

## **Item: 11**

**Education, Leisure and Housing Committee: 6 September 2023.**

**Orkney Community Learning and Development.**

**Partners Plan 2021 to 2024 – Update.**

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

### **1. Purpose of Report**

To present progress update and to consider revised Orkney 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 it 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.

#### **2.3.**

That, in line with governance arrangements for the Strategic Community Learning Group, the Community Learning and Development Plan is reviewed and updated annually to ensure it remains effective and relevant to evolving needs.

The Committee is invited to scrutinise:

#### **2.4.**

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 by the Community Learning and Development (Scotland) Regulations 2013 to publish a Community Learning and Development (CLD) plan every three years describing how it 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 includes 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.

## **4. Annual Review of CLD Partners 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 support and guidance in the community including learning for vulnerable and disadvantaged groups.
- 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.**

Over the last year, out of 21 actions set out in the plan:

- 10 have been completed.
- 10 are on target to be completed within the timescales set.
- 1 has not been completed within the timescales set but it is scheduled for completion by for next financial year.

#### **4.4.**

Full details are contained in the 2023 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 (SCLG), the CLD Partners Plan is reviewed and updated annually to ensure it remains effective and relevant to need.

### **5.2.**

During the development of the updated plan for September 2023 onwards, partners from the Orkney Strategic Community Learning Group met regularly to monitor, review and evaluate progress. Extensive self-evaluation activity, data review, analysis of Strengths and Weaknesses, Opportunities and Threats (SWOT) and consultation with learners and communities was also undertaken. A working group was also created to progress this work and ensure appropriate linkages were made with other partnership plans and any new shared actions identified by partners and learners were incorporated into the updated version of the plan. The revised plan is attached as Appendix 2 to this report.

### **5.3.**

Any completed actions have been removed from the revised version of the plan. Eleven actions have been carried forward into the final year of the plans cycle, with language and timescales updated to ensure the plan remains relevant and effective. Four new actions have been added for the final year of this plan, based on new areas of relevance to the CLD sector including creating a lived experience panel for the SCLG, investigating social prescribing opportunities, expanding adult learning pathways and delivering sexual exploitation awareness training.

## **6. Equalities Impact**

An Equality Impact Assessment has been undertaken and is attached as Appendix 3 to this report.

## **7. Island Communities Impact**

An Island Communities Impact Assessment has been undertaken and is attached as Appendix 4 to this report.

## **8. Links to Council Plan**

### **8.1.**

The proposals in this report support and contribute to improved outcomes for communities as outlined in the Council Plan strategic priority of Strengthening Our Communities.

### **8.2.**

The proposals in this report relate directly to:

- Priority C1 Social Care / Community Led Support.
- Priority C3 Development of learning provision and pathways.

## **9. Links to Local Outcomes Improvement Plan**

The proposals in this report support and contribute to improved outcomes for communities as outlined in all three Local Outcomes Improvement Plan priorities of Cost of Living, Sustainable Development and Local Equality.

## **10. Financial Implications**

The plan will be implemented within existing resources available within the partnership.

## 11. Legal Aspects

### 11.1.

Regulation 2 of the Requirements for 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.

### 11.2.

Regulation 4 sets out the Council's obligation to produce a 3-year plan which must specify:

- how the Council will co-ordinate its provision of community learning and development with other persons that provide community learning and development within the area.
- what action the Council will take to provide community learning and development over the period of the plan.
- what action other persons intend to take to provide community learning and development over the period of the plan.
- any needs for community learning and development that will not be met within the period of the plan.

## 12. Contact Officers

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Frances Troup, Head of Community Learning, Leisure and Housing, extension 2177, Email [frances.troup@orkney.gov.uk](mailto:frances.troup@orkney.gov.uk).

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## **13. Appendices**

Appendix 1: 2023 Progress Report on the Orkney Community Learning and Development Partners Plan 2021 to 2024.

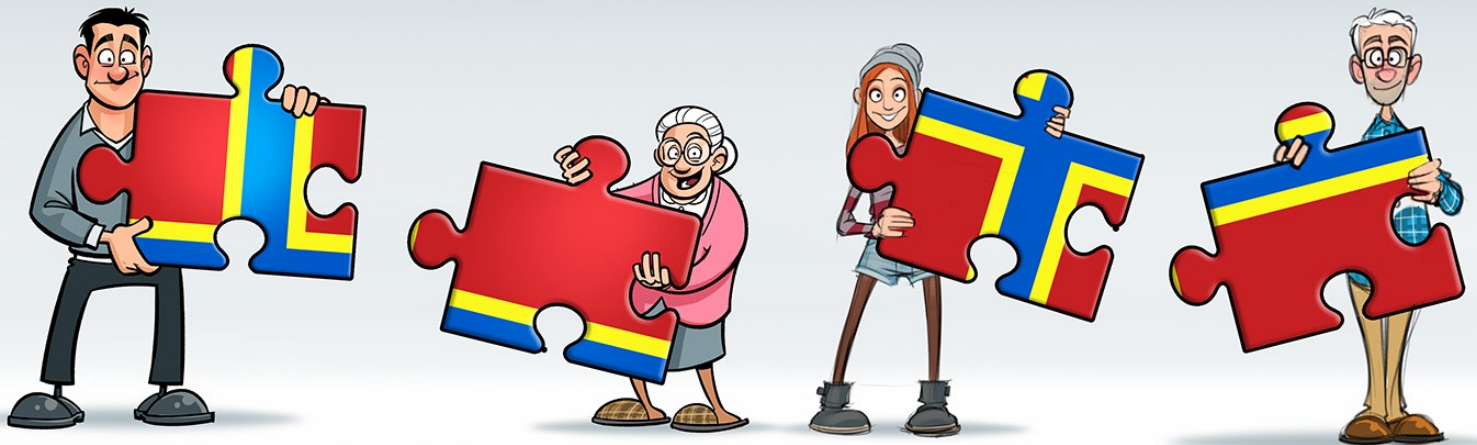
Appendix 2: 2023 Updated Orkney Community Learning and Development Partners Plan 2021 to 2024.

Appendix 3: Equality Impact Assessment.

Appendix 4: Island Communities Impact Assessment.

# Orkney

## 2023 Progress Report and Evaluation of Orkney's Community Learning and Development Partners Plan 2021- 2024



Orkney Strategic  
Community  
Learning &  
Development  
Group



## 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).

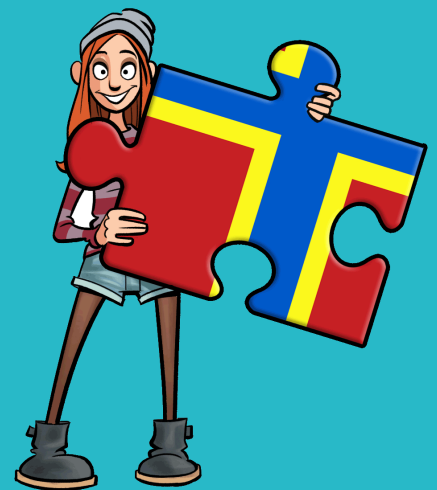
It is the task of the SCLG and this plan, to ensure that people in Orkney, especially those that are disadvantaged, have appropriate access to the CLD support they need. A full list of the Strategic Community Learning Group members can be found at the end of this document.

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 process was 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 monitored, reviewed, evaluated 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 2022-2023

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.

Last year the plan was updated to ensure it remained effective and responsive to emerging needs. **From the 21 actions set out in the plan, 10 have been completed, 10 are on target to be completed within the timescales set and 1 has not been completed on time.**

Key successes over this year included:

- 12 projects were supported through The Scottish Government's Communities Mental Health and Wellbeing Fund
- The opening of the Employability Hub, which is a collaborative learning and recreational space where partners work together to support individuals to make positive progressions
- An array of health & wellbeing activities and early intervention support has been delivered through adult & family learning, youth work, community development and employability support
- Partners have delivered a huge range of activities and opportunities over this period to support children and families in poverty.
- The Local Employability Partnership (LEP) procured income maximization support through CAB Orkney, supporting 191 individuals to secure financial gain of £235,107.05 from unclaimed benefits
- CLDE secured Pupil Equity Funding to improve attainment, attendance and health and wellbeing through CLD approaches
- Working in partnership, Orkney College and CLDE are expanding English for Speakers of Other Languages (ESOL) provision
- A Language Cafe has been established to support individuals and families to improve their English language skills
- Increased coordination and activity to ensure inclusion of representative voices including the Youth Local Action Group Project, the CLDE Youth Conference, The Scottish Youth Parliament Orkney Sitting and the LEP lived experienced panel
- A training needs analysis was completed to identify the training and development needs of staff and volunteers and an extensive training programme developed
- CLDE secured Multiply Funding for adult numeracy work and are working with VAO and Orkney College to ensure a wide reach of numeracy support and training is offered across the community

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 elements of work continue to be delivered in and around some of the actions such as "climate change engagement".

## 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 2022-2023



**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 2022-2023  |
|---|------|--|
| Support Community organisations to identify need and investigate opportunities for the development and co-production of Learning Hubs |      | <p>A number of islands have plans to develop community hubs which can be used for a range of training, learning and social activities. Partners continue to support Westray Community Association, following the £4000 they received for Learning Centre equipment from the Community Based Adult Learning Fund.</p> <p>Sanday Development Trust are supporting financially accessible training and ran a variety of online courses including Emotional Resilience, Mindfulness for Parents, Nutrition &amp; Weight Management course, as well as island-based Chi Kung and Yoga. CLLD funding was accessed by a number of communities to create warm hubs (Eday, Burray, Shapinsay).</p> <p>Developed through the Local Employability Partnership, the Employability Hub opened in February 2023. It is a collaborative learning and recreational space where partners can work together to support individuals to make positive progressions.</p>  |
| Co-ordinate service delivery to ensure basic IT support and training is available in the community                                    |      | <p>The Adult &amp; Family Learning Service, which incorporates The Learning Link continue to deliver IT support to individuals and groups, including a weekly 'Senior Computing Club'. Due to demand, The Learning Link also ran a specific iPad Safety Group for 4-5 regular learners, of which the youngest was 86, and are also running a drop in facility for 1:1 IT support and training at the library. CLDE continue to provide IT support for recipients of Connecting Scotland devices and are currently working with SCVO investigating the possibility of free satellite connectivity (for 12 months) for areas with no suitable IT infrastructure.</p> <p>The Learning Link are now offering support to all OIC staff requiring assistance to complete online ilearn training and have also trialed specific service based session with School Catering.</p> <p>CLDE in partnership with YoungScot ran 2 Digiknow workshops over the summer to upskill young people in digital resilience. One for under 16's and one for the over 16 age group.</p> <p><a href="#">Digiknow – Young Scot</a></p> <p>The SCLG also secured £1500 from the CLD Practitioners Device Fund for IT devices for VAO, CLDE and Sport &amp; Leisure Services.</p> |
| Collaborate with the local SCAM group to use CLD approaches to coordinate delivery of internet safety training across the community   |      | <p>The Orkney SCAM Action Group, is a partnership between Orkney Islands Council, Police Scotland, National Farmers Union Scotland, Business Gateway, Citizens Advice Bureau and Age Scotland. Regular meetings are held by the Orkney Scam Action Group to coordinate SCAM activity including running a roadshows across Orkney to raise awareness, increase knowledge and provide avoidance advice on scams.</p> <p>Police Scotland also included scam activity and internet safety as part of their recent newsletter to Community Councils.</p> <p>A Cyber Resilience subgroup of Orkney Local Emergency Coordination Group was established, which meets regularly and has representation from the local SCAM group.</p> <p>The Learning Link who are partners on the SCAM Action Group, ran an online Security Course and also delivered an internet security presentation as part of a Young Persons Guarantee Employment programme.</p> <p>Voluntary Action Orkney (VAO) also deliver cyber resilience training for groups, clubs and organisations.</p>  |

# Progress Report on CLD Partners Plan during 2022-2023



**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 2022-2023   |
|---|------|---|
| <p>Develop collaborative approaches in the delivery of voluntary sector support services to help enhance community development opportunities</p>  |      | <p>A Community Development subgroup has been created from the Strategic Community Learning Group (SCLG) to ensure the continuous coordination of community development support. The subgroup have committed to further develop the 3 pillar meetings in the isles, initially trialed in Sanday, with representatives from the Islands Community Council, Development Trust &amp; Community Association coming together to progress actions collaboratively. 24 volunteers representing 14 halls attended the Annual Halls Meeting organised by VAO &amp; CLDE, which included sessions on Community Asset Ownership, Community Led Local Development (CLLD) funding, free energy audits, social media training, fundraising and a session on the Island Games. OIC have worked with local communities to support the re-opening of Isles Pools. CLDE continue to provide ongoing bespoke support to Community Associations and other community groups as required.</p> <p>VAO are supporting community groups in Flotta to avoid duplication. Development Trusts submitted joint applications to Investing in Communities. HIE have supported the production of some Island Development Plans VAO disbursed OIC Cost Crisis Funding to third sector organisations. VAO undertook reviews and community engagement activities to support forward planning and development for two third sector organisations. Small grants were provided through the Local Employability Partnership Innovation Fund to support employment opportunities in the third sector. Police Scotland have introduced a monthly column in the Orcadian and a Police Scotland Community Council newsletter is now produced every 2 months which is improving knowledge and awareness within the community. CLLD funding is now available for net zero projects and support for organisations to extend services to the isles.</p>   |
| <p>Work collaboratively with the Community Wellbeing Delivery Group, to design and deliver learning opportunities for early intervention support and health and wellbeing programmes and activities to meet local needs</p> |      | <p>Partners continue to offer a range of learning opportunities for all ages. Various health &amp; wellbeing activities and early intervention support has been delivered through CLDE through adult &amp; family learning, youth work (both targeted and universal), community development and employability support. CLDE secured Pupil Equity Funding from Papdale Primary &amp; Kirkwall Grammar School, which is focused on targeted support to improve attainment, attendance and health and wellbeing</p> <p>The Picky Centre deliver falls prevention and pain recovery classes. Partners are looking to develop social prescribing opportunities in Orkney. A number of Island Development Trusts have collaborated on applications to the Investing in Communities Fund, many with a youth/wellbeing focus. Community Associations continue to run an array of activities that contribute to positive health and wellbeing outcomes.</p> <p>Round 2 of the Scottish Government's Communities Mental Health and Wellbeing Fund supported 12 projects. Round 3 is being developed. CLLD funding was used to support a number of wellbeing projects. Two more islands are looking to participate in the Island Wellbeing Project, delivering activities and signposts residents to support. The Isles Self Management project supports people in the isles with long term health conditions.</p> <p>Remembering Together - the Scottish Government's Community Covid Memorial programme Phase 1 co-created community memorial and Phase 2 will deliver a series of memorials across Orkney with artists working directly with community organisations in up to 6 areas.</p> <p>Education and awareness raising sessions have been delivered by Police Scotland on fraud, scam action, sextortion and talks to young drivers. A Fair Warn campaign targeting anti-social driving is ongoing and a motorcycle safety course called rider refinement is due to take place in September 2023. The Physical Wellbeing Strategy is under development and Active Schools continue to work with schools &amp; communities to increase physical activity.</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 2022-2023   |
|--|------|---|
| <p>Work collaboratively to support the delivery of outcomes from the local Child Poverty Strategy, with a focus on learning, training and personal development</p> |      | <p>The SCLG continue to support work around Child Poverty, delivering a wide range of services to support people to improve their skills, income and prospects.</p> <p>During 2022-23 CLDE secured an extra 20 ipads from the Connecting Scotland Programme which was aimed at getting digitally excluded households online. Overall CLDE supported 45 organisations to receive <b>532 devices</b> and internet connectivity for 475 people through a mobile WiFi hotspot.</p> <p>LACER funding through Orkney Islands Council was awarded to VAO for the collaborative 'Money Matters' project.</p> <p>CLLD funded projects supported actions to tackle child poverty. CLDE continually work with identified priority groups and individuals to deliver free bespoke learning and support opportunities including: Confidence to Cook, training and qualifications, WhoCares Group for care experienced young people, the CLDE and Homestart 'Food and Friends' group, the Prom Pop-up, Pride Prom Pop-up, Family Fundays, Family Summer Cooking on a budget, Young Parents Group (in partnership with social work and health colleagues), and a variety of free summer activities including DJ'ing, guitar lessons and 3 isles roadshow offering free family activities.</p> <p>Pupil Equity Funding is being used to deliver CLD support in 2 schools which included the development of breakfast clubs.</p> <p>Council run youth clubs charges are kept as low as possible, remain at £2 per session.</p> <p>OIC administers the rollout of the under 22 free bus travel and the SCLG also continues to lobby Scottish Government to extend this to free ferry travel as do our Members of Scottish Youth Parliament.</p> <p>The Local Employability Partnership (LEP) procured income maximization support services through CAB Orkney. During 2022-23, 191 individuals were supported resulting in client financial gain of £235,107.05 from previously unclaimed benefits entitlements.</p> <p>The CLDE Services Employability team have worked in partnership with the Scottish Childminding Association, Business Gateway, the Care Inspectorate and local training providers to deliver a Childminding Course, ensuring there are more private childminders in the local community, which has been identified as one of the main barriers to employment locally.</p> <p>A campaign to promote employment rights, fair pay and conditions and Scottish Living Wage accreditation, was run and a Your Rights Booklet created. Now an employers' information and resource toolkit relating to employment rights and employer responsibilities is being designed.</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 2022-2023   |
|---|------|---|
| <p>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</p> |      | <p>The Learning Link are currently providing ESOL support to 20 learners, running informal conversational classes at beginner and intermediate level and also provided 1:1 support as required. Active CLD representation on the Refugee Planning Group is ensuring that appropriate actives and support is in place. Recently there has been no ESOL tutor at Orkney College and a coordinator post was being considered to link students up with online ESOL qualification provision through Shetland UHI. However, many ESOL learners have requested face to face rather than online support, so Orkney College and CLDE are working together to ensure adequate ESOL provision and support is in place locally with The Learning Link now looking to deliver ESOL qualifications.</p> <p>Working with Ukrainian families CLDE's &amp; Housing has established a Language Cafe utilising volunteers to support the group and increase their use of the English language. The group are now planning cooking sessions, open days and trips out and regular employability support will also be provided.</p> <p>The local Safeguarding group meet regularly to ensure safe practices and processes are in place to protect the community.</p>  |
| <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>     |      | <p>The YLAG (Youth Local Action Group) project, supported by Community Led Local Development, funded youth projects decided by young people and the YLAG Co-operation project involved young people from a number of different areas of Scotland, including Orkney. The YLAG Conference was held in Orkney in 2022 and CLLD will be supporting the first ever Scottish Rural &amp; Islands Youth Parliament later this year.</p> <p>The CLDE Youth Conference was held in March 2023, focused on youth engagement and health &amp; wellbeing.</p> <p>CLDE continues to support the Young Islanders, Members of Scottish Youth Parliament and The Youth Forum, securing funding for isles roadshow through Young Islanders.</p> <p>The most recent Scottish Youth Parliament (SYP) Sitting took place in Orkney in July 2023, where Orkney hosted 86 MSYPs and their support workers for the first Sitting to be held in Orkney for 15 years.</p> <p>Promotion is underway as nominations are open for young people wanting to stand for the next 2 year term in the Scottish Youth Parliament for Orkney. Over this time CLDE worked with Shetland and Comhairle nan Eilean Siar to challenge the lack of funding to support MSYP attendance at Sittings. This secured £15,000 toward costs from Scottish Government Islands Team.</p> <p>Monthly updates on The Youth Forum and our MSYP are provided by young people in the Peedie Orcadian, and two young people from Orkney secured two places at the Northern Alliance Youth Conference held in Inverness.</p> <p>Police Scotland are continuing their Island engagement work. The Young Ambassadors program and Young Curator Programme continue to champion youth led opportunities.</p> <p>The Local Employability Partnership (LEP) work with a lived experience panel, who came together to inform and plan the opening of the Employability Hub. This group is now informing and influencing the future plans and direction of the LEP.</p> <p>The Remembering Together Community Covid memorial project is being delivered through a co-creation approach, enabling inclusive and equitable dialogue, prioritising lesser heard voices, ensuring an Orkney appropriate response to memorialising Covid.</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 2022-2023  |
|---|------|--|
| <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> |      | <p>A training subgroup was created and have developed a suite of Mental Health Awareness Training, which provides a pathway of various levels of training and support. The SCLG are working with the Suicide Prevention Group to share resources and identify trainers to be able to provide training in a sustained way. A timetable for delivery is currently being created. Initially, Save a Life Suicide Prevention Awareness Training is being offered across the partnership by NHS Orkney Public Health Department to raise awareness about mental health, self-harm and suicide prevention. Mental Health &amp; Wellbeing was identified as key area of training need in a recent training needs analysis within the CLD sector. As a result Mental Health First Aid Training has also been arranged by the SCLG for wider CLD partners.</p> <p>See Me, Scotland's national programme to end mental health stigma and discrimination, delivered sessions at the 2023 Youth Conference and Practitioner event. Following this, See Me returned to Orkney to deliver training for trainers for Education and CLDE staff.</p> <p>Trusted Adult training, delivered as part of the Youth Worker Training programme, also included mental health training.</p> <p>The Heads Up, youth drop-in sessions delivered by CLDE at The Hub, provided a safe space for older young people to socialise and speak to trained and qualified youth workers.</p> <p>Partners on the Suicide Prevention Taskforce are creating an Orkney specific suicide prevention app.</p> |
| <p>Wider promotion of the values of volunteering to health, wellbeing and to the community</p>  |      | <p>Volunteering is actively promoted across the SCLG. A new Volunteer Support Worker has been recruited by VAO. Continuous bespoke support is provided to community organisations that require training, help and guidance.</p> <p>The Annual Halls Event provides specific training based on the needs and demands of Hall Committees.</p> <p>Partners continue to run and promote volunteering opportunities for young people. These include, certificated opportunities through Duke of Edinburgh, Youth Achievement Groups, Dynamic Youth, Hi5 and Saltire. The Active Schools Service run the Young Ambassadors Award, Young Leaders Award and Sports Leaders Award. Scapa Flow Young Curators continues and volunteering is part of the Young Persons Guarantee School programme run through CLDE.</p> <p>Police Scotland are working to get their Police Scotland Youth Volunteer programme (PSYV) running in Orkney again.</p> <p>The Youth Awards Ceremony held in March this year, celebrated and recognised the volunteering and wider achievements of young people over the last 12 months.</p> <p>Volunteering opportunities are provided throughout Orkney Islands Council, including at the Orkney Museum, Scapa Flow Museum and the Library and Archives Service. The Learning Link are currently updating their training for volunteer tutors as the number of volunteers in adult learning starts to increase.</p> <p>CLLD is working with VAO to encourage volunteers through web based developments.</p>   |

# Progress Report on CLD Partners Plan during 2022-2023



## 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 2022-2023   |
|---|------|---|
| <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>The Adult Learning delivery audit and scoping exercise on adult learning provision and delivery needs was completed through the Orkney Learning Guidance Forum. A questionnaire was disseminated across organisations to identify and map current adult learning provision in Orkney and targeted consultations also took place with learners and community groups which fed into the findings. The results were fed back from the Orkney Learning Guidance Forum to the Strategic Community Learning Group.</p> <p>Following this exercise the Orkney Learning Guidance Forum has been reviewed and streamlined to focused more on Adult Learning. This Adult Learning Forum will now be tasked with reviewing the findings from the audit and through the SCLG work to meet the needs in the community.</p>  |
| <p>Work collaboratively to plan and deliver Literacy / Numeracy provision to meet local need for individuals, families and communities</p>                              |      | <p>CLDE secured Multiply Funding, which is ringfenced from the UK Shared Prosperity Fund specifically for adult numeracy work. 2 new Adult Learning Support Workers have been employed through The Learning Link and services have been procured through VAO and Orkney College to ensure a wide reach of numeracy support and training is on offer across the community. CLDE are working with Development Trusts and local communities to identify needs and to tailor numeracy provision accordingly in all our communities.</p> <p>The Orkney Learning Guidance Forum audit of adult learning has provided a better insight to local adult learning provision.</p> <p>The Learning Link deliver adult basic education through both 1:1 and group work, provide literacy, numeracy, IT support, and ESOL. They work with partner organisations such as Criminal Justice, Youth Services and Employability to deliver bespoke projects and this year they also ran a publicity campaign and delivered partner sessions to encourage key agencies to refer adult learners to benefit from their services. The Learning Link are now running a waiting list due to the increased demand for adult learning support services.</p>  |
| <p>Increase knowledge and understanding across the partnership of youth work approaches and increase capacity for partners to deliver recognised youth work awards.</p> |      | <p>CLDE developed an extensive Youth Worker Training Programme which was shared across the CLD sector for wider partners to attend. CLDE in partnership with Youth Scotland ran a 2 day Youth Work Trusted Adult Training in March, covering: Young people &amp; body Image, young people &amp; self esteem, sexual health awareness and teen relationships exploitation. In addition, the, Get Ready for Youth Work and the Introduction to Youth Work training programmes were also delivered this year, providing qualifications for youth workers and young people progressing into the youth work sector.</p> <p>CLDE has increase the understanding and awareness of CLD and youth work benefits through the publication of an updated CLD Youth work offer which has been circulated to schools and wider partners.</p> <p>CLDE arranged the Orkney Youth Conference, followed by the Youth Awards Ceremony, in partnership with VAO, and a Youth Workers Practitioners Training Event, which was oversubscribed. Alongside these events a number of strategic meetings were held with key CLD partners and the national youth organisations and representatives that were present for these events.</p> <p>Dynamic Youth Training has taken place to upskilling wider partners and staff to progress accredited youth awards.</p> <p>Orkney Y-LAG (Youth Local Action Group) jointly funded and participated in a Y-LAG Co-operation Project involving Y-LAGs from a number of other areas.</p> |



# Progress Report on CLD Partners Plan during 2022-2023



## 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 2022-2023   |
|---|------|---|
| <p>Expand targeted youth work opportunities to engage those who would most benefit from youth work activity and support</p> |      | <p>A vast amount of youthwork has taken place over this period including targeted and universal project work. Partners are increasingly involved in offering new and alternative curriculum work with schools. CLDE now have youth work staff present in both large secondary schools and the updated Youth Work Offer is available for all schools. CLDE also secured funding for 3 posts through the Strategic and Pupil Equity Funds. The Pupil Engagement Team are focused on achieving the youth work outcomes, focusing on improving health and wellbeing, raising attainment and attendance. Partners jointly run a number of targeted youth work opportunities including: Young Parents Group; Who Cares Group, for care experienced young people; transition programmes; Confidence to Cook; Fireskills; targeted awards work; and much more. CLD partners have also developed an impressive range of free summer activities, providing a range of opportunities for children, young people and families over the summer holiday period. These ranged from DJ'ing; Guitar lessons; 'Sunday Funday'; Summer Cooking for Families; Climate Change Café; 3 Isles Roadshow; Rugby camps; Netball camps; Learn to Swim Classes; and more. CLDE established "Heads Up" an 8 week youth drop-in session, for older young people, to ensure they had a safe space to go and had trained youth workers on hand to speak to and provide support. Street Work, although limited by partners capacity, has been hugely successful and has led to wider associated activities in the Picky Centre and Stromness Community Centre. Duke of Edinburgh Awards Groups and Youth Achievement Awards Groups are in place to support and encourage accreditation opportunities for targeted young people as well as through the universal provision. Progression Pathway work between the Local Employability Partnership and Schools has expanded to identify earlier, young people needing support to secure a positive destination once they leave school. CLDE, Skills Development Scotland and Developing the Young Workforce designed a summer transitions programme specifically for those young people not accessing services or at risk of not making a positive progression.</p> |
| <p>Provide training and information sessions on UNCRC for the wider CLD sector</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. The Scottish Government, therefore plan to bring an amended Bill back to the Scottish Parliament as soon as possible after the summer recess. Work around implementing the UNCRC can still proceed. Education and CLDE staff attend a Northern Alliance UNCRC subgroup and two separate UNCRC Professional Learning sessions were offered through the Strategic Community Learning Group to all CLD partners including the Youth Workers Forum and the Local Employability Partnership. These sessions provided a detailed understanding of the UNCRC - Children's Rights and what that looks like in a CLD setting. CLDE also delivered A United Nations Convention on the Rights of the Child (UNCRC) workshop for young people at Stromness Primary School which was very well received. Both the Youth Conference and the Practitioners Training Day had specific UNCRC Session included in the programme.</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 2022-2023  |
|--|------|--|
| Explore and expand opportunities and pathways into and within the CLD profession through collaborative work with the North and Northern Alliances            |      | <p>This action is being progressed with the Northern Alliance and Education Scotland, as we look at possible CLD qualification routes. The Northern Alliance ran a session with Dundee University which was open to wider partners to attend. CLDE are investing in qualifications for staff with 3 members of staff completing their Recognition of Prior Learning course this year.</p> <p>UHI has just launched a new HNC in Working with Communities, which was circulated to SCLG partners.</p> <p>Pathways and qualification routes into CLD was also discussed as part of the CLD Standards Council (CLDSC) session held for SCLG and wider partners earlier this year.</p>                             |
| Deliver information sessions to wider partners / partnerships to promote the benefits of CLD and the use of CLD competencies                                 |      | <p>The SCLG arranged for the CLD Standards Council (CLDSC) to run a session for wider CLD partners in March this year. 16 people attended the 2.5 hour session which focused on CLD as a professional sector across Scotland. The session, held online, looked at raising awareness of CLD, professional development opportunities, the CLD Competencies and CLD Code of Ethics, considered training and qualification needs as well as discussing the benefits and options around CLDSC registration.</p> <p>This session highlighted the importance of using CLD approaches to focus on reducing inequalities and raising both standards and awareness of the value of the CLD sector.</p>                   |
| Support the wider CLD workforce to benefit from CLD Standards Council registration   |      | <p>The number of people registered with the CLD Standards Council in Orkney has increased from 9 in 2022 to 13 in 2023.</p> <p>The CLD Standards Council session for wider CLD partners looked at the process and benefits of registration. Kerry Spence has now become the local contact for anyone looking to become registered with the Standards Council.</p>  |
| Undertake a needs assessment to identify professional learning needs of our CLD Sector (including H&W, digital access, and training in new learning methods) |      | <p>Numerous training opportunities have been offered and shared across various partnerships over this last year.</p> <p>The SCLG established a training subgroup and a training needs analysis was completed which identified the training and development needs of staff and volunteers. The survey was distributed to over 150 people including the Orkney Learning &amp; Guidance Forum, Local Employability Partnership, Youth Workers Forum, Third Sector Forum and was included in VAO's newsletter.</p>   |
| Work with partners including The North and Northern Alliance to create a suite of training for CLD workforce to meet the assessment of need                  |      | <p>A small pot of funding given to the SCLG from Learn North has been ringfenced to help cover some of the costs for identified training and a programme of training is now being developed. Voluntary and community organisations are also benefiting from required and identified training from this fund.</p> <p>A significant amount of training sessions and webinars have been offered to CLD partners over the last year including the regional Learn North, Winter Learning Festival with sessions on Chime; Creative Voices; Family Learning; Youth Volunteering; and Participatory Budgeting. Health Issues in the Community tutor training was also provided, fully funded through Learn North.</p> |
| Improve methods for collaborative data collection in response to the chosen KPIs   |      | <p>As CLDE have to gather a set of Key Performance Indicators (KPI's) for sharing nationally through CLD Managers Scotland, it was agreed that we should gather some joint KPI's across the partnership. Although a small number of shared KPI's have been agreed, the SCLG still need to identify the best way 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.</p>  |

## CLD Partners Plan Review & Evaluation 2022-2023

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 partners, learners and the community.

Alongside the quarterly monitoring and annual review of the plan, the SCLG also undertook various self-evaluation activities, including the use of the How Good Is Our Community Learning and Development 4 (HGIOCLD4) framework. Focusing on 5 quality indicator areas of: Performance against aims and targets; Improving life chances; Partnership working; Leading people and developing partnerships; and Raising standards.

The following strengths and areas for improvement were identified.

### Key strengths

- Improved use of data to inform planning and progress
- Use of self-evaluation for continuous improvement
- Focused approach of the partnership to reduce inequalities and improve outcomes
- Robust planning, monitoring evaluation and governance
- High levels of joint training and development opportunities secured through the partnership
- Development of subgroups has improved and further progressed partnership delivery
- Learner and community voices are incorporated into the plan through a variety of methods and processes

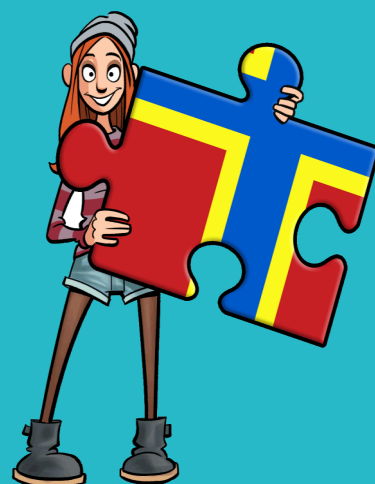
### Areas for development:

- Improve the gathering and sharing of data across the partnership to monitor outcomes & evidence impact
- Limited capacity / resource is a concern. Often no or only short-term funding is available for CLD activity which limits the ability for long term partnership improvements
- Need to increase awareness of CLD and the CLD Partners Plan in the community
- Ensure wider involvement of learners and the community in CLD Planning through a variety of different methods
- Streamlining and coordination is needed to ensure better alignment between the vast number of partnerships in existence, including with Community Planning

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

*Continuous monitoring and self evaluation of the SCLG and an annual 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 final year.*

*Community and learner input, from various consultation work that has taken place, has been vital in updating the plan for the final 12 months of this plans cycle.*



## Glossary of frequently used acronyms

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

**CAB** – Citizens Advice Bureau  
**CBAL** – Community Based Adult Learning  
**CLD** – Community Learning & Development  
**CLDE** – Community Learning, Development & Employability Service  
**CLDSC** – CLD Standards Council  
**CLLD** - Community Led Local Development  
**CMH&WF** – Community Mental Health & Wellbeing Fund  
**CPP** – Community Planning Partnership  
**CWDG** – Community Wellbeing Delivery Group  
**DofE** – Duke of Edinburgh Award  
**DYA** – Dynamic Youth Awards  
**DYW** - Developing the Young Workforce  
**ELH** – Education Leisure & Housing  
**GIRFEC** – Getting It Right For Every Child  
**GUIO** – Growing Up In Orkney  
**HIE** – Highlands & Islands Enterprise  
**HGIOCLD4** – How Good Is Our CLD 4  
**IT** - Information Technology  
**KPI** – Key Performance Indicators  
**LEP** – Local Employability Partnership  
**MSYP** - Member of Scottish Youth Parliament  
**NHSO** – National Health Service Orkney  
**NOLB** – No One Left Behind  
**OHAC** – Orkney Health & Care  
**OIC** – Orkney Islands Council  
**OLGF** – Orkney Learning Guidance Forum  
**SDS** – Skills Development Scotland  
**SCVO** – Scottish Council for Voluntary Organisations  
**SCLG** – Strategic Community Learning Group  
**SYP** - Scottish Youth Parliament  
**UNCRC** - United Nations Convention on the Rights of the Child  
**VAO** – Voluntary Action Orkney  
**YAA** – Youth Achievement Awards  
**YLAG** - Youth Local Action Group  
**YWF** - Youth Workers Forum



## Glossary of frequently used terms

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

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

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

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

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

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

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

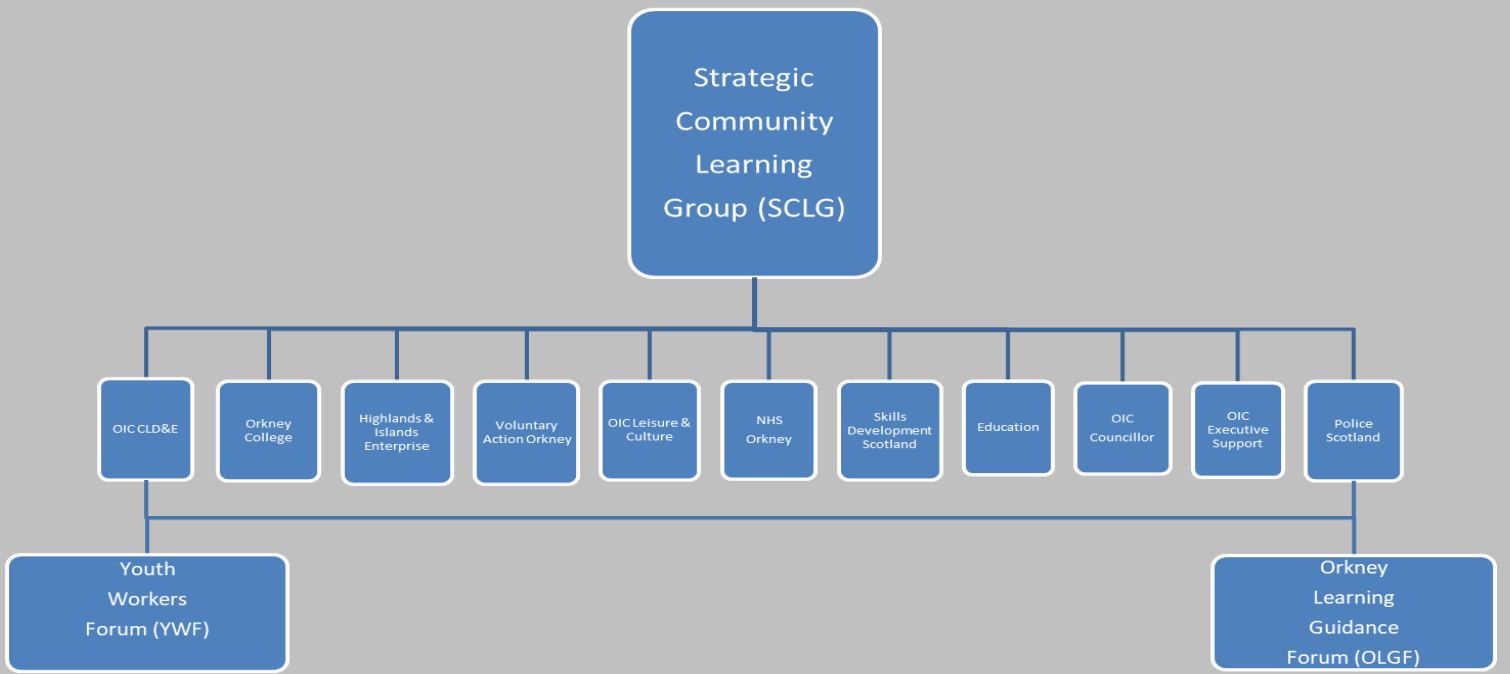
**Volunteers** - This term is used to cover all those who contribute to your area of work but are not paid to do so. It may also include others such as board members, trustees, management committee members, those on advisory groups, unpaid interns, those on work placements, those undertaking community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

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

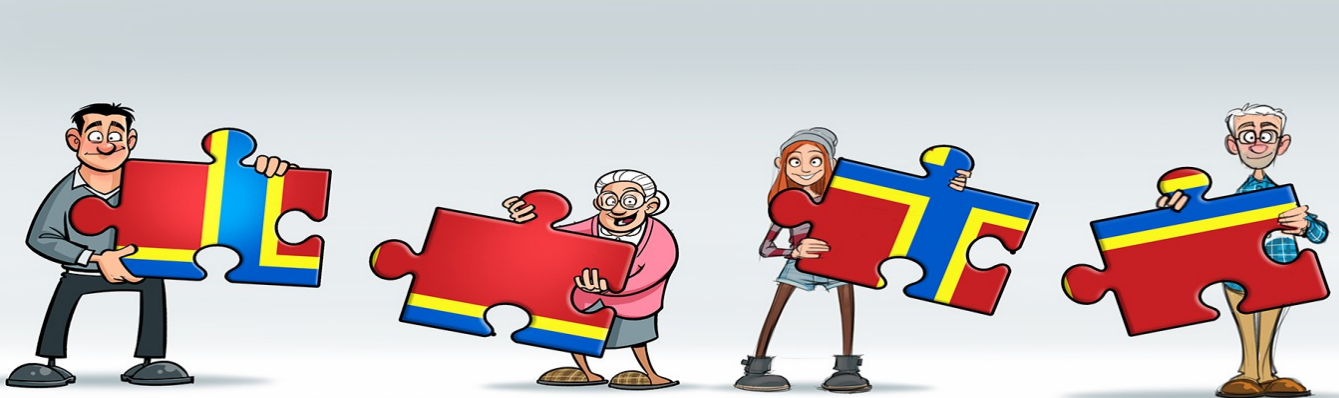
**Workforce Development** - This includes all learning and development activity that both staff and volunteers engage in. It includes but is not limited to: training, career long professional learning, shadowing, mentoring, coaching, secondment, undertaking awards/qualifications.

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





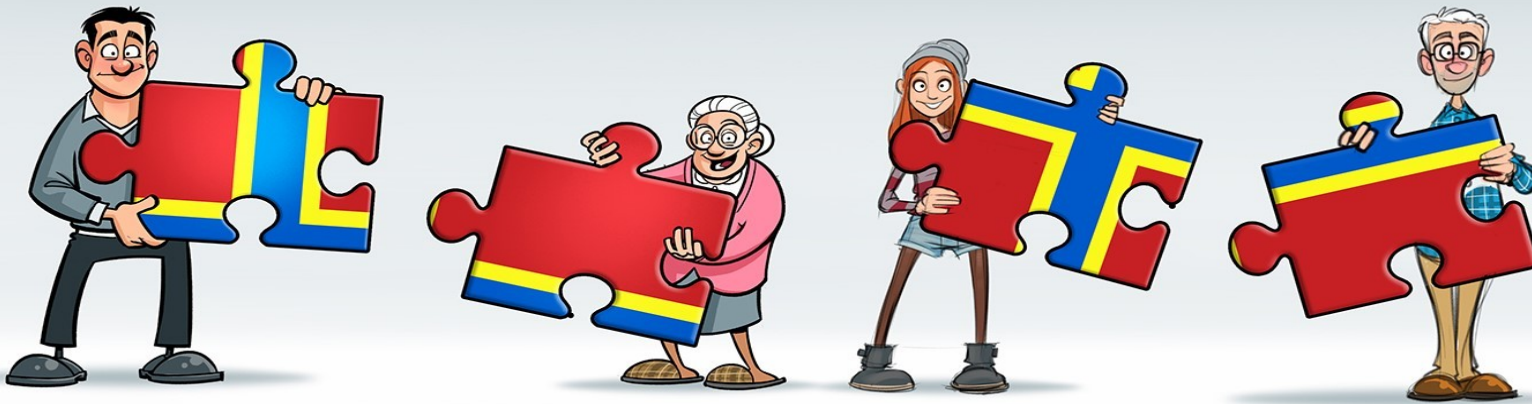
University of the Highlands and Islands Orkney College



# Orkney

Community Learning & Development  
Partners Plan 2021 - 2024

**(2023 Update)**



Appendix 2



Working  
and  
learning  
together for  
a better  
Orkney

# Executive Summary

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

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

The plan, which is based on local needs and meets the requirements of the Scottish Government Regulations for CLD, builds on previous CLD Partners Plans and sets out how we will deliver CLD across Orkney over a three-year period, ensuring services are planned for and delivered in a strategic and collaborative way.

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

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

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

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

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

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

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

What is the CLD Partners Plan?

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





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What does this document tell us?

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



# What is Community Learning and Development?

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

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

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

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

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

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



What is Community Learning and Development (CLD)?

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



## Why do we need a CLD Partners Plan?

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

The CLD Regulations (Scotland) 2013 aim to: -

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

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

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

The joint CLD Partners Plan 2021-24 facilitates how community learning and development will be taken forward by partners in Orkney. By aligning our CLD Partners Plan to the priorities identified by the Orkney Partnership Board, the work of the SCLG will complement that of the Orkney Partnership and will provide a conduit for the dissemination of information and for alerting community planning to emerging priority issues.

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

## Why do we need a CLD Partners Plan?

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

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



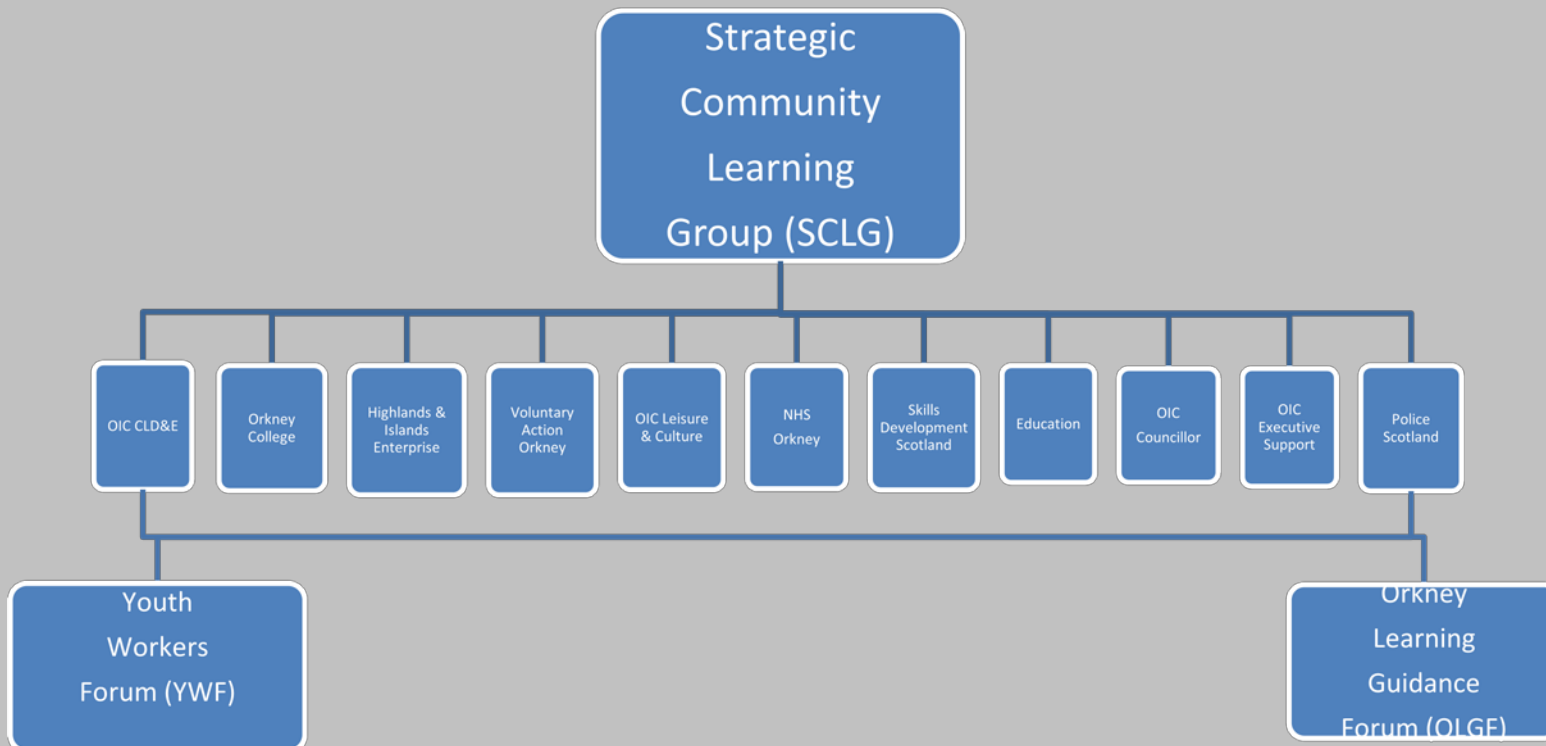
# The Strategic Community Learning Group (SCLG)

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

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

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

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



What does the SCLG do?

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

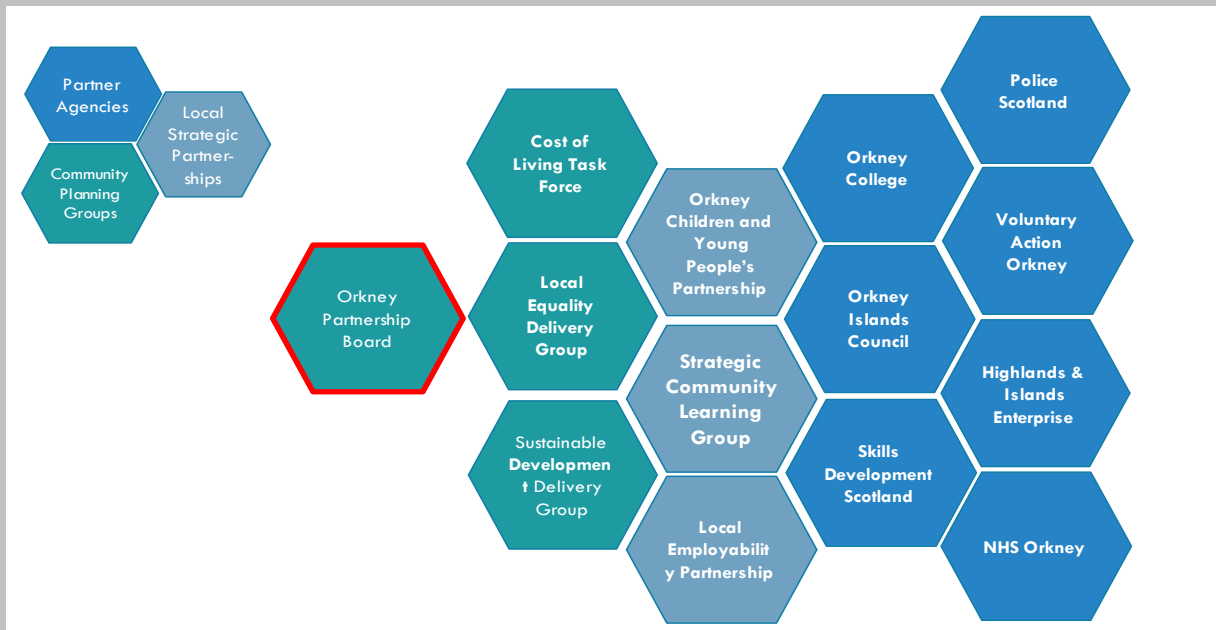


# Governance Arrangements:

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

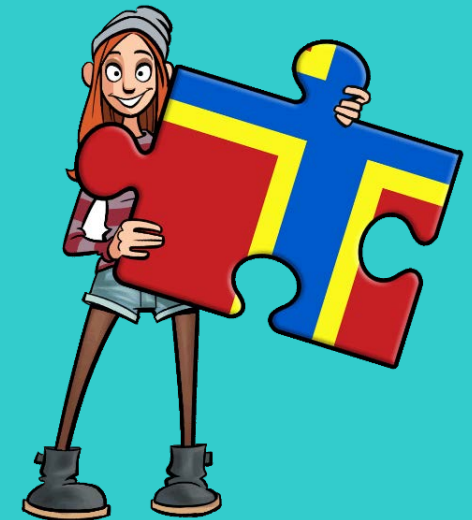
Rather than producing a static plan for the next 3 years, this is a live and dynamic plan which adopts a more fluid and organic approach to reflect the challenges and opportunities that are presented throughout the three-year period to ensure it remains an effective planning document which is relevant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

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



How will the plan be monitored?

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



# Community & Learner Engagement

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

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

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

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

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

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

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

Who had a say in the plan?

**The priorities have been identified through direct engagement with learners and the local community, local research and analysis of relevant data and partner knowledge in their CLD related field of expertise.**



# Policy Context

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

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

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

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

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

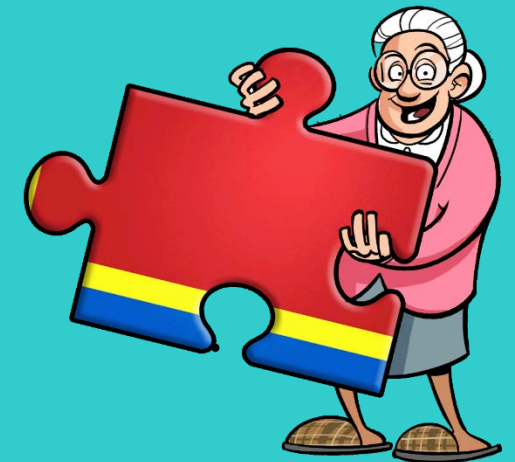
**The Northern Alliance** is a Regional Improvement Collaborative between the eight local authorities in the north with the aim of working together to improve wellbeing, attainment, and positive outcomes for stakeholders.

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

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

How does this plan link with other plans and policies?

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



## Orkney Context

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

Orkney is often seen as a rural idyll, however alongside the positive statistics, there are challenges facing our remote, rural island communities in relation to housing, hidden poverty, and access to services.

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

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

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

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

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

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

Whilst recorded crime is significantly lower than the national average, there has been increases in recorded drugs crimes and incidents of recorded sexual exploitation have increased over the past 5 years.

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

What other information was used when creating the plan?

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





# Plan principles, targets and identified barriers

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

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

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

## Targeted groups and individuals

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

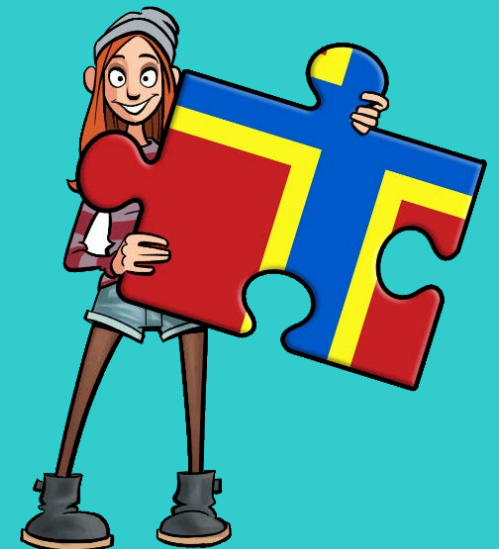
- Those who are experiencing poverty or hardship (including digital poverty)
- Those that are socially / geographically isolated
- Those within vulnerable categories / including those with mental health conditions
- Community groups and organisations working to make a positive difference

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

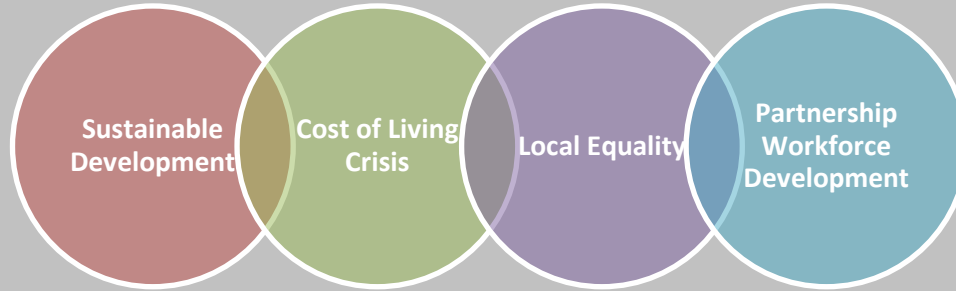
|                       |                          |                              |
|-----------------------|--------------------------|------------------------------|
| Transport             | Cost                     | Stigma                       |
| Digital accessibility | Confidence            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

What is the focus of this CLD plan?

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



# 2021-24 CLD Priorities



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

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

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

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

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

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

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

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

What are the key priorities for this CLD Partners Plan?

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

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



## Monitoring & Evaluation

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

The SCLG continue to regularly monitor, review, and self-evaluate to measure progress, inform future planning and to ensure support and challenge is embedded as part of the planning cycles of developing and improving CLD Planning. The CLD Partners Plan is monitored and updated quarterly by the SCLG, and a report submitted to Orkney Islands Council's Education, Leisure & Housing Committee annually. A summary and progress update will also be disseminated widely to partners and stakeholders each year and will feed into other relevant partner plans.

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

## Conclusion

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

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

How will the SCLG maintain quality assurance?

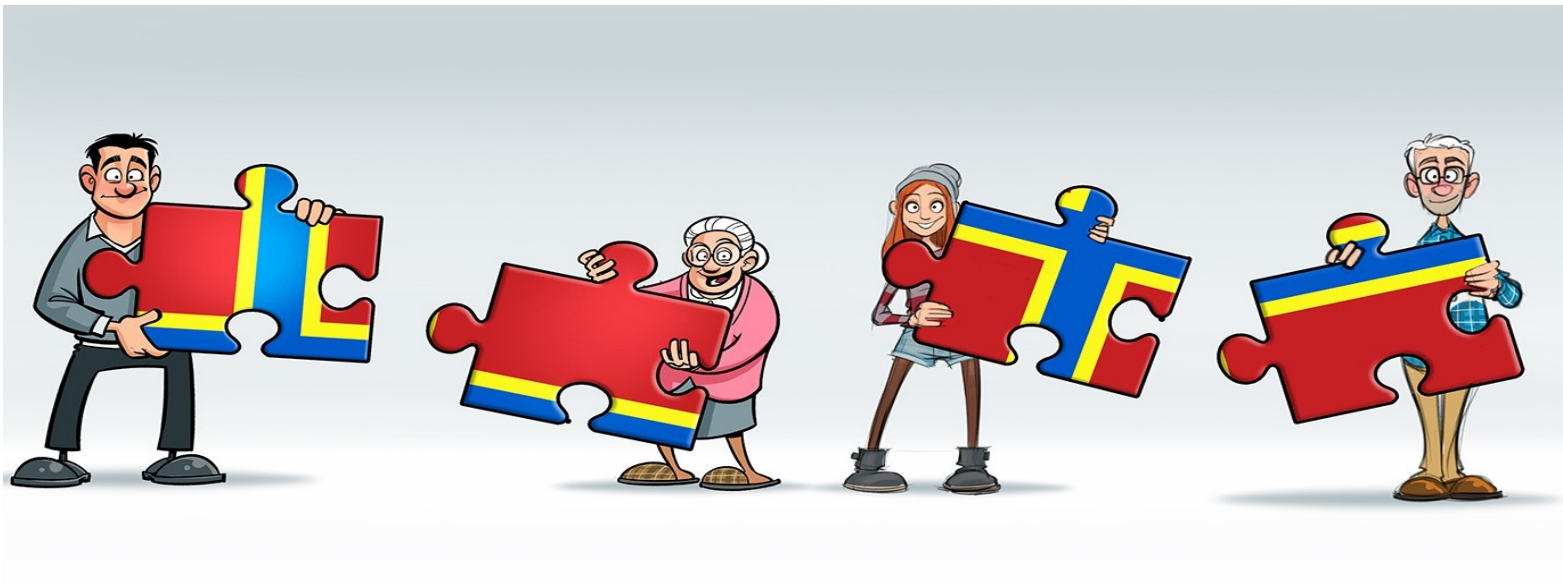
**By working together and ensuring a high standard of practice, the SCLG will jointly review, monitor and evaluate progress on the identified actions and participants will experience consistency based on shared values.**



# CLD Partners Plan

## 2021-2024

(2023 update)



## Sustainable Development

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

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

## Cost of Living

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

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

## Local Equality

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

| Outcome  | Improvement Action   | Lead               | Implication (risk, cost, resources)  | Target Date    | Measures  | Link to local policies & plans  | Link to national policies & plans  |
|--|--|--------------------|--|----------------|---|---|--|
| <b>5. People have increased confidence and opportunities to express their views and influence decision making and service design</b> | 5a) Promote and embed the continuous involvement of those with lesser heard voices and priority groups within consultation and in matters that affect them   | VAO<br>HIE<br>OIC  | Lack of engagement, missing those within identified target groups, lose momentum to maintain regular contact | September 2024 | CLD approaches to consultation training session delivered to partner agencies.<br>Number attending Evaluation / feedback<br>Number of lived experience groups established | Local Equality Delivery Group<br><br>CLDE Team Plan 2023-26<br><br>NHS Orkney Equalities Outcome Plan 2021-25   | National Standards for Community Engagement<br><br>Scottish Approach to Service Design<br><br>Community Empowerment (Scotland) Act 2015  |
|  | *5b) Create a lived experience panel representing the wide range of learners and volunteers involved across CLD to influence and inform the work of the SCLG | CLDE<br>VAO<br>OIC | Lack of engagement, missing those within identified target groups, lose momentum to maintain regular contact | September 2024 | Creation of a lived experience panel<br>Participant feedback and evaluations<br>Measured input and influence on the plan and direction of the SCLG                        | Isles Development Plans   | Islands (Scotland) Act 2018  |
| <b>6. Increased awareness and support for individuals to promote and sustain positive health and wellbeing</b>                       | 6a) Coordinate mental health awareness training to upskill people in the community, reduce stigma and promote an understanding of mental wellbeing           | NHSO<br>OIC<br>VAO | Staffing, resources, reaching the identified priority groups, information not accessible                     | September 2024 | Programme of training developed<br>Number of sessions delivered<br>Number of participants<br>Participant feedback   | Orkney Islands Mental Health Strategy 2020-2025 (OHAC 2020)<br><br>Physical Activity Wellbeing & Sport Strategy<br><br>Enhancing Wellbeing in Our Island Communities: Delivery Plan | Volunteering for All: national framework<br><br>Mental Health Strategy 2017-2027<br><br>Mental health - transition and recovery plan<br><br>Resources for Mental Health and Wellbeing in Primary Care Services |

## Local Equality

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

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



## Partnership Workforce Development

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

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

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

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

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

- Development of wider accreditation opportunities for adults
- Widening STEM opportunities through CLD activity
- Undertake a Third Sector Skills Survey
- While we have been unable to include specific actions in the plan around climate challenge engagement work to raise awareness and support within the community, we will seek opportunities to weave this into actions where possible/appropriate
- Expanding partnership work with housing partners to explore preventative work around homelessness with young people
- Develop closer links with partners leading on transport and broadband improvements to ensure barriers to participation in learning are reduced
- Identifying resources to fund individual professional qualifications and wider course opportunities for staff within the CLD sector

## Appendix 2 – Our Regional Approach in the North



### The Northern Alliance

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

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

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

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

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

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

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

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

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

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



## Appendix 3 - Links / bibliography

### CLD Drivers & Strategies

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

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

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

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

Improving life chances and empowering communities (Education Scotland)

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

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

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

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

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

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

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

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

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

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

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

### Local Plans & Strategies

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

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

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

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

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

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

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

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

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

# Links / bibliography Continued

## Wider policy context significant for CLD

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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-1.amazonaws.com/s3.spanglefish.com/s/34034/documents/community%20engagement/strategy-for-communication-and-community-engagement-sep-2018.pdf>

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/>

# Links / bibliography Continued

## CLD Data review and analysis

NOLB Data toolkit 2022-23

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

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

### **Additional Child poverty data**

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

### **Orkney Matters 2022**

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

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

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

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

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

Orkney Education Services Report 2022-23

<https://www.google.co.uk/url?sa=t&rct=j&q=&esrc=s&source=web&cd=&ved=2ahUKEwiF5NPxpY6AAxXUUEEAHcOoDuAQFnoECBcQAQ&url=https%3A%2F%2Fwww.orkney.gov.uk%2FFiles%2FEducation-and-Learning%2FOrkney%2520Education%2520Service%2520Report%25202022%2520-%25202025.pdf&usg=AOvVaw2vXHQ8nQSJJoqMCJ6pwjhg5&opi=89978449>

### **Fuel Poverty Strategy**

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

### **Police Scotland Data**

ScotPHO - [ScotPHO profiles \(shinyapps.io\)](#)

Drug dashboard - [Data explorer - Drug-related hospital statistics - Scotland 2020 to 2021 - Drug-related hospital statistics - Publications - Public Health Scotland](#)

### **Public Health Data**

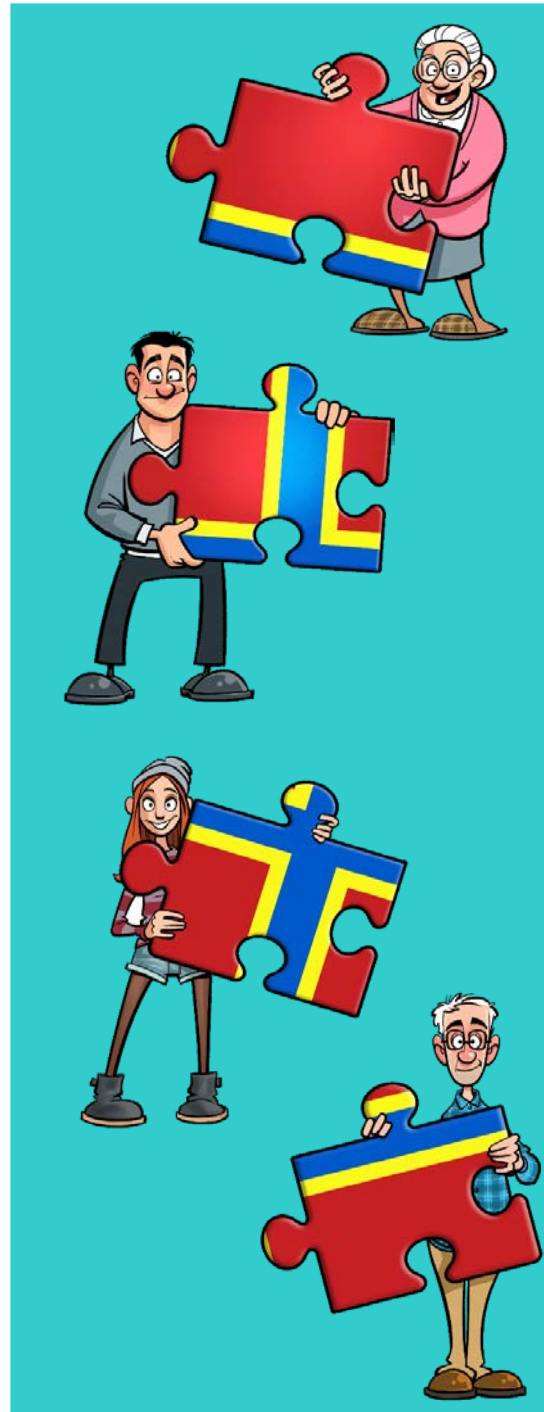
P1 healthy weight dashboard - [Dashboard - Primary 1 Body Mass Index \(BMI\) statistics Scotland - School year 2020 to 2021 - Primary 1 Body Mass Index \(BMI\) statistics Scotland - Publications - Public Health Scotland](#)

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

Scottish Health Survey - [Scottish Health Survey \(shinyapps.io\)](#)

Joint Strategic Needs Assessment in Orkney - [Integration Joint Board \(orkney.gov.uk\)](#)

Housing data - [The extent of homelessness in Scotland - Homelessness in Scotland: update to 30 September 2022 - gov.scot \(www.gov.scot\)](#)





## Equality Impact Assessment

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

| <b>1. Identification of Function, Policy or Plan</b>   |  |
|--|--|
| Name of function / policy / plan to be assessed.   | Community Learning and Development (CLD) Partners Plan 2021-24   |
| Service / service area responsible.  | Education, Leisure and Housing   |
| Name of person carrying out the assessment and contact details.  | Kerry Spence<br>01856 873535 ext. 2425<br><a href="mailto:kerry.spence@orkney.gov.uk">kerry.spence@orkney.gov.uk</a> |
| Date of assessment.  | 20-07-21 (Updated 26-07-23)  |
| Is the function / policy / plan new or existing? (Please indicate also if the service is to be deleted, reduced or changed significantly). | Existing   |

| <b>2. Initial Screening</b>                                     |  |
|---|--|
| What are the intended outcomes of the function / policy / plan? | There is a statutory requirement to produce a CLD Partners Plan to demonstrate how partners within the CLD field will work together to: <ul style="list-style-type: none"> <li>• Improve life chances for people of all ages, through learning, personal development and active citizenship; and</li> <li>• Help build stronger, more resilient, supportive, influential and inclusive communities.</li> </ul> |
| Is the function / policy / plan strategically important         | Yes. The CLD Partners Plan is a statutory responsibility to ensure partners are working strategically to provide adequate and efficient CLD  |



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|  | support.  |
| State who is, or may be affected by this function / policy / plan, and how.  | All Orkney residents who engage in community learning and development will benefit from an improved and co-ordinated community learning and development service.  |
| How have stakeholders been involved in the development of this function / policy / plan?   | 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.  |
| Is there any existing data and / or research relating to equalities issues in this policy area? Please summarise.<br>E.g. consultations, national surveys, performance data, complaints, service user feedback, academic / consultants' reports, benchmarking (see equalities resources on OIC information portal).  | No<br>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.<br><br>The plan aims to achieve positive impacts particularly for those groups that are most vulnerable and disadvantaged in our community.   |
| Is there any existing evidence relating to socio-economic disadvantage and inequalities of outcome in this policy area? Please summarise.<br>E.g. For people living in poverty or for people of low income. See <a href="#">The Fairer Scotland Duty Interim Guidance for Public Bodies</a> for further information. | No<br>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.<br><br>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.<br><br>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.<br><br>One key action is focused on targeted support for those facing hardship, through learning, training and personal development opportunities. |
| Could the function / policy  | (Please provide any evidence – positive impacts /   |

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| have a differential impact on any of the following equality strands?   | benefits, negative impacts and reasons).  |
| 1. Race: this includes ethnic or national groups, colour and nationality.  | Yes, potential positive impact for people who have English as a second language. Part of the delivery outcomes for Community Learning and Development include community-based adult literacies and English for speakers of other languages. The plan includes an action focused on CLD participation in the wider coordination of targeted learning, employability and community support for non-English speaking individuals and families 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 also 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 adult learning, community-based adult learning and engagement with 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  |

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|  | 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 2023 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

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| 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

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| 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 annually 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: 

Name: Kerry Spence

Date: 26-07-23

(BLOCK CAPITALS).

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

## Island Communities Impact Assessment

### [Orkney Community Learning & Development Partners Plan 2021-2024]

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

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

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|  | <ul style="list-style-type: none"> <li>• Make the role and contribution of CLD more visible.</li> </ul>  |
| Is the policy, strategy or service new?                            | No, the requirement for a CLD Partners Plan was introduced in 2015, with a new plan required every 3 years   |
| Step 2 – Gather your data and identify your stakeholders           | Response   |
| What data is available about the current situation in the islands? | <p>Alongside partner, learner and community input, this Plan comes from a broad evidence base gathered from local and national information including data on population, health, crime, unemployment, income, living costs, education, the economy and much more. Understanding the challenges in Orkney, including those issues specific to the nonlinked isles, allows us to build a CLD Plan relevant to need.</p> <p>The priorities have been identified through direct engagement with learners and the local community, local research and analysis of relevant data and partner knowledge in their CLD related field of expertise.</p>  |
| Do you need to consult?  | <p>Yes, there is a requirement for involving learners and the community in the development of the Plan. The priorities agreed in the CLD Partner Plan 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.</p> <p>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.</p> <p>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:</p> |

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|  | <ul style="list-style-type: none"> <li>• Orkney Partnership Community Planning Priorities Consultation 2021.</li> <li>• Your Community Your Voice Place Standards Consultation 2021.</li> <li>• COVID-19 Community Listening Events.</li> <li>• Youth Employment Survey 2020.</li> <li>• Youth Forum Workshops.</li> <li>• Stromness Business Survey 2021.</li> <li>• Orkney Skills Think-Tank Review.</li> </ul> <p>During 2022 and 2023 additional consultation and engagement work was undertaken, which has fed into updates of the plan for the remaining period, including Orkney Matters, Youth Work review and the Learning Needs Survey. Further actions to ensure more community and learner input into the development and design of the plan.</p> |
| <p>How does any existing data differ between islands?</p>              | <p>Data and priorities will differ from island to island but as this is an Orkney wide plan the most common areas and issues were used to determine the priorities for the overall plan.</p> <p>Demographic information is difficult to capture for smaller areas which is often why you only get larger data / demographic information. To resolve this, we have close links and continuous engagement with Community Councils, Community Associations, Development Trusts and other community organisations and continue to monitor feedback.</p>   |
| <p>Are there any existing design features or mitigations in place?</p> | <p>Yes, 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.</p>  |

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|  | <p>Therefore, although this is a three-year plan the plan will be updated annually to ensure 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.</p> <p>The Plan is not designed as a 3-year static plan, rather it will be updated annually to ensure it is responsive to existing and emerging needs. Partnership approaches helps to feed in the different requirements and needs of specific communities.</p> |
| Step 3 – Consultation  | Response   |
| Who do you need to consult with?                                 | <p>The Orkney Community. Although more challenging due to the restrictions that were in place, partners are clear about the need to ensure that we involve those that are harder to reach and that a continuous approach is developed rather than relying on one off consultative methods.</p> <p>Partners and the community are also clear that there needs to be more coordination of consultations to avoid consultation fatigue which is a significant issue in Orkney.</p>  |
| How will you carry out your consultation and in what timescales? | <p>A collective understanding of community and learner needs was developed and stakeholder input into the plan was assured through partner inputs and direct engagement with stakeholders through alignment with various community consultations. Due to restrictions the initial consultations were heavily weighted towards digital and online processes.</p> <p>Annual updates of the plan have included continuous learner and community input from various consultation and engagement</p>  |



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|   | opportunities including Orkney Matters, youth work review and learning needs survey.   |
| What questions will you ask when considering how to address island realities?   | <p>Consultations were focused on identifying the key areas of development and support required for people in Orkney. There was a specific emphasis on recovery and renew stages as we move out of Covid-19 restrictions. Questions also related to learning and development needs and requirements.</p> <p>Access, transport, digital connectivity, inequality, covid, rural and island realities were general needs identified within the community. The same questions were asked county wide.</p>   |
| What information has already been gathered through consultations and what concerns have been raised previously by island communities? | <p>The plan used existing consultations and data including:</p> <ul style="list-style-type: none"> <li>• Orkney Partnership Community Planning Priorities Consultation 2021.</li> <li>• Your Community Your Voice Place Standards Consultation 2021.</li> <li>• COVID-19 Community Listening Events.</li> <li>• Youth Employment Survey 2020.</li> <li>• Youth Forum Workshops.</li> <li>• Stromness Business Survey 2021.</li> <li>• Orkney Skills Think-Tank Review.</li> </ul> <p>Transport, housing, connectivity, access to jobs, training socio-economic disadvantage and poverty were all raised in previous consultation and engagement work. Orkney Matters and other consultation / engagement work reiterated these areas of concern.</p> |
| Is your consultation robust and meaningful and sufficient to comply with the Section 7 duty?  | <p>Considering the difficult circumstances, the amount of consultation undertaken was agreed to be adequate and meaningful and the feedback gathered was used directly to determine the actions and priorities in the plan.</p>  |

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|   | <p>Partners were able to pull on a huge amount of data and information despite the restrictions in place during much of the period of this plan.</p> <p>Orkney Matters and further consultation during the final two years of the plan have also ensured wide and varied consultation with the community.</p>  |
| <b>Step 4 – Assessment</b>  | <b>Response</b>  |
| Does your assessment identify any unique impacts on island communities? | <p>Yes – Some potential positive impacts for the isles as the plan included actions that support all communities across Orkney. There are various actions in the plan which will have a key focus on our more rural and island communities such as: Identify opportunities to co-produce community IT hubs through Community Development approaches.</p> <p>Many actions and priority areas are Orkney-wide but a key element will be on ensuring that services and support are available in the island communities as well as the mainland.</p>   |
| Does your assessment identify any potential barriers or wider impacts?  | <p>It is recognised, that access to some specialist services, including some learning and development opportunities will be more limited in more rural areas. A key focus of the collaborative work across CLD is to ensure that partners work together to ensure that offers are as inclusive as possible and learners and communities in rural areas do not miss out on opportunities. Although in some areas the issues and concerns of people in the isles can be different from those on the mainland, overall, in terms of CLD support required, it is clear that similar issues affect people across mainland and island communities of Orkney.</p> |
| How will you address these?   | <p>Specialist service delivery remains a challenge in more rural island communities. Despite this, the plan is focused on all of Orkney, and it is not expected that the plan will have significantly different effects</p>  |

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|  | <p>on the isles compared to the mainland of Orkney. The Council's CLDE Officers all cover set geographical areas to ensure all communities whether island or mainland have equity of support. It is a focus of wider CLD partners to ensure effective support is accessible for all.</p> <p>The plan is intrinsically built on an islands proof approach. There may be difference between islands but also difference between mainland areas of Orkney. The mechanism to review and refresh the plan takes into consideration alternative delivery mechanisms mitigating negative outcomes for island communities, identifying resources and opportunities to work with a partnership approach to deliver what our communities need.</p> <p>The CLD approach is very much about equality and working with those that are most disadvantaged.</p> <p>More robust data analysis and new methods of engaging with the community are part of the plans and this will strengthen the community voice, from all a range of areas and circumstances, monitoring, evaluation and reporting mechanisms as we move forward.</p> <p>CLD have built geographical support into our structure so that we ensure equity in the way we deliver our CLD support.</p> |
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You must now determine whether in your opinion your policy, strategy or service is likely to have an effect on an island community, which is significantly different from its effect on other communities (including other island communities).

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

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


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

Does the evidence show different circumstances or different expectations or needs, or different experiences or outcomes (such as different levels of satisfaction, or different rates of participation)?

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

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|   | focused around investment and support with digital skills - isolation, skills development etc.   |
| Have island circumstances been factored into the evaluation process?                    | Partnership approach is representative, and the feedback and knowledge of community and learners are a key part of the evaluation process. We continue to offer a community place on SCLG.   |
| Have any island-specific indicators/targets been identified that require monitoring?    | Not at this stage  |
| How will outcomes be measured on the islands?   | <p>Overall outcomes will be measured and monitored quarterly then a formal analysis and review presented to Education Leisure &amp; Housing Committee every year.</p> <p>Outcomes around specific groups will be monitored, as the focus is on outcome by experience not necessarily by location.</p> <p>Qualitative and quantitative data will be gathered to ensure a rounded and full measure of impacts can be made.</p> |
| How has the policy, strategy or service affected island communities?                    | The plan will be monitored through feedback, evaluation and regular monitoring process. It is presumed that any actions will have a positive effect on our communities and learners as that is the key focus of the plan.  |
| How will lessons learned in this ICIA inform future policy making and service delivery? | Reviewed as part of the evaluation process.  |
| <b>Step 7 – Publishing your ICIA</b>  | <b>Response</b>  |
| Have you presented your ICIA in an Easy Read format?                                    | The ICIA has been written as straightforward as possible. It is not being published. This has not been completed as a tick box exercise but has been completed to ensure we are developing the plan to be inclusive and relevant to local needs.   |

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| Does it need to be presented in Gaelic or any other language?                                | No   |
| Where will you publish your ICIA and will relevant stakeholders be able to easily access it? | The ICIA is not being published but it can be shared on request. |
| Who will sign off your final ICIA and why?   |  |

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|--------------------|---|
| ICIA completed by: | Kerry Spence  |
| Position:          | CLDE Service Manager  |
| Signature:         |  |
| Date complete:     | 26-07-23  |

|                   |  |
|-------------------|--|
| ICIA approved by: |  |
| Position:         |  |
| Signature:        |  |
| Date complete:    |  |