning classes for targeted groups and individuals based on their interests and needs
- 56 people attended the Partnership v’s Pandemic event which raised awareness and shared good practice of innovative community activity which took place during Covid
- CLD Streetwork Project has led to sustained partnership work to deliver free Friday afternoon activities for young people
- Partners have delivered a range of activities over this period to support children and families in poverty, including life skills courses, childminding courses, prom shop and financial support workshops
- The SCLG partners have supported a variety of environmental projects including COP26 Ambassadors, £12,000 for environmental youth projects, NHS Orkney green space project, employability outdoor volunteering projects, community growing garden projects and outdoor learning courses and training.

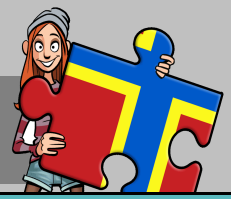
In accordance with the regulations, the plan also has to identify needs that will not be met during the lifetime of the plan. During this period the identified needs that were stated as unlikely to be met between 2021-24, were not met, although work has started to “extend collaborative informal ESOL provision in the community” and this has been incorporated into a new action in the plan for the remaining 2 years.

What has happened in the last year?

Over the last year, partners from the Orkney Strategic Community Learning Group continued to progress actions in the plan alongside their other work priorities. Actions were monitored and progress evaluated at regular intervals throughout the year to ensure adequate progress was being made through partnership approaches.



Progress Report on CLD Partners Plan during 2021-2022



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

Key actions	BRAG	Progress made 2021-2022
Work collaboratively with partners and funders to ensure those most in need have access to a digital device		In total CLD has worked with 57 local organisations to provide 532 people with devices and 455 MiFi devices through the Connecting Scotland Scheme. A joint Orkney Islands Council (OIC) and Voluntary Action Orkney (VAO) project secured funding to ensure improved cabling and WiFi connections in Community Schools with support from OIC IT Service, CLD, Democratic Services and VAO through the Communities Recovery Fund. The SCLG also secured £1500 from the CLD Practitioners Digital Device Fund, specifically for digital equipment for CLD sector support staff and volunteers.
Identify opportunities to co-produce community IT hubs through Community Development approaches		VAO received £10,000 through the Community Benefit Adult Learning Fund (CBAL) which allowed the SCLG to work up a pilot project with the Westray Learning Centre to improve accessibility to learning. £4000 was secured towards video conferencing equipment and three new laptops for the development of a learning hub. The equipment is available for use by the local community for online learning/meetings. A £30,000 investment through No One Left Behind (NOLB) has led to the development of a Community Employability Partners Hub at the local Skills Development Scotland (SDS) Office. This is progressing through the Local Employability Partnership (LEP) and will support individuals requiring additional support to progress towards learning, education, training and employment.
Co-ordinate service delivery to ensure basic IT support and training is available in the community		CLD ran Teams and Zoom training sessions for individuals, Community Councils, Community Associations and other community organisations and also ran a digital session at the Annual Halls event. The Learning Link offered iPad for Beginners course and Chromebook training and have re-established the Senior Computer Club. VAO ran Cyber Resilience training for 12 community organisations. Organisations receiving Connecting Scotland devices for individuals received training to ensure those in receipt of devices are offered key digital support. CLD have also provided vital organisational support.
Establish, expand and promote a local digital champions' network to share information, provide peer support and enhance delivery of IT support and training in community settings		Through the VAO, Tech Mentor post, Scottish Council for Voluntary Organisations (SCVO) delivered two Digital Champions Training session which 16 people attended. A local digital network has now been established and a draft action plan has been developed. VAO now has a new Tech Mentor in post to support the Digital Champions Network going forward and help progress the delivery of the associated action plan.
Collaborate with the local SCAM group to use CLD approaches to coordinate delivery of internet safety training across the community		An Online Safety presentation was delivered by The Learning Link, Police Scotland and OIC Trading Standards in March and a summer roadshow is underway. The Learning Link who are working closely with the SCAM Action Group, ran an online Security Course and also delivered an IT security presentation as part of a Young Persons Guarantee Employment programme. A Cyber Resilience subgroup has been established which has representation from the SCAM Group. Community Benefit Adult Learning Funding allowed Lead Scotland to deliver free IT training.

Progress Report on CLD Partners Plan during 2021-2022



Sustainable Recovery - We will work to support sustainable recovery from the pandemic through developing partnership learning opportunities to build peoples skills, confidence and strengthen individual and community capacity and resilience.		
Key actions	BRAG	Progress made 2021-2022
Develop collaborative approaches in the delivery of voluntary sector support services to help enhance community development opportunities		<p>CLD provide ongoing bespoke support, to Community Associations which includes training, advice, risk assessment support and the constant updating of halls guidance in line with changes in regulations and advice.</p> <p>CLD worked with a number of other community organisations to secure funding and restart their activities.</p> <p>17 volunteers representing 10 halls attended the Annual Halls Meeting which included sessions on digital tools, guidance on reopening following lockdowns, fundraising ideas, book keeping and accounting top tips.</p> <p>The Communities Mental Health and Wellbeing Fund (CMHWF), managed by VAO, provided funding for Third Sector Organisations to deliver additional activities to reduce social isolation and enhance wellbeing. The Fund was significantly oversubscribed, with 18 projects funded.</p> <p>The Communities Recovery Fund 2 project, managed by VAO, provided additional equipment, support and training to Community Associations.</p> <p>The Third Sector Covid Emergency Fund, managed by VAO on behalf of OIC, provided funding to Third Sector Organisations impacted by the Pandemic.</p> <p>OIC's Democratic Services and CLD piloted the first 3 tier meeting in Sanday with representatives from the Islands Community Councils, Development Trust and Community Associations coming together to progress actions.</p> <p>Partners are progressing related key actions arising from Orkney Matters.</p>
Consult with stakeholders to identify their learning and development needs and preferences		<p>There were over 1200 responses to the Orkney Matters Consultation which asked specifically about skills development and learning opportunities and needs. Virtual Meetings provided additional qualitative data to be gathered and the Lesser Heard Voices engaged with member of our community that traditionally do not come forward to engage in such activities.</p> <p>Free Community Benefit Adult Learning (CBAL) courses ran following a survey identifying learning needs.</p> <p>A VAO survey included a section specifically on training needs.</p> <p>CLD Community Learning Class evaluations use feedback to improve classes and develop new courses based on demand.</p> <p>The Annual Halls Event programme is decided by hall committees.</p>
Develop and raise awareness of new and innovative informal learning opportunities that meet the needs of participants		<p>New Community Learning classes offered including Drama and IT classes.</p> <p>CBAL courses allowed targeted Yoga, British Sign Language, Driving Skills, Digital Skills and Money Skills courses to be developed for 55 learners.</p> <p>56 people signed up to the Partnership v's Pandemic events which raised awareness and shared good practice on community development activity.</p> <p>Employability, financial education and Business Gateway sessions were run.</p> <p>Various organisations are using the libraries new virtual Reality headsets</p> <p>Training information is effectively circulated to community organisations.</p>
Develop resources and training to promote the benefits of informal learning, volunteering and associated awards and qualifications		<p>Dynamic Youth Training (DYA) training was delivered to various partners.</p> <p>The CLD Youth Work Offer was updated. A Youth Work Training programme was developed and opened up to wider partners. Child Protection Training was delivered for staff, volunteers and wider partners.</p> <p>This action is aligned with actions in the Local Employability Partnership Plan to raise awareness with employers about the added value of volunteering, wider achievement awards & qualifications.</p>



Community Wellbeing - We will work to meet local needs through the effective provision of CLD opportunities to enhance individual and community capacity and resilience

Key actions	BRAG	Progress made 2021-2022
<p>In collaboration with the Community Wellbeing Delivery Group, further develop partnership approaches to coordinated early intervention, health and wellbeing programmes and activities</p>		<p>Collaborative Community Development planning across OIC including the 3 Pillar meetings (Community Council, Community Association and Development Trust). 56 people sign up to the Partnership v's Pandemic sessions. Key benefits from the CMH&WF and Welcome Back Orkney. Money in your pocket session run by CLD & partners. Streetwork activities led by CLD involving a range of partners is providing engagement and activities for many young people. OIC's Leisure and Culture secured funding for 3 leisure gym refurbishments and new items of equipment for all Isles Healthy Living Centers. £96,000 Healthy Islands Funding was also secured for Indoor cycle bikes able to go to isles. A new Physical Activity & Wellbeing Strategy is being developed. Active Schools continue to work schools & communities to increase physical activity. An impressive free Summer Holiday activities programme was delivered by a range of partners. Orkney Library and Archives service continue to deliver Book Bug sessions and providing a mobile library service and book box service to some of Orkneys more rural locations. The Leisure & Culture Service has worked in partnership with local communities to refurbish a number of Orkneys play areas and funded a £26,000 improvement of the Kirkwall Skate Park. Outdoor Education continue to work in partnership to support children and young people with additional requirements and those not attending school. In collaboration with Orkney Health & Care (OHAC) and NHS Orkney, CLD have developed a 'Young Mums' group, focusing on pre/postnatal health and wellbeing and informal learning.</p>
<p>Support the delivery of the Child Poverty Strategy through coordinated delivery of learning programmes to improve life skills</p>		<p>The Community Wellbeing Delivery Group are now leading on the approved strategy and the development of a Child Poverty Action Plan, which will link in direct actions for SCLG on learning and community development. CLD are running Life Skills courses for individuals & parent groups including a fully funded registered childminders course for 10 people to support the local need for more childminders. A Parents & Child Group has been developed for targeted support and skills development and a Young Parents Group has been established in partnership with CLD & OHAC. CLD also delivered Driving Theory classes, Moneyskills course and created a Prom pop-up shop. Orkney Association of Youth Groups worked in partnership with Orkney Children's Trust on projects to support families in poverty. The Local Employability Partnership procured an income maximization & debt support programme delivered by Citizens Advice Bureaux (CAB). OIC are administering the rollout of the under 22 free bus travel. Stagecoach provided additional support to OIC Leisure & Culture to extend the athlete travel award to include wider culture and arts support. OIC continue to provide grants to local artist and organisations through various funding schemes.</p>

Progress Report on CLD Partners Plan during 2021-2022



Community Wellbeing - We will work to meet local needs through the effective provision of CLD opportunities to enhance individual and community capacity and resilience		
Key actions	BRAG	Progress made 2021-2022
Investigate opportunities to work with green health partnerships and environmental projects and inform the next rendition of the Local Outcomes Improvement Plan		<p>Community Learning outdoor classes were oversubscribed. 11 COP26 Ambassadors were recruited and CLD secured £3000 for 4 youth groups to work on environmental projects. CLD also developed an Environmental theme for the winter Youth Club programme and CLD Employability ran outdoor volunteering projects with Orcadia Park & Ayre Walk. NHS Orkney's green space project is focused on using outside space for health benefits. An NHS Coordinator post has been established and polytunnels erected at the hospital. A food security consultation has resulted in a number of possible community growing garden projects. The Connect Project ran a gardening project and Development Trusts are developing local growing & food sustainability projects. The CMH&WBF supported some outdoor projects. Papdale East Open Space project phase1 is scheduled for completion by end of September 2022. The Yard, a local Social Enterprise, is delivering a range of community learning opportunities and targeted support through outdoor volunteering activity at Tankerness Gardens.</p>
Increase the continuous involvement of young people and other priority groups who are identified as needing support to ensure inclusion of representative voices		<p>CLD are a partner in the Orkney Matters consultation including the Lesser Heard Voices arts project element and work with schools / young people. SCLG is represented on the Getting It Right For Every Child (GIRFEC) Partnership which is coordinating youth voice work. CLD has supported the Youth Forum as they improved their website and undertook rebranding and promotional work to help recruit young people. CLD are also supporting a Young Islanders group, building a network for young people's involvement in Islands Plan. The new MSYP's are in place and the first face to face sitting in 3 years has just taken place. A Youth LEADER Action Group Pilot Project was delivered. Who Cares are working with Employability on collective advocacy for Care Experienced Young People (CEYP) and SDS led a partner survey on CEYP access to services.</p>
Coordinate and contribute to the delivery of wellbeing activities and mental health awareness to upskill people in the community to promote mental wellbeing and reduce stigma.		<p>Partners and communities have developed an array of projects and activities to support wellbeing and positive mental health including 18 health & wellbeing focused projects through the Communities Mental Health & Wellbeing Fund. There was also opportunities through Welcome Back Orkney, Youth Work Education Recovery Fund, street work, CBAL courses and various other community learning activity. NHS Orkney and CLD are looking to jointly run a Mental Health First Aid course once they can be delivered in person. The Growing Up In Orkney (GUIO) website was launched as was Togetherall (an on-line support service). Mental Health Awareness Training has been arranged as part of the annual youth worker training programme.</p>

Progress Report on CLD Partners Plan during 2021-2022



Community Wellbeing - We will work to meet local needs through the effective provision of CLD opportunities to enhance individual and community capacity and resilience

Key actions	BRAG	Progress made 2021-2022
<p>Wider promotion of the values of volunteering to health, wellbeing and to the community.</p>		<p>Volunteering is actively promoted across the SCLG. Over this period, VAO ran 11 drop in volunteering sessions (one per month), generating an average of 2 new volunteers from each event. Employability group sessions have focused on volunteering with projects at Orcadia Park and Ayre Walkway in Holm. Continuous bespoke support is provide to community organisations that require training, help and guidance. The Annual Halls Event provides specific training based on the needs and demands of Hall committees. Partners continue to run and promote volunteering opportunities for young people including certificated opportunities through Duke of Edinburgh, Youth Achievement, Dynamic Youth, Hi5 and Saltire. Active Schools run the Young Ambassadors Award, Young Leaders Award, and Sports Leaders Award. Volunteering opportunities are provided by the OIC at the Orkney Museum, Scapa Flow Museum and the Library and Archives Service. OIC also supports volunteer lifeguards and community associations operating Isles swimming pools.</p>
<p>Carry out a scoping exercise to identify current adult learning delivery and needs across Orkney which can be addressed through collaborative approaches</p>		<p>This action is being progressed through a subgroup of the Orkney Learning Guidance Forum (OLGF). A questionnaire has been disseminated across organisations to identify and map current Adult Learning provision in Orkney. Targeted consultations took place with learners and community groups which led to free adult and community learning opportunities being offered based on identify needs, through CBAL funding.</p>
<p>Raise awareness of Adult Literacy / Numeracy support available and expand learning opportunities based on need.</p>		<p>The Learning Link undertook a consultation and review of their services and launched a marketing campaign to better publicise the services they offer. Learning Link staff ran partner sessions with key agencies who can refer adult learners to benefit from their services. They also update their leaflet, website and other promotional work. The Learning Link is now working at full capacity and all volunteers training has been updated. CLD linked in with the Orkney Matters consultation work to ask the public specific questions about their wider learning needs and requirements which will feed into community learning activity progressed by partners on the SCLG. The CBAL consultation also considered literacy & numeracy needs.</p>
<p>Secure funding to offer subsidised classes and group activities to help targeted groups and individuals to re-engage and reintegrate into society.</p>		<p>The Community Benefit Adult Learning Fund focused on this action. A questionnaire was sent to targeted groups and organisations, and a number of free classes were organised through SCLG partners. Course including British Sign Language, Yoga, Money Skills, Driving Theory and Digital Skills. Courses were delivered for 55 learners who often do not get the opportunity to benefit from such opportunities. The Community Recovery Fund's Welcome Back Orkney scheme also provided free training including Food Hygiene and First Aid and the Annual Halls Event funded a Safe Serve Course. A fully funded childminding course and required qualifications were run through CLD's Employability Service alongside a number of other courses through The Digital College and Orkney College. Budget ActiveLife membership is available and free summer holiday ActiveLife membership was offered to all families in receipt of free schools meals alongside the universal free holiday programme.</p>

Progress Report on CLD Partners Plan during 2021-2022



Community Wellbeing - We will work to meet local needs through the effective provision of CLD opportunities to enhance individual and community capacity and resilience

Key actions	BRAG	Progress made 2021-2022
<p>Establish resources and training to increase knowledge and understanding of youth work approaches</p>		<p>A Youth Worker Training programme was developed and shared across the Youth Workers Forum for wider partners to attend. CLD ran an Introduction to Youth Work Award, which 6 people from various organisations completed.</p> <p>CLD has created a Youth Work Offer which has been circulated to Schools and wider partners. A Youth Awards leaflet is being drafted. The Youth Awards Ceremony took place, supported by VAO and CLD. Dynamic Youth Training has taken place to upskilling wider partners and staff to progress accredited youth awards. In addition to online training, wider youth work partners were also invited to trainer led Child Protection Training ran by the Education Service.</p>
<p>Expand youth work opportunities to engage those who would most benefit from youth work activity and support</p>		<p>A huge amount of work has taken place over this period including targeted and universal project work with schools. This was aided greatly by short term funding secured by CLD through the Youth Work Education Recovery Fund.</p> <p>CLD have also been involved in new alternative curriculum work with some school pupils.</p> <p>CLD Street Work has been hugely successful and has led to wider associated activities in Picky and Stromness Community Centre. Duke of Edinburgh Awards Groups and Youth Achievement Awards Groups are in place to support and encourage accreditation opportunities for young people.</p> <p>The Who Cares and CLD jointly run group for Care Experience Young People is working well.</p> <p>Progression Pathway work between the Local Employability Partnership and Schools has been established to identify earlier, young people needing support to secure a positive destination once they leave school. This links to the expansion of targeted youth work support as part of the Young Person's Guarantee Employability programme.</p> <p>The free summer activity programme is providing a range of activities for children and young people over the summer holiday period, including a free lunch for most activities.</p>
<p>Provide training and information sessions on UNCRC for the wider CLD sector</p>		<p>A United Nations Convention on the Rights of the Child (UNCRC) workshop for young people was developed and piloted at a Youth Cafe session and at a P6-7 session at Stenness Primary School. CLD staff are attending a Northern Alliance UNCRC subgroup and are developing sessions to deliver to the SCLG, Youth Workers Forum and other relevant partners.</p> <p>UNCRC is also part of this years Youth Worker training programme and is part of the CLD Youth Work offer.</p> <p>The UNCRC (Scotland) Bill was passed in March 2021, but the UK Supreme Court has judged the provisions to be outwith the legislative competence of the Scottish Parliament, so Scottish Government plan to bring an amended Bill back to the Scottish Parliament. The bill could not receive Royal Assent in its current form, but the majority of work in implementing the UNCRC can proceed.</p>



Partnership Workforce Development & Planning - We will work to ensure we have a skilled workforce by raising awareness of CLD and strengthening learning opportunities for those working and volunteering in the CLD sector.		
Key actions	BRAG	Progress made 2021-2022
Explore and expand opportunities and pathways into and within the CLD profession through collaborative work with the North and Northern Alliances	Green	This action is being progressed with the Northern Alliance as we look at possible CLD qualification routes, including a Professional Development Awards in Supported Adult Literacies (PDA SAL) which we are hoping to run for the first time with another Local Authority area. Northern Alliance ran a session with Dundee University which was widely shared. Pathways and qualification routes into CLD will be discussed as part of the CLD Standards Council (CLDSC) session to be arranged later in the year.
Support the wider CLD workforce to benefit from CLD Standards Council registration	Green	There are currently 4 full members and 5 associate members registered with the CLDSC in Orkney. The local Third Sector Interface is currently working with CLDSC and a Memorandum of Understanding is being formed. The SCLG had arranged for the CLDSC to run a session for wider CLD partners on the benefits of registration but unfortunately this had to be postponed so will now take place later in the year.
Undertake a needs assessment to identify professional learning needs of our CLD Sector (including H&W, digital access, and training in new learning methods)	Red	Numerous training opportunities have been offered and shared across partnerships over this last year and Community Although it has not happened within the timescales set in the plan, it has been agreed that a subgroup of the SCLG will develop a survey which will be shared widely across the partnership which will identify training and development needs of staff and volunteers. A small pot of funding given to the SCLG from the North Alliance has been identified to help cover some of the costs for identified training. Voluntary Organisations are also benefiting from required and identified training from this fund.
Work with partners including The North and Northern Alliance to create a suite of training for CLD workforce to meet the assessment of need	Green	A large selection of varied and extensive training opportunities have already been shared across the SCLG including sessions on Adult Literacies, Family Learning, HGIOCLD4, CARN festival and Mental Health Awareness training. A significant amount of training sessions and webinars have been offered. Details are circulated through various partnerships and also through VAO newsletters.
Deliver information sessions to wider partners / partnerships to promote the use of CLD competencies and code of ethics	Green	The SCLG had arranged for the CLD Standards Council (CLDSC) to run a session for wider CLD partners in Orkney, but this has had to be postponed until later in the year. The session will look at the CLD Competencies and CLD Code of Ethics but will also look at training and qualification needs as well as discussing the benefits and options around CLDSC registration. It has been agreed that, if successful, the session will be offered to other CLD partnerships across Scotland.
Develop Key Priority Indicators (KPIs) relevant to partnership outcomes	Blue	A working group was established and have developed a small number of Key Priority Indicators (KPI's) for the SCLG to gather collectively. Additional KPI's will be developed for certain joint actions as required.
Improve methods for collaborative data collection in response to the chosen KPI's	Green	Now that a small number of shared KPI's have been agreed, the subgroup are investigating how best to collate this information across the partnership. It is planned to have this up and running for data collection starting in the next full financial year.

CLD Partners Plan Review & Evaluation 2021-2022

Community Learning and Development activity is continuously evaluated using 'How Good Is Our Community Learning and Development', a framework that includes a common set of quality and performance indicators.

The findings of the monitoring and evaluation work have fed into the updated version of the CLD Partners Plan along with the essential input from the public. This year we have benefited greatly from the in-depth feedback received through Orkney Matters, which allowed the community to input on the issues and concerns for them and their community.

Alongside the quarterly monitoring and annual review of the plan, the SCLG also undertook a self-evaluation with the help and support of colleagues from the Northern Alliance which focused on Performance & Outcomes and Leadership & Direction.

Using the How Good Is Our Community Learning and Development 4 (HGIOCLD4) framework the partnership considered four questions from two specific quality indicators. The following feedback was highlighted:

Performance against aims and targets

Key strengths:

- Clearer monitoring arrangements and system developed
- Shared responsibility and ownership of actions within the plan
- Progress being made on the creation of Partnership KPI's
- Lots of performance information gathered across the partnership

Areas for development:

- Data analysis baselines to be established
- Make further use of case studies and other qualitative information
- Improve the shared use and analysis of data

Leading people and developing partnerships

Key Strengths:

- SCLG work well together to contribute to and progress the plan
- Significant amounts of training and development opportunities shared
- SCLG is represented on all 3 CPP Delivery Groups

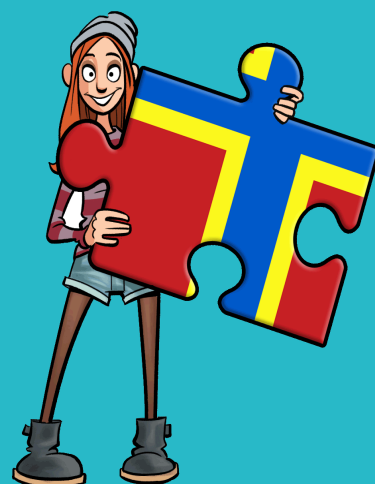
Areas for development:

- No or limited capacity and resource and often short-term funding which is hard to sustain and produce long term partnership improvements
- Need to increase awareness of CLD and the CLD Partners Plan to ensure wider involvement of learners and the community
- Streamlining and coordination is needed to ensure better alignment between the vast number of partnerships in existence

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

An annual self evaluation of the SCLG and a review of the CLD Plan are completed to ensure that we learn and improve the planning process as we update and renew the CLD Partners Plan for the remaining 2 years.

Community and learner input, this years from the Orkney Matters consultation work that took place earlier this year, has been vital in updating the plan for the remaining 2 years.



Glossary of frequently used acronyms

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

- CAB** – Citizens Advice Bureau
- CBAL** – Community Based Adult Learning
- CLD** – Community Learning & Development
- CLDE** – Community Learning, Development & Employability
- CLDSC** – CLD Standards Council
- 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
- ELH** – Education Leisure & Housing
- GIRFEC** – Getting It Right For Every Child
- GUIO** – Growing Up In Orkney
- HIE** – Highlands & Islands Enterprise
- HGIOCLD4** – How Good Is Our CLD 4
- KPI** – Key Performance Indicators
- LEP** – Local Employability Partnership
- NHSO** – National Health Service Orkney
- NOLB** – No One Left Behind
- OHAC** – Orkney Health & Care
- OIC** – Orkney Islands Council
- OLGF** – Orkney Learning Guidance Forum
- SDS** – Skills Development Scotland
- SCVO** – Scottish Council for Voluntary Organisations
- SCLG** – Strategic Community Learning Group
- VAO** – Voluntary Action Orkney
- YAA** – Youth Achievement Awards
- 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 to 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 shared identity. Community development is about making a fairer, just and more inclusive society. It includes building the skills and capacities of community groups and organisations. It is one strand of Community Learning and Development.

Community learning and development - 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.

COP26 – refers to the 26th United Nations Climate Change Conference which took place in Glasgow in 2022.

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.

Lead Scotland - A national charity supporting disabled people and carers by providing personalised learning, befriending, advice and information services.

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 3G, 4G or 5G mobile phone networks to create a mini broadband hotspot.

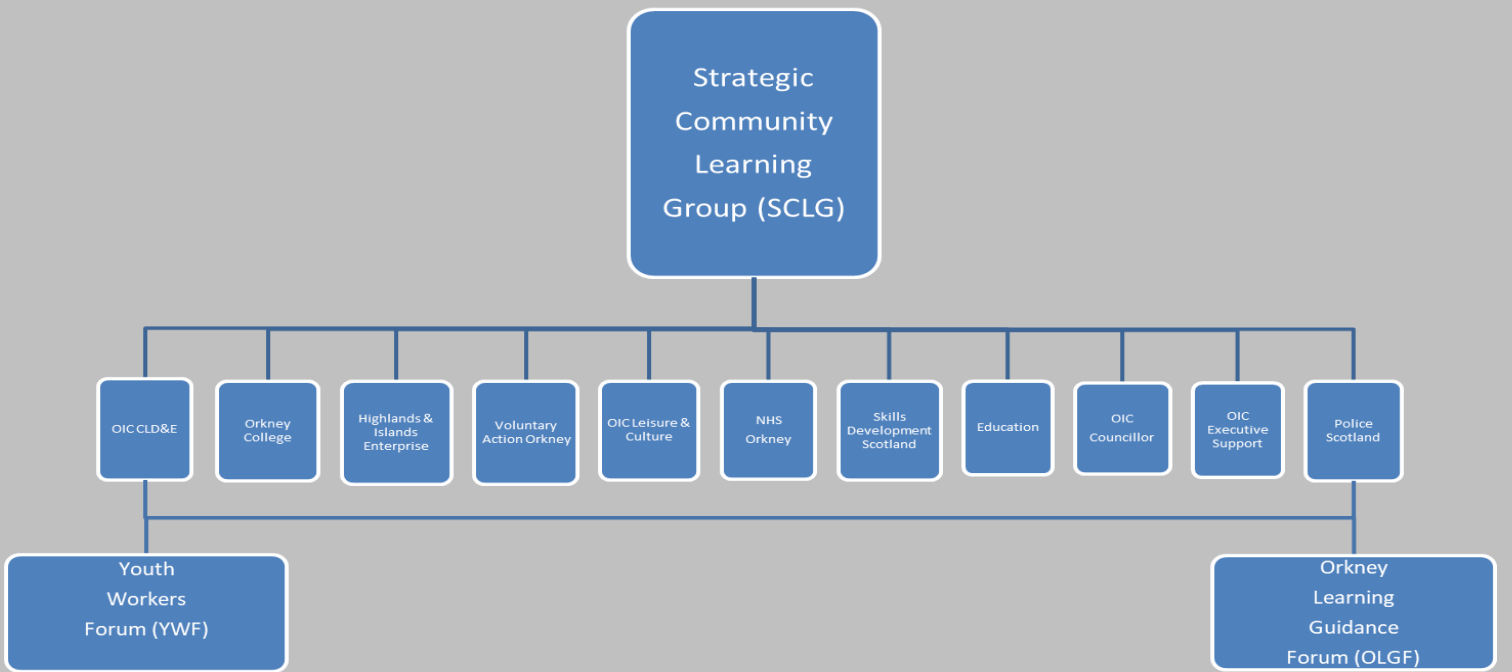
Volunteers - This term is used to cover all those who contribute to your area of work but are not paid to do so. It may also include others such as board members, trustees, management committee members, those on advisory groups, unpaid interns, those on work placements, those undertaking community service,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

Wi-Fi - A wireless networking technology that allows devices such as computers (laptops and desktops), mobile devices (smart phones), and other equipment (printers and video cameras) to interface with 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.





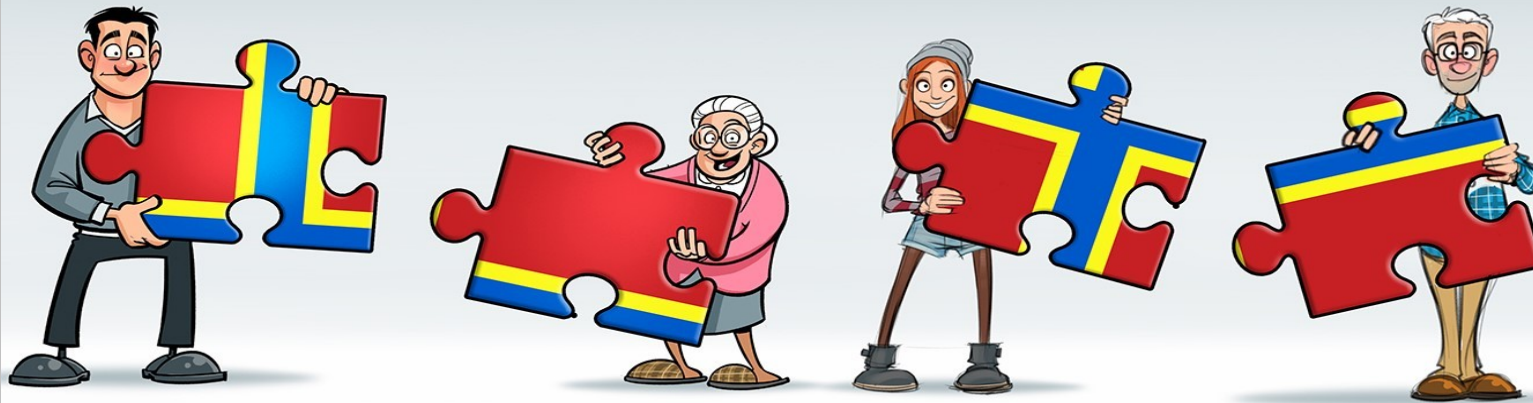
VAO, LD Orkney, University of the Highlands and Islands Orkney College, NHS Orkney, POLICE SCOTLAND, HIE Highlands and Islands Enterprise Iomairt na Gàidhealtachd 's nan Eilean, Skills Development Scotland, and a word cloud featuring terms like 'Orkney', 'community', 'learning', 'opportunities', 'people', 'groups', 'training', 'service', 'local', 'areas', 'folk', 'CLD', 'work', 'consultation', 'also', 'support', 'development', 'survey', 'good', 'school', 'development', 'reported', 'might', 'run', 'together', 'new', 'develop', 'course', 'Group', 'challenges', 'e.g.', 'events', 'college', 'around', 'available', 'individuals', 'perhaps', 'provide', 'participation', 'considered', 'barriers'.



Orkney

Community Learning & Development
Partners Plan 2021 - 2024

(2022 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 the next 3 years, ensuring services are planned for and delivered in a strategic and collaborative way.

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

Many developments have been made since the inception of statutory CLD Partnership Plans, including improved governance 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 Orkney Community Plan for 2021-23, (our statutory Local Outcomes Improvement Plan), three of the four priorities in the CLD Partners Plan are taken from the agreed priorities for the Community Plan, namely: Connectivity, Community Wellbeing and Sustainable Recovery.

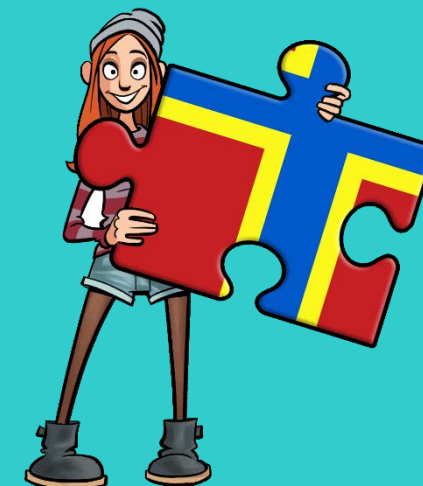
What is the CLD Partners Plan?

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



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What is Community Learning and Development?

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

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

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

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

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

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



What is Community Learning and Development (CLD)?

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



Why do we need a CLD Partners Plan?

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

The CLD Regulations (Scotland) 2013 aim to: -

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

The plan provides a clearly defined framework for coordinating, planning, and delivering CLD with partners. The requirement affects all public, voluntary, third sector, private sector agencies and community partners who contribute to work supporting:

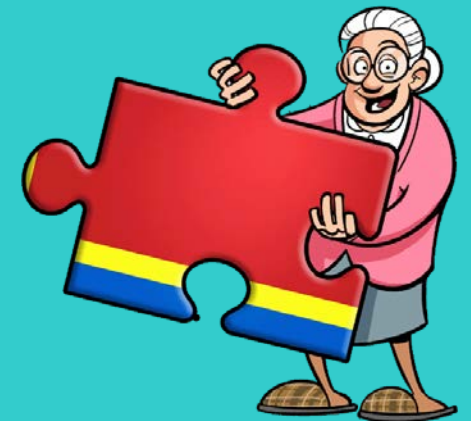
- **Improved life chances for people of all ages, through learning, personal development, and active citizenship; and**
- **Stronger, more resilient, supportive, influential, and inclusive communities**

The 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 strong communication links will provide a conduit for the dissemination of information and for alerting community planning to emerging priority issues.

Year 1 of the plan was focused on the recovery phase from the covid pandemic. As with previous versions, the plan is reviewed, evaluated, and updated annually to ensure it remains relevant and responsive to new and emerging needs. This annual update provides a clear review of the plan with partners, learners, and the community ensuring it is appropriate and reactive to developing needs including the co-ordination of support for refugees coming to Orkney, increased support for those voluntary community groups who are facing significant challenges, and the worrying cost of living crisis which will impact significantly on many in our community.

Why do we need a CLD Partners Plan?

The plan will enable partners to better plan, delivery and evaluate community learning and development activity and therefore improve opportunities and outcomes for learners.



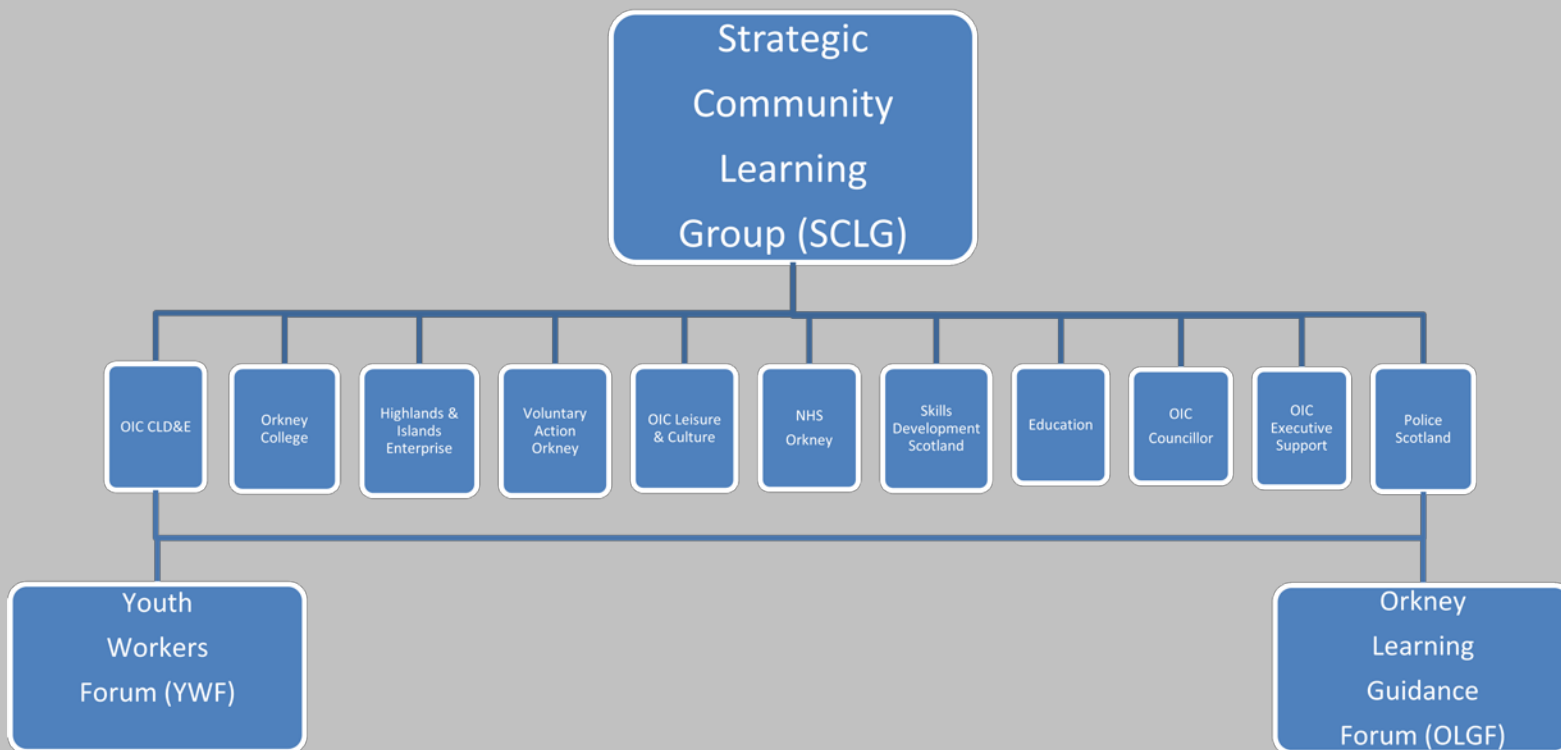
The Strategic Community Learning Group (SCLG)

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

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

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

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



What does the SCLG do?

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

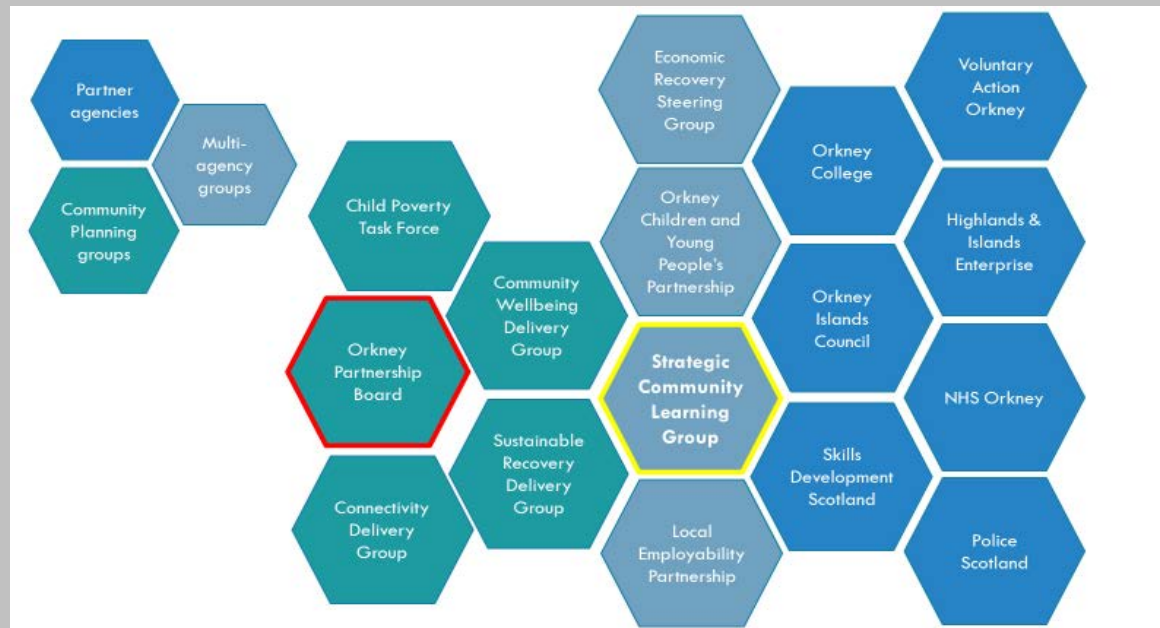


Governance Arrangements:

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

Rather than producing a static plan for the next 3 years this 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. 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 of all ages 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 due to the pandemic, engagement with learners and communities was reduced as many of the key face to face methods of engagement were not possible due to the restrictions in place.

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

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

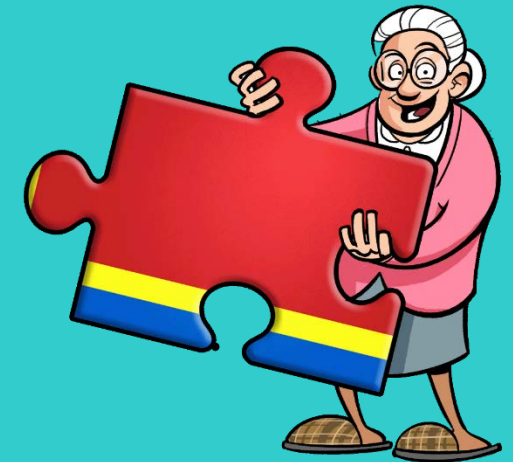
Further to this community engagement partners also used several other methods to clearly identify need:

- A full appraisal and self-evaluation of the CLD Partners Plan 2018-21
- Wider partners workshop to identify and 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

This year the updated plan has 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.

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 also referenced within the action plan, which relate to the needs of groups, individuals, and communities in Orkney. Although not an exhaustive list it illustrates the diverse range and depth of Community Learning & Development practice.

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

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

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

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

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

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

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

How does this plan link with other plans and policies?

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



Orkney Context

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

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

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

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

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

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

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

Prior to the pandemic, Orkney had a strong economy with very high employment levels however it had a relatively low wage economy with underemployment rather than unemployment tending to be a factor. In 2020 unemployment rate rose to 2.8% from 1.3% in 2019 compared to 4.5% across Scotland, with youth unemployment rising from 2.1% to 5.3% over the same period.

What other information was used when creating the plan?

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



The impact of the Covid-19 pandemic

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

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

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

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

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

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

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

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



Plan principles, targets and identified barriers

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

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

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

Targeted groups and individuals

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

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

Barriers to participation identified by partners and stakeholders include:

Transport
Digital accessibility
Time pressures
Childcare

Cost
Confidence
Disabilities
Capacity

Stigma
Awareness
Language / cultural barriers
Substance misuse/ addictions

What is the focus of this CLD plan?

By concentrating on areas of work that require collaboration and partnership approaches 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 Orkney Community Plan 2021-23. 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 the recent community planning priorities survey, there was an emphasis on broadband connectivity, ferry and bus travel, employment and skills training (especially for young people), mental health, sustainable use of energy and effective waste management. Respondents were generally concerned about recovery from the impact of Covid-19 on Orkney's communities, health and wellbeing, especially mental health due to unemployment or isolation.

Through Orkney Matters, similar issues were raised but additional key areas that were frequently highlighted included transport including active travel, housing, health and wellbeing, community resilience and volunteer fatigue.

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



How does this plan link to Community Planning?

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



CLD Plan 2021-24 Priority Outcomes

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

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

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

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

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

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

What are the key priorities for this CLD Partners Plan?

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

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



Monitoring & Evaluation

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

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

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.

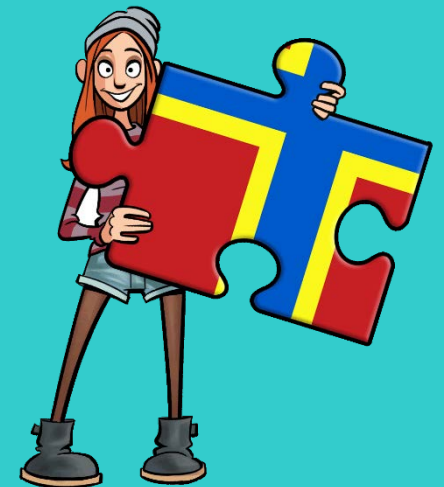
Conclusion

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

The strategic direction for the 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?

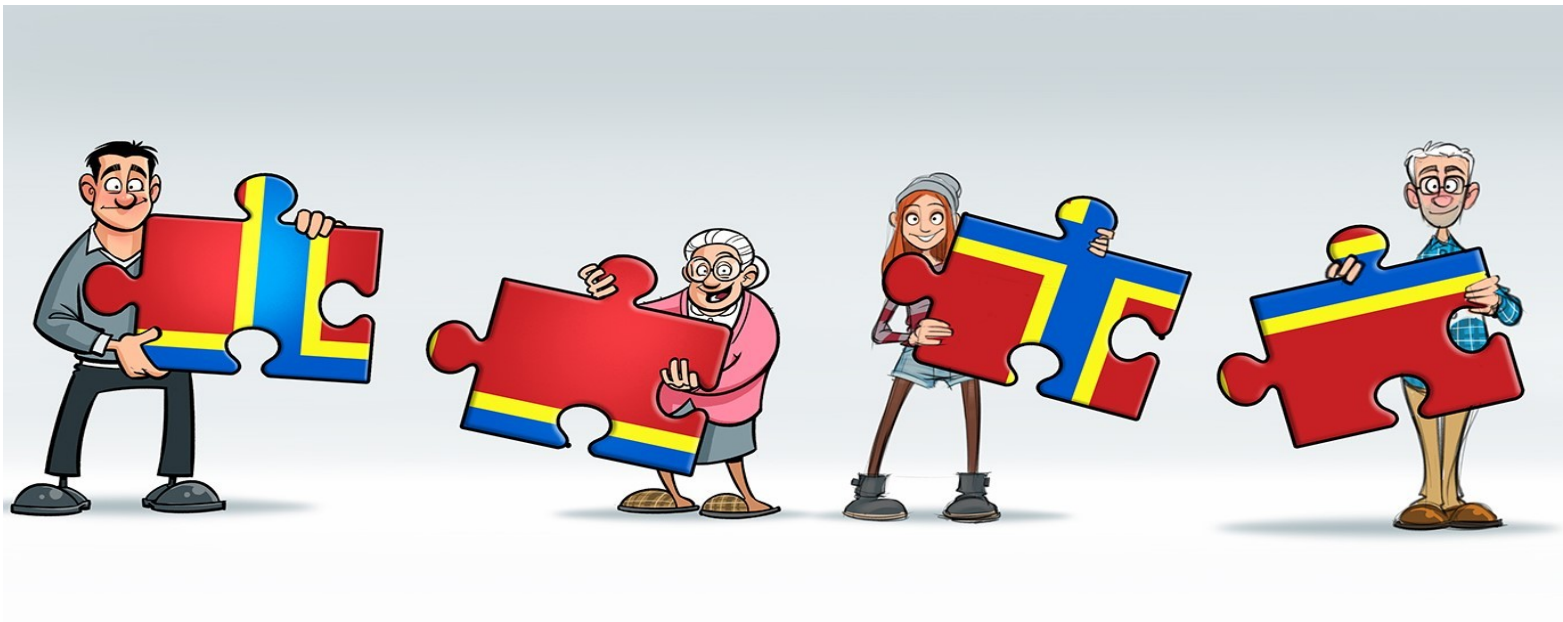
By working together and ensuring a high standard of practice, the SCLG will jointly progress the identified actions and participants will experience consistency based on shared values.



CLD Partners Plan

2021-2024

(2022 update)



Connectivity

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

Outcome	Improvement Action	Lead	Implication (risk, cost, resources)	Target Date	Measures	Link to local policies & plans	Link to national policies & plans
1. People have increased accessibility to digital opportunities including support and training to expand their learning and use the internet safely	1a) Support Community Organisations to identify need and investigate opportunities for the development and co-production of Learning Hubs	HIE VAO CLD	Cost, staff, identified need, resource, capacity, on-going revenue requirements, sustainability	September 2024	Needs assessment Number of opportunities identified Number of community spaces available Amount of funding secured for hub development	Local Outcomes Improvement Plan (LOIP) / Connectivity Delivery Group Orkney Digital Strategy (OIC, 2021) HIE Operating Plan 2021	Digital Strategy: A changing nation: how Scotland will thrive in a digital world (SG) Digital Participation: A National Framework for Local Action (SG)
	1b) Co-ordinate service delivery to ensure basic IT support and training is available in the community	CLD VAO Learning Hubs	Lack of uptake, Staff capacity, costs, costs prohibitive to participation, limited trained and experienced, staff to deliver	December 2023	Training programme planned and delivered Number sessions offered Number attending Evaluations Participant feedback (formal / informal)	Local Employability Partnership Action Plan 2020 CLD Plan (OIC)	National Performance Framework Adult Learning Strategy for Scotland 2021-2026
	1c) Collaborate with the local SCAM group to use CLD approaches to coordinate delivery of internet safety training across the community.	Police Scotland Orkney Scam Action Group	Resources including staff and funding, low uptake, lack of awareness.	September 2023	Internet safety messages promoted via: - Social media posts - Media coverage - Training offered - Attendance - Participant feedback (formal / informal)	Orkney Local Police Plan 2020 - 23 Orkney Equalities Outcome Plan 2021-25	Cyber resilience: third sector action plan 2018-2020 Cyber Strategy (Police Scotland, 2020)

Sustainable Recovery

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

Outcomes	Improvement Action	Lead	Implication (risk, cost, resources)	Target Date	Measures	Link to local policies & plans	Link to national policies & plans
<p>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</p>	<p>2a) Develop collaborative approaches in the delivery of voluntary sector support services to help enhance community development opportunities</p>	<p>CLD VAO HIE</p>	<p>Reduction in community groups, volunteers, and community participation, inability to attract funding</p>	<p>September 2024</p>	<p>Number of organisations supported. Number of signposting /referrals to partner agencies Organisation's feedback (formal / informal) Training delivered</p>	<p>LOIP & Sust. Recovery Del Group VAO Work Plan 2021-23 OIC Delivery Plan 2018-23 HIE Operating Plan 2021</p>	<p>Coronavirus multi-purpose community facilities guidance (SG, 2020) Coronavirus CLD sector guidance (SG, 2020)</p>
<p>3. Improve community wellbeing and increased engagement with learning to develop motivation, confidence and soft skills through youth work, adult learning and community development</p>	<p>3a) Work collaboratively with the Community Wellbeing Delivery Group to design and deliver learning opportunities for early intervention support and health & wellbeing programmes / activities to meet local needs</p>	<p>OIC VAO HIE</p>	<p>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</p>	<p>September 2024</p>	<p>Number and type of activities offered Publicity produced Number of participants Case studies Participant feedback (formal / informal)</p>	<p>Local Employability Partnership (LEP) Plan 2020-21 OIC Delivery Plan 2018-23 Orkney Equalities Outcome Plan 2021-25</p>	<p>CLD responses to the pandemic, lockdown and initial re-opening (CLDSC, 2020) No One Left Behind: delivery plan (SG, 2020)</p>

Community Wellbeing

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

Outcome	Improvement Action	Lead	Implication (risk, cost, resources)	Target Date	Measures	Link to local policies & plans	Link to national policies & plans
4. Increased opportunities for priority groups identified as needing additional support to achieve positive outcomes	4a) Work collaboratively to support the delivery of outcomes from the Local Child Poverty Strategy with a focus on learning, training, and personal development	NHSO VAO OIC	Lack of engagement, from the people most in need of support, people in need not identified, unrealistic expectations	September 2024	Number of life skills programmes offered Number of participants Participant feedback (formal / informal)	Community Wellbeing Delivery Group Child Poverty Strategy and Action Plan 2021	Community Health and Wellbeing supports and services: framework Getting it right for every child (GIRFEC) update: July 2017 (SG)
	4b) Increase SCLG support to the work of the Refugee Planning Group to ensure CLD approaches and informal ESOL provision and community support underpin outcome delivery	CLD OC VAO	Lack of engagement, from the people most in need of support, people in need not identified, unrealistic expectations. Duplication of support	September 2024	Number of refugees supported Number of activities run Qualifications awarded Participant feedback (formal / informal)	Orkney Equalities Outcome Plan 2021-25 Isles Development Plans	Fairer Scotland Action Plan (SG, 2016)
5. People have increased confidence and opportunities to express their views and influence decision making and service design.	5a) Increase the continuous involvement of young people and other priority groups who are identified as needing support to ensure inclusion of representative voices	VAO HIE OIC	Lack of engagement, missing those within identified target groups, lose momentum to maintain regular contact	September 2024	Number of consultations that demonstrate engagement with those within identified priority groups Number of engagement methods utilised Number of people engaged	Community Wellbeing Delivery Group Communication & Engagement Strategy 2021-24 Strategy for Communication & Comm. Engagement (OP 2018) Integrated Children Services Plan 2021-23	National Standards for Community Engagement (SG, SCDC) Scottish Approach to Service Design (SG, 2019) Community Empowerment (Scotland) Act 2015 Islands (Scotland) Act 2018

6. Increased access to information and support for individuals to promote and sustain positive health and wellbeing	6a) Coordinate and contribute to the delivery of wellbeing activities and mental health awareness to upskill people in the community to promote mental wellbeing and reduce stigma.	NHSO OIC VAO	Staffing, resources, reaching the identified priority groups, information not accessible	September 2024	Number of information /awareness sessions offered Participant feedback (formal / informal)	Orkney Islands Mental Health Strategy 2020-2025 (OHAC 2020) Physical Activity Wellbeing & Sport Strategy	Volunteering for All: national framework (SG) Mental Health Strategy 2017-2027 (SG)
	6b) Wider promotion of the values of volunteering to health, wellbeing and to the community.	VAO CLD	Lack of awareness, capacity - including time and resources,	March 2024	Number of newly registered volunteers Number placed Volunteer feedback (formal / informal)	Enhancing Wellbeing in Our Island Communities: Delivery Plan	Mental health - transition and recovery plan (SG, 2020)
7. Re-engagement of people and communities through adult and family learning	7a) Carry out a scoping exercise to identify current adult learning delivery and needs across Orkney which can be addressed through collaborative approaches	CLD Orkney College (OLGF)	Time, capacity, staff resource, funding, lack of engagement,	March 2023	Orkney Adult Learning Strategy and Plan developed Needs analysis	National Improvement Framework OIC Improvement Plan (2020) Local Employability Action Plan 20-21	Family Learning Framework (Ed Scot) Welcoming our Learners: Scotland's ESOL Strategy 2015-2020 (SG, ES)
	7b) Work collaboratively to plan and deliver Literacy / Numeracy provision to meet local need for individuals, families and communities	CLD Orkney College	Time, capacity, staff resource, funding, inaccessible resources or opportunities	September 2023	Number of participants No of sessions delivered No qualifications gained activities/events Number of new learners Number of new learning opportunities	Orkney Equalities Outcome Plan 2021-25 The Northern Alliance RIC CLD Improvement Plan	Review of FL in Scotland (2021, ES) Adult Literacies in Scotland 2020 (SG) UK Shared Prosperity Fund
8. Increased engagement of young people through coordinated Youth Work approaches	8a) Increase knowledge and understanding across the partnership of youth work approaches and increase capacity for partners to deliver recognised youth work awards	CLD VAO (Youth Workers Forum) Education SDS	Staff, time, money, reach, lack of engagement	September 2023	Youth Awards leaflet produced and distributed Number of wider achievement awards available for young people Number of young people achieving awards Number receiving training	CLD Youth Work Offer Integrated Children Service Plan 2021-23 Good Parenting Plan 2020-25 Child Poverty Strategy 2021	National Youth Work Strategy 2014-2019 (SG, ES, YL) National Improvement Framework Youth Work & Employability (Youthlink, 2020)

	8b) Expand targeted youth work opportunities to engage those who would most benefit from youth work activity and support	CLD VAO (Youth Workers Forum)	Staff capacity, time, money, resources, venues for activities to take place, lack of engagement, stigma, not attracting those targeting	September 2023	Number of young people engaged in youth work activities Number of youth work activities arranged Participant feedback (formal / informal)	LEP Action Plan 2020-21 Orkney Equalities Outcome Plan 2021-25 The Northern Alliance RIC CLD Improvement Plan VAO Work Plan 2021-23	Youth Work & Curriculum for Excellence (Youthlink, 2021) Youth Work's Contribution to the Scottish Attainment Challenge (Youthlink,2020)
	8c) Provide training and information sessions on UNCRC for the wider CLD sector	CLD Education	Trained, experienced staff, time, capacity, knowledge, lack of awareness, failure to attract interest/buy in	September 2023	Number of information /awareness sessions offered Participant feedback (formal / informal)	Integrated Children Services Plan 2021-23	United Nations Convention on the Rights of the Child (UNCRC)

Partnership Workforce Development & Planning

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

Outcomes	Improvement Action	Lead	Implication (risk, cost, resources)	Target Date	Measures	Link to local policies & plans	Link to national policies & plans
9. CLD is recognised and promoted as a profession	9a) Explore and expand opportunities and pathways into and within the CLD profession through collaborative work with the North and Northern Alliances	CLD VAO SDS	Time, staff resource, capacity, lack of uptake and awareness	September 2024	Programme developed and delivered Feedback/evaluation CLD Pathway publication developed Qualifications gained	OIC Council Delivery Plan 2018-23 OHAC Workforce Plan 2020-22	Working with Scotland's Communities 2018 (ES & CLDSC) Growing the Learning Culture in CLD (CLDSC 2015)
	9b) Deliver information sessions to wider partners / partnerships to promote the benefits of CLD and the use of CLD competencies	CLD	Lack of uptake, staff time, resources, accessibility	March 2023	Information sessions delivered Number of participants Participant feedback (formal / informal)	The Northern Alliance RIC CLD Imp Plan	
10. Orkney has a skilled, trained, and confident CLD workforce with a shared understanding of relevant national occupational standards, CLD values and competences	10a) Support the wider CLD workforce to benefit from CLD Standards Council registration	CLD	Time, staff resource, capacity, lack of uptake and awareness	March 2023	Number of new registrations CLD Standard Council sessions arranged Numbers attending sessions	OIC CLD Team Plan 2021-24 The Northern Alliance RIC CLD Improvement Plan North Alliance	Working with Scotland's Communities 2018 (ES & CLDSC) CLD Statement of Values (CLDSC) Code of Ethics for CLD (CLDSC) CLD Competence framework (CLDSC) Northern Alliance Regional Improvement Plan Phase 3
	10b) Undertake a needs assessment to identify professional learning needs of our CLD Sector (including H&W, digital access, and training in new learning methods)	CLD VAO	Lack of uptake, staff time and capacity,	July 2023	TNA completed Training needs identified Participant feedback (formal / informal)		
	10c) Work with partners including The North and Northern Alliance to create a suite of training for CLD workforce to meet the assessment of need	CLD VAO	Lack of uptake, staff time, resources, accessibility	March 2024	Training opportunities developed to meet identified needs Learning events delivered Numbers taking part Participant feedback (formal / informal)		

11. Planning and progress is informed by more effective collection, analysis and reporting of data	11a) Improve methods for collaborative data collection in response to the chosen partnership KPI's	CLD VAO SDS	Lack of partner input, staff capacity, buy in	September 2023	Data relevant to planned activities collected, analysed and reported six-monthly Evaluation report Data sharing agreements developed	OIC CLD Team Plan 2021-24 The Northern Alliance CLD Improvement Plan	CLDMS KPI Data Gathering Guidance Document (CLDS, 2020)
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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 the North Alliance

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



Appendix 3 - Links / bibliography

CLD Drivers & Strategies

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

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

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

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

Improving life chances and empowering communities (Education Scotland)

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

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

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

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

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

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

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

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

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

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

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

Local Plans & Strategies

Orkney NIF Return 2020 (OIC) [I08 National_Improvement_Framework.pdf](#)

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

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

Enhancing Wellbeing in Our Island Communities: Delivery Plan (VAO) https://www.vaorkney.org.uk/download/27/news/2977/enhancing_well-being_delivery_plan___final.pdf

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

Orkney Islands Council Delivery Plan 2018-23 https://www.orkney.gov.uk/Files/Committees-and-Agendas/Council-Meetings/GM2018/03-07-2018/I10_App03_Council_Delivery_Plan_2018_to_2023.pdf

HIE Operating Plan 2021 <https://www.hie.co.uk/about-us/policies-and-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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Community Consultation and Engagement Guide (Orkney Partnership, 2018)

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

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



University of the Highlands and Islands Orkney College

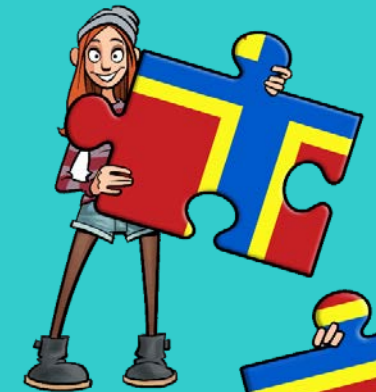


POLICE SCOTLAND



Highlands and Islands Enterprise
Iomairt na Gàidhealtachd's nan Eilean

Skills Development Scotland





Equality Impact Assessment

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

1. Identification of Function, Policy or Plan	
Name of function / policy / plan to be assessed.	Community Learning and Development (CLD) Partners Plan 2021-24
Service / service area responsible.	Education, Leisure and Housing
Name of person carrying out the assessment and contact details.	Kerry Spence 01856 873535 ext. 2425 kerry.spence@orkney.gov.uk
Date of assessment.	20 July 2022
Is the function / policy / plan new or existing? (Please indicate also if the service is to be deleted, reduced or changed significantly).	Existing

2. Initial Screening	
What are the intended outcomes of the function / policy / plan?	There is a statutory requirement for the CLD Partners Plan to be produced to demonstrate how partners within the CLD field will work together to: Improve life chances for people of all ages, through learning, personal development and active citizenship; and help build stronger, more resilient, supportive, influential and inclusive communities.
Is the function / policy / plan strategically important?	Yes. The CLD Partners Plan is a statutory responsibility to ensure partners are working strategically to provide adequate and efficient CLD support.

<p>State who is, or may be affected by this function / policy / plan, and how.</p>	<p>All Orkney residents who engage in community learning and development will benefit from an improved and co-ordinated community learning and development service.</p>
<p>How have stakeholders been involved in the development of this function / policy / plan?</p>	<p>Yes – various community and learner consultation have been used to inform the plan alongside intensive consultation and evaluation work with CLD providers. The results of the consultations, reviews and inputs have been integral to the development of the plan, outcomes and associated actions.</p>
<p>Is there any existing data and / or research relating to equalities issues in this policy area? Please summarise. E.g. consultations, national surveys, performance data, complaints, service user feedback, academic / consultants' reports, benchmarking (see equalities resources on OIC information portal).</p>	<p>No</p> <p>The overall aims of the Community Learning and Development plan are to improve life chances for people of all ages, through learning, personal development and active citizenship. The activities in the plan are intended to lead to positive outcomes such as re-engagement of learners, improving wellbeing and enabling the development of skills for life and work so people can achieve their full potential.</p> <p>The plan aims to achieve positive impacts particularly for those groups that are most vulnerable and disadvantaged in our community.</p>
<p>Is there any existing evidence relating to socio-economic disadvantage and inequalities of outcome in this policy area? Please summarise. E.g. For people living in poverty or for people of low income. See The Fairer Scotland Duty Guidance for Public Bodies for further information.</p>	<p>No</p> <p>The overall focus of the Community Learning and Development plan is to work with people of all ages who are most disadvantaged and in need of support. The activities in the plan are intended to lead to improved life chances through learning, personal development and active citizenship. A key element of CLD work is to support people to achieve positive outcomes such as engagement of learners, improving wellbeing and enabling the development of skills for life and work so people can achieve their full potential.</p> <p>The plan aims to achieve positive impacts particularly for those groups that are most vulnerable and disadvantaged in our community including those facing social and economic disadvantage.</p>
<p>Could the function / policy have a differential impact on any of the following equality areas?</p>	<p>(Please provide any evidence – positive impacts / benefits, negative impacts and reasons).</p>
<p>1. Race: this includes ethnic or national groups, colour and</p>	<p>Yes, potential positive impact for people who have English as a second language. Part of the delivery</p>

nationality.	outcomes for Community Learning and Development include community-based adult literacies and English for speakers of other languages. The 2022 update includes an action focused on CLD participation in the wider coordination of targeted learning and community support for refugees coming to settle in Orkney at this time.
2. Sex: a man or a woman.	No.
3. Sexual Orientation: whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.	No.
4. Gender Reassignment: the process of transitioning from one gender to another.	No.
5. Pregnancy and maternity.	No.
6. Age: people of different ages.	Yes, potential positive impact for children and young people and adults. The delivery outcomes of the plan include youth work, family learning and early intervention work with children, young people and families needing support. The outcomes also include community-based adult learning and re-engagement of those most isolated in our community.
7. Religion or beliefs or none (atheists).	No.
8. Caring responsibilities.	No.
9. Care experienced.	Yes. Potential positive impact for care experienced people as provision includes targeted learning and youth work provision in the community for those most in need of support.
10. Marriage and Civil Partnerships.	No.
11. Disability: people with disabilities (whether registered or not).	Yes. Potential positive impact for people with disabilities as provision includes learning for vulnerable and disadvantaged groups in the community.
12. Socio-economic disadvantage.	Yes. Potential positive impact for those facing socio-economic disadvantage as the outcomes of the plan include targeted provision to engage and support those facing hardship and those most in need of support including aligning work with the Child Poverty Strategy and actions to subsidise learning opportunities to increase access for those that are disadvantage. The 2022 update includes actions to participate in the wider coordinated

	approaches to tackle the cost of living crisis through targeted learning and community support.
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3. Impact Assessment

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

4. Conclusions and Planned Action

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

Signature:



Date: 20.07.21

Name: KERRY SPENCE

(BLOCK CAPITALS).

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