

Dumfries and Galloway Community Learning and Development Strategy 2011-2015

Introduction

The community learning and development sector has a distinct contribution to make to key national initiatives including: A Curriculum for Excellence, the Early Years Framework, More Choices, More Chances, Skills for Scotland, Getting it Right for Every Child, Adult Literacies in Scotland 2020, Reshaping our Care for Older People and the Scottish Community Empowerment Action Plan.

In Dumfries and Galloway community learning and development has the opportunity to make a significant contribution to the:

- Community Plan - enabling individuals, groups and communities to develop the confidence, understanding and skills required to influence decision making and service delivery.
- Moving Forward, Curriculum for Excellence Implementation Process Action Plan – enabling all young people to become confident individuals, successful learners, effective contributors and responsible citizens. Preparing young people for the future and the highest possible levels of achievement.
- Getting It Right For Every Child Plan 2011/14 - changing the way children's services work, moving from crisis intervention to early intervention and prevention, through building the capacity of individuals, families, communities and services.
- Reshaping Our Care for Older People – supporting older people to be active, engaged and independent in relation to their overall health and well being.
- The Social Work Change Programme, in particular the development of a community engagement approach at locality level, the development of personalisation and an emphasis on early intervention and prevention.
- More Choices, More Chances & 16+ Learning Choices Action Plan 2010/12 – supporting young people who are at risk of becoming, or who are already vulnerable, to make a positive and sustainable transition from formal education into the world of Employment, Further Education or Training.
- A Joint Academic Strategy For Crichton Campus: 2008 to 2013 – joint planning to support provision at the Crichton Campus, enabling progression for learners into further and higher education opportunities in Dumfries and Galloway.
- Building Healthy Communities in Dumfries and Galloway Strategy and Action Plan 2008-13 – tackling health inequalities in deprived communities to affect health improvement and contribute to the broader development and wellbeing of communities.

Community learning and development practitioners from across the sector work with individuals and communities using a collaborative approach which is anti-discriminatory and outcomes focussed. They are part of a complement of services working to engage with the most marginalised young people, adults and communities.

All learning activities are needs based and developed in dialogue with the young person, adult or community. Our Vision establishes how community learning and development will be taken forward by community planning partners in Dumfries and Galloway.

Where we live

- Dumfries and Galloway has an estimated population of 148,510.
- It is the third largest geographic area in Scotland and has around 60 people per square mile compared with the Scottish average of 168.
- Over 25% of our population live more than 30 minutes drive from a large town—(10,000 plus—Scottish Government Urban Rural classification).
- People live mainly in small communities of 4,000 or less or in the countryside.
- In June 2010 14,500 of our working age population had no qualifications 15.8% compared with 13.3% of Scotland's working age population.

The rurality of Dumfries and Galloway poses many challenges for providers in planning and delivering services and for service users in accessing and participating in activities.

Who we are

Our population has remained steady for the past number of years, but our demographic is changing quite rapidly and presents a challenge for the region in the coming years.

- Ageing is the most important demographic that faces Dumfries and Galloway. The General Register Office for Scotland forecasts that by 2033 there will be an 84% increase in over 75's. That equates to 18% of our population falling into this category compared with 8% of Glasgow's and 12.9% across Scotland.
During the same time span our total population is expected to fall by 1% with the gap between older and younger people likely to widen significantly.
- Between 2008 and 2033 the number of children aged 0-15yrs in Dumfries and Galloway is expected to reduce by 8.1%. Over the same period Scotland's 0-15 yrs population will fall by only 1.5%.
- Our working age population is predicted to fall by 10.8% by 2033.
- In terms of migration, the high migration variant shows the population increasing by 4.9% however the low migration projection forecasts that the population will decline by 6.8%.

Our region displays the distinctive characteristics of a rural economy. Whilst employment figures are similar to Scotland as a whole this masks high levels of part time, seasonal and self employment. Part time and seasonal work can also be of low quality and low pay. Some of the effects of this can be seen in Scottish Index of Multiple Deprivation (SIMD) information for our region with some data zones

showing income deprivation of between 45% and 47% (Lochside and Lincluden & Stranraer West respectively) and unemployment rates of 28% and 23%.

The pressure of our ageing population and the characteristics of our economy mean that partners have considerable challenges ahead to ensure that our people have the right skills to meet the changing world and job market throughout their lives and that people are able to contribute to society for as long as possible. This obviously has to be balanced with meeting the current needs of our communities and ensuring the best start in life for our children and young people.

What is Community Learning and Development?

The Working and Learning Together to Build Stronger Communities (WALT) document published by the Scottish Executive in 2004 and restated in 2008, describes Community Learning and Development as:

“Learning and social development work with individuals and groups in their communities using a range of formal and informal methods. A common defining feature is that programmes and activities are developed in dialogue with communities and participants.”

In addition to this overarching description, the three national priorities for Community Learning and Development are described as achievement through:

- learning for adults
- learning for young people
- building community capacity

These activities are intended to lead to outcomes such as:

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

The above will be underpinned as appropriate by the SHANARRI well being indicators – safe, healthy, active, nurtured, achieving, respected, responsible and included.

Community Learning and Development activity is evaluated using How Good Is Our Community Learning and Development 2? - a framework that includes a common set of quality and performance indicators for use in self evaluation by practitioners and managers and in Learning Community inspections by Her Majesty's Inspectorate of Education.

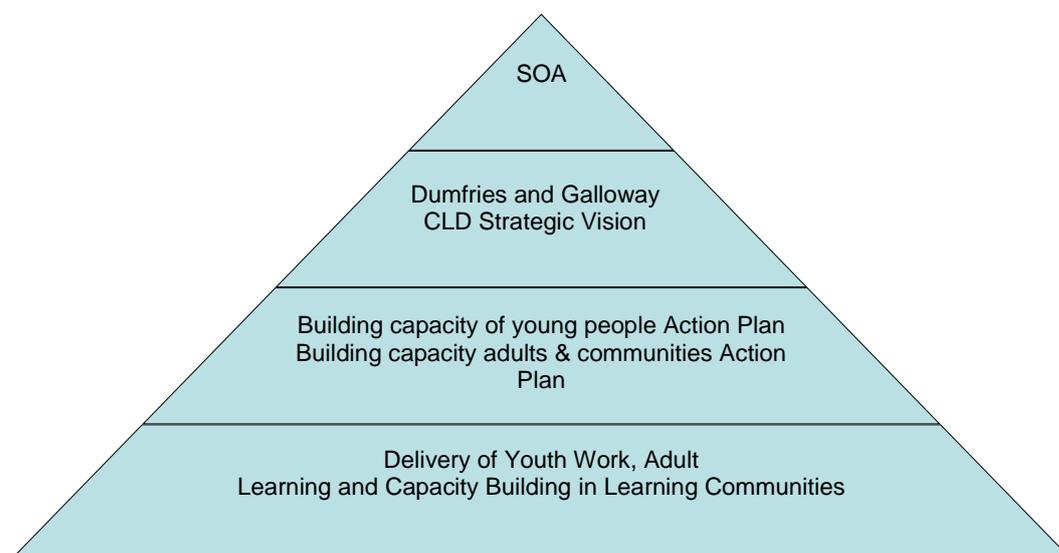
“ In order to plan effectively we need to know how well we are doing. Effective self evaluation provides a strong basis for good planning. Planning for CLD strategies and Adult Literacy and Numeracy within a framework of Community Planning has encouraged practitioners to work together to identify local objectives to improve CLD provision. Self evaluation can support these planning processes and ensure that plans are built on robust, evidence based knowledge of the quality of outcomes, provision and the needs of the community.” (How Good is Our Community Learning and Development 2?)

At a strategic level a number of key performance indicators have been agreed and are included in the Community Services Business Plan. This includes a joint KPI with education. (Appendix 1) These will be further developed over the life time of the strategy. At local level a range of operational performance indicators will support the KPIs.

Our Vision

“Working together to create an ambitious, prosperous and confident Dumfries and Galloway where people achieve their potential.” (Dumfries and Galloway Community Plan 2009–2012)

How will we implement and deliver our vision?



Our Vision’s development has been influenced by local and national priorities and the need to continually work towards improving the quality of services we provide. Partners at a strategic level have come together to discuss the key areas for community learning and development. We have taken the opportunity through our Vision to provide leadership to the sector, be forward thinking, open to change and to provide clarity on how community learning and development activity contributes to the outcomes of the Dumfries and Galloway SOA 2011-14.

Key local and national developments influencing our Vision:

- HMIE inspections of the Education Function of Dumfries and Galloway Council and Learning Community Inspection reports
- increased use of self evaluation using How Good Is Our Community Learning and Development 2? (HGIOCLD2?)
- a need to improve how outcomes are demonstrated
- revised Single Outcome Agreement for Dumfries and Galloway
- a reduction in public and third sector funding
- Scottish Government investment in upskilling the sector workforce

During the first year strategic partners will agree detailed Action Plans for:

Building the Capacity of Young People, and;
Building the Capacity of Adults and Communities

The Action Plans will:

- recognise that disadvantage is not just linked to socio - economic factors but can also be based on other factors including race, age, sexual orientation and disability
- extract community learning and development priorities and targets from key strategic documents, evidencing how they contribute to the Strategic Vision, and set impact and outcome targets for these;
- provide evidence that these priorities have been based on engagement with partners, individuals, groups and communities;
- set a framework for the operational planning of community learning and development across Learning Communities
- clarify how partners will monitor progress, and evaluate quality of impact
- detail how the skills development of paid and unpaid staff will be supported

The implementation of the Building Capacity of Young People and the Building Capacity of Adults & Communities Action Plans will be influenced by local demographics, evidence of need and the availability of resources in Learning Communities.

What is a Learning Community? “A learning community seeks to address the learning needs of its locality through partnership. It uses the strengths of its institutions, public, private and voluntary services and community groups to enable children, young people and adults to achieve their full potential. Learning communities use learning as a way to build community capacity, and to promote social cohesion, social inclusion, regeneration and economic development.”
(*Learning in Scotland’s communities, HMIE, 2011*)

Who are the CLD partners in Dumfries and Galloway? – Any organisation in receipt of public funds that has an interest in community development, youth work or adult learning and who together use their respective strengths to deliver change to the individuals and communities they work with. Strategic Partners include Building Healthy Communities NHS, Dumfries and Galloway, Dumfries

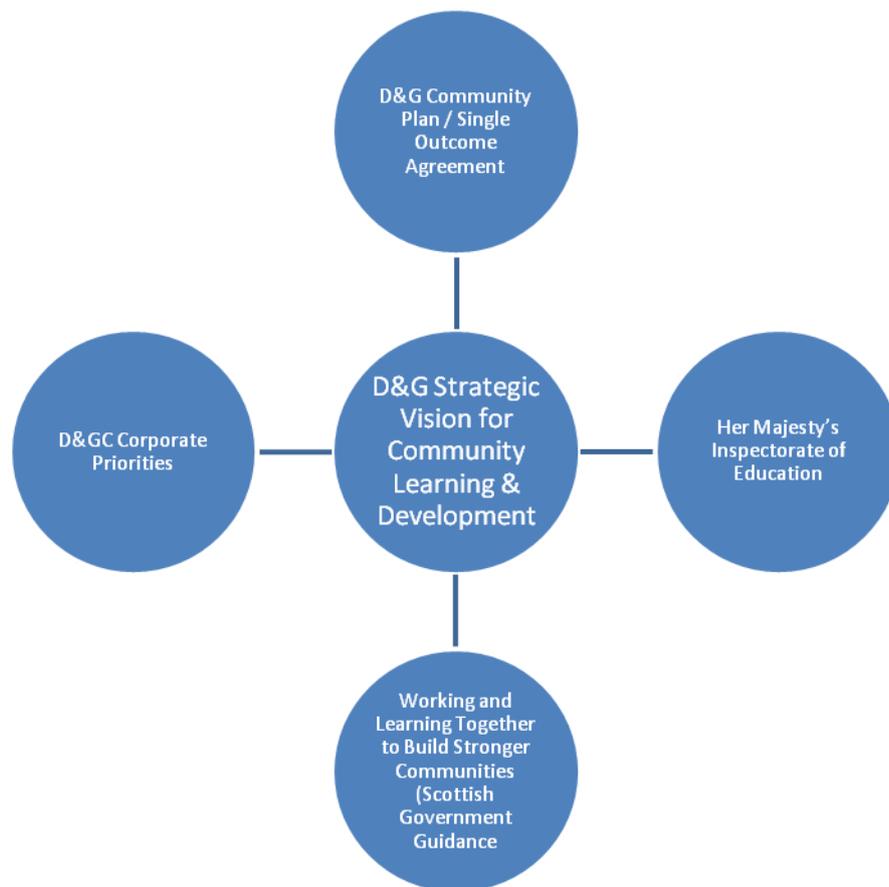
and Galloway College, Dumfries and Galloway Council, Dumfries and Galloway Multicultural Association, Dumfries and Galloway Volunteer Centre, LGBT Youth Scotland.

Our priorities in Dumfries and Galloway

Dumfries and Galloway Council identified the following Corporate Priorities in July 2010;

1. We will provide a good start in life for all our children
2. We will prepare our young people for adulthood and employment
3. We will care for our older and vulnerable people
4. We will support and stimulate our local economy
5. We will maintain the safety and security of our region
6. We will protect and sustain our environment

The CLD Vision connects to key policies and priorities locally and nationally.



It is important that community learning and development support is targeted to help close the gap between the worst-off individuals and communities and the rest of the population. Future investment and resources will be targeted towards delivering impacts and outcomes directly related to our priorities and to those in greatest

need. A significant contribution is already being made by partners as highlighted in the good practice examples outlined in Appendix 2.

What we will do:

During the course of this strategy Community Learning and Development Partners will further contribute to the Scottish Government priorities, Dumfries and Galloway's Single Outcome Agreement and the Council priorities in the following ways

Work with young people

We will

- jointly plan the 4th context for learning (broader opportunities in the outside world) and work with schools and other partners to deliver the Curriculum for Excellence in Dumfries and Galloway
- offer young people a range of experiences and outcomes that support them to become successful learners, effective contributors, responsible citizens and confident individuals
- increase young people's participation in local, regional and national democratic and community planning processes
- support young people most in need at key transition stages of their lives
- jointly plan and work with schools and other partners to provide a range of opportunities for young people to gain accredited awards
- work with partners to provide opportunities for young people to gain access to information relevant to them through a range of sources and mediums.

Community Capacity Building

We will

- work with and support local communities to identify and address their needs
- work with and support communities to build their capacity to access resources and deliver services
- improve community organisations' capacity to plan, manage and evaluate their work
- promote and offer a range of volunteering opportunities
- provide training opportunities for community organisations and local people to support their active participation in their community

Adult Learning

We will

- offer adults a range of experiences and outcomes that support them to become successful learners, effective contributors, responsible citizens and confident individuals
- provide opportunities for adults to improve their reading, writing and numeracy skills

- support and encourage families to learn together
- support our migrant workers to develop their speaking, writing and reading skills
- ensure there are adult learning opportunities for the more marginalised adults in our communities
- ensure that there are learning opportunities for older people that contribute to their quality of life

What next?

If Dumfries and Galloway is to continue to be ‘*a place to achieve your potential*’ we all have a part to play in delivering our vision. Dumfries and Galloway Council will co-ordinate the development of the Building the Capacity of Young People and Building the Capacity of Adult and Communities Action Plans with strategic partners. The commitment of strategic and local partners to this Vision and the implementation of the Action Plans will ensure that the good work carried out with individuals and communities continues to have a positive effect and changes people’s lives in the future.

For further info contact:

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Annex 1

How well are we offering opportunities for young people to prepare for adulthood and employment? [Note: Joint measures and KPIs with Schools Services]	COM 12	Number of young people who achieve accredited awards
	COM 13	Number of young people who achieve personal development objectives
How well do we support the local economy by offering learning opportunities for targeted adult groups?	COM 14	Number of adult learners participating in lifelong learning opportunities [by targeted groups]
	COM 15	Number of adult learners who achieve personal development objectives
How well do we provide support to community groups to be involved in the development of their community and actively participate in the decision making process?	COM 16	Number of community organisations receiving support from CLD

1. We will provide a good start in life for all our children

Upper Nithsdale Men and Their Children

Family Learning staff and Upper Nithsdale primary schools are currently running parents' groups aimed specifically at Men and their Children. Fathers who attend these groups are involved in a variety of learning experiences which help them to develop the skills and confidence necessary to support their child's learning. Evidence from recent educational research shows that when fathers are involved in their child's education attainment rises and behaviour in school improves.

Men who are involved with the groups are also encouraged to reflect on their own learning needs and aspirations. The aim is to empower men by providing them with opportunities to access adult education and community involvement, this ties in with plans to help the Men develop their potential through training, volunteering and employability programmes.

Key Impacts:

- Fathers and children are more confident in tackling new learning challenges
- More fathers are attending school events including parents' nights
- Fathers are involved in planning and fundraising committees
- Primary school reported improved behaviour, motivation and readiness for learning in the children who participate in the project

Further information is available from Mary-Ann Riddell, Family Learning Co-ordinator, Community Learning and Development, Dumfries and Galloway Council
E-mail: Maryann.Riddell@dumgal.gov.uk

2. We will prepare our young people for adulthood and employment

Go Further Project

The Go Further Project, a partnership between Dumfries and Galloway College and the Council, provides support for looked after young people and care leavers to encourage them to access college, to sustain their attendance and to experience positive learning outcomes. As well as developing a transition course, with input from the Community Learning and Development Service, Dumfries and Galloway NHS and the Police among others, the project provides dedicated case workers to support, advise and advocate for individual young people. Young people have engaged in a wide range of learning at all levels in the College. The transition course includes team building using outdoor activities, arts and media sessions, IT and input from the Police and NHS about a range of health related issues. It also gives an opportunity to participate in some vocational courses in the College for example plumbing, car mechanics and joinery.

An external evaluation involving participants is being carried out by Strathclyde University with peer evaluation being developed with the Council's Youth Issues Unit using the Inspector8 model.

Key Impacts:

- Year 1 of the project supported 68 looked after young people / care leavers
- 76% of participants achieved positive outcomes – returning to college, going into employment or undertaking other educational or training opportunities
- Increased self confidence of young people
- Increase in the skills of participants
- Flexible approach to learning resulting in increased attendance and improved attainment levels

Further information is available from Rae Little, Lecturer, Dumfries and Galloway College, E-mail

Transition Work: P7 – S1

The Councils Community Learning & Development Service, Nithsdale and the Young Peoples Support Service (YPSS) deliver a transitions programme to Primary 7 pupils. These are young people who have been identified by teachers as potentially finding the transition to secondary school difficult. We deliver a varied programme of activities from January to June consisting of sections on wellbeing, community involvement, art and physical activities. The programme is accredited using the Dynamic Youth Award; evidence is collected using Radiowaves, photographs, participant reflection and a book of memories which is made for the service users at the Cumberland Day Centre. To follow up on the participants' progression to first year an eight week course using MTa kits for team-building to each of the four secondary schools in Dumfries was offered. All schools took up the programme and we worked with the initial 21 young people plus an additional 25 S1s referred by schools.

Key Impacts:

- 21 young people received accreditation through Dynamic Youth Awards
- Young people using creative technologies to track their learning
- Parents and schools are reporting that behaviour is improving inside school
- Young people confidence and self esteem is increasing

Further information available: Mark Molloy, Senior Community and Learning Development Officer, Community and Customer Services, Dumfries and Galloway Council Email: Mark.Molloy@dumgal.gov.uk or Terry Johnson Manager YPSS Education and Social Work Services, Dumfries and Galloway Council Email: Terry.Johnson@dumgal.gov.uk

Dreams to Reality

Dreams to Reality is a transition programme for fourth year Lockerbie Academy school leavers. The programme aims to equip young people who do not perform well academically and lack confidence and resilience to effectively move from school life to adulthood. Working with a range of partners such as Skills Development Scotland and Dumfries and Galloway College, the project focuses on building employability skills and job readiness along with development of the softer skills such as emotional intelligence. Participants learn more about self- presentation, interview technique and CV writing. They are supported to recognise their strengths and areas for development and to carefully consider their future progression routes. Young people become more aware of the needs of employers through structured dialogue with local business people. The group is encouraged to set targets and goals and to develop awareness of opportunities available through a range of organisations and agencies. The programme is now in its third year of development and continues to improve through evaluative feedback from young people, school and partners.

Key Impacts:

- The numbers of young people moving into positive destinations is exciting.
- Over 80% of young people engaged in the programme move into work, further education or return to school.
- Over 90% of young people evaluate positively the improvements in their self-esteem, resilience and confidence in their job readiness.
- Rickter scale measurements are taken before and after the programme; these measure improvements in soft skills.
- The partners have produced a DVD, available from CLD, describing the impact of the programme and the links with Curriculum for Excellence

For further information contact Jamie Ferguson, Principal Officer, Community and Customer Services, Dumfries and Galloway Council.

E-mail: Jamie.Ferguson@dumgal.gov.uk

3. We will care for our older and vulnerable people

Long Term Conditions Programme

NHS Dumfries and Galloway's Building Healthy Communities programme leads on a Holistic Self Help Long Term Conditions (LTC) Programme across the region. The programme enables individuals living with a long term condition such as heart disease, strokes, diabetes, arthritis, and mental health issues to access support networks and information, become involved in health improving activities and interventions and learn new skills in order to improve their wellbeing and quality of life. The service works closely with partners such as dgArts, Job Centre Plus, Benefits maximisation team and offers a range of person centred interventions that promote self management of conditions aiming to improve individual independence. Examples of the types of activities delivered so far include Stress Management Programmes, Self Help Arts & Crafts, Tai Chi, Fibromyalgia, ME, Autism and Arthritis support Groups as well as advice and information sessions.

Key Impacts (year 1 of the project)

- Increased early intervention opportunities available locally for vulnerable people suffering from a LTC.
- 473 new people with LTC's receiving group support to improve their condition
- 34% of participants expressing some improvement in their wellbeing and attitude
- 41 service users becoming actively involved in further learning including volunteering and active citizenship opportunities
- Increased confidence reported by service users in the self management of their conditions
- Partners plan and deliver jointly to improve health and well being for those suffering from long term conditions in communities

Further information is available from Thomasena Lochhead, Health Improvement Programme Lead : Building Healthy Communities, NHS Dumfries and Galloway
E-mail: tlochhead@nhs.net

4. We will support and stimulate our local economy

Supported Employment Service

Dumfries and Galloway Councils Supported Employment Service works with adults with a learning or physical disability, mental health issue or acquired brain injury using a person centred approach to secure voluntary or paid employment. A range of learning programmes, including an intensive 5 week course are offered in order to build confidence and develop core work and other skills. Voluntary work placements are often used as a stepping stone to paid employment with individual quarterly reviews with participants built in to the programme. Support is also given with CVs, applying for jobs and attending interviews. Once a job is secured ongoing support is provided to both the service user and employer to help overcome any real or perceived barriers that may arise.

Key Impacts:

- Social and financial benefits of being in paid employment
- Increase in participants self confidence
- Increase in participants skills (including literacy and numeracy)
- Challenges perceptions of suitability for employment and inequalities
- Research shows that employers benefit in terms of individuals reliability, productivity and attendance levels.

Further information is available from Clare McIldowie, Supported Employment Service Manager, Social Services, Dumfries and Galloway Council,
E-mail Clare.McIldowie@dumgal.gov.uk

5. We will maintain the safety and security of our region

Operation Resolve

A multi-agency group comprising of Police, Social Work, NHS, Procurator Fiscal, Integrated Substance Services and Community Learning & Development Nithsdale came together to look at ways of strategically and operationally dealing with the problem of excessive alcohol consumption by young people under 18.

On targeted evenings Police, Youth Workers, Social Education Workers and Doctors work together with the Police bringing any child or young person under 16 under the influence of alcohol back to the Oasis Youth Centre where they engage with Youth Workers and get information on a range of health topics and diversionary youth activities.

Key Impacts:

- In summer 2010 Accident and Emergency at Dumfries Infirmary saw a reduction in number of young people being presented for excessive alcohol consumption by 100 compared to the same period in 2009.
- Decrease in the numbers of young people over the last 9 months found in possession or under the influence of alcohol
- Reduction in the number of calls relating to anti-social behaviour involving young people.
- Increase in positive media coverage of children and young people.
- The numbers accessing youth work provision between April 2009 and April 2010 have increased to 5268 different young people, a 95% increase on the same period in 2008/9.
- From Operation Resolve 13 young picked up in the operations now access youth services on a regular basis. None of these young people were previously accessing services

Further information is available from Mark Molloy, Senior Community Learning and Development Officer, Community and Customer Services, Dumfries and Galloway Council, E-mail: Mark.Molloy@dumgal.gov.uk

Wasted DVD

The 'Wasted' DVD is an interactive resource for young people that was developed, written, filmed and produced by a group of young people from the Stewartry area of Dumfries and Galloway involved in the Youth Strategy Executive Group (YSEG) in conjunction with the Alcohol and Drug Action Team, Dumfries and Galloway Constabulary, NHS Dumfries and Galloway as well as local film producer Jo Hodges, Digital Community Arts Worker.

The aim of the DVD is to raise awareness of issues around alcohol use in young people. The material in the DVD is designed for use with groups within an educational context – either formal or informal. Through the process of exploring what happens to the young girl who is the main character in the film, it is hoped that young people will be encouraged to look at their own decision-making processes and to make more positive choices in the future.

Key Impacts:

- Young people involved developed a range of skills – film making, editing, and working as a team
- Increased understanding of alcohol and its effects
- DVD is now being used as a resource in a number of schools across Dumfries and Galloway

Further information is available from Irene Rodgers, Youth Issues Unit Manager, Community and Customer Services, Dumfries and Galloway Council
E-mail: Irene.Rodgers@dumgal.gov.uk

6. We will protect and sustain our environment

The Gallowhill Community Woodland Project

This project originated from the Scottish Government's Forestry Around Towns Funding Scheme which was led by Forestry Commission Scotland. This is a multi-agency project working with local volunteers and agencies including Forestry Commission Scotland, LHP NHS Dumfries & Galloway, Leader, Dumfries & Galloway Council Employability Service & Community Planning. The project includes the installation of new woodland, the formation of new features including children's play areas and structures plus the re-development of existing farm buildings on the site by the Project Group. This is a long term project which will develop over a number of years; Stage 1 (Tree planting and path building) has now been successfully completed. It will take around 15-20 years for the full effects of the tree planting to be fully established. The project is currently securing funding for a full time Project Officer as well as funds for the re-development of the farm buildings and the various structures on site as well as working with CLD officers to develop a project to involve the young people from the local area.

Key Impacts:

- Volunteers have developed a range of skills including committee skills, public speaking, presentation skills as well as tree planting and land management
- Volunteers have progressed to involvement in other community groups
- Volunteers have progressed to other volunteering opportunities

Further information is available from: Wendy Jesson, Partnership Support Officer, Community and Customer Services, Dumfries and Galloway Council
E-mail: Wendy.Jesson@dumgal.gov.uk

John Muir Award – Family Learning in the Stewartry

As part of the 2010 summer programme families were involved in a project based around the principle of 'protecting and sustaining our environment'. Led by the Community Learning and Development Service Stewartry, the project involved a range of partners including the Forestry Commission and South West Community Woodland Trust who together with parents provided a challenging and alternative way to get families outdoors and learning together.

The Forestry Commission provided a woodland area called Potterland Hill, near Gelston where families could take part in preserving the natural environment.

Potterland Hill is being preserved as native woodland and hazel coppicing is being practiced to provide craft and building materials for a local community group who co-manage the site. 25 parents and children/young people (aged from 3 – 14 years) took part in a wide range of environmental activities over a 6 week period including cutting down young trees, leaf collecting, woodland workouts, treasure trails and other games. Parents took on responsibility for planning and organising much of the programme providing opportunity for them to take informed decisions and actively influence their children's learning. The groups' achievements have been celebrated by local Elected Members, Castle Douglas Primary School and all partners involved and their learning has been recognised through the successful completion of John Muir Trust Discovery Awards.

Key Impacts:

- Parents and children developed a greater understanding of and interest in the outdoor environment and are more environmentally aware
- Parents and children have an improved understanding of each others skills and abilities through learning together
- Parents have improved organisational and planning skills
- Families have returned to the area for picnics and walks
- John Muir Awards - Discovery Level successfully completed by 23 participants

Further information is available from: Sandy Brown, Family Learning Co-ordinator Community Learning and Development Service, Dumfries and Galloway Council. E-mail sandy.brown@dumgal.gov.uk