

# Interim Community Learning and Development Partners' Plan 2024/25



COMMUNITY  
LEARNING &  
DEVELOPMENT  
PARTNERSHIP

Dumfries &

Galloway

Together is  
Better

## FOREWORD

Welcome to our interim CLD Plan for 2024/25 which was agreed at Dumfries and Galloway Council' Communities Committee on 4 June 2024 and further endorsed by the Community Planning Partnership Board on 7 June 2024.

In light of the recommendations stemming from the National Independent Review of CLD not being available until late Summer 2024, Dumfries and Galloway have considered the updated Scottish Government Guidance on developing new CLD Plans and have utilised the flexibility outlined within this to develop this interim Plan. Scoping works, along with wider community and stakeholder consultation will take place during late 2024/early 2025 with a view to publishing a fully developed Plan by September 2025.

With a new Local Outcomes Improvement Plan (LOIP) for Dumfries and Galloway being agreed in September 2023 and which outlines a 10-year vision for our region, this interim CLD Plan has aligned with the 12 new Outcomes detailed within the LOIP where there will be a specific CLD focus around tackling poverty, building skills, securing employment and supporting positive mental health and well-being. There will also be greater focus on "Place" and supporting our local communities to develop and implement their Local Place Plans.

Through the CLD Progress Visit undertaken by Education Scotland in January 2024, Dumfries and Galloway received very positive feedback on their CLD arrangements including key strengths in partnership working. The improvement actions identified included increasing the number of adults achieving accredited awards and developing a clearer Lifelong Learning pathway with partners and these have been integrated into our interim Plan.

Finally, building on the success of a partnership with Dumfries and College and the CLD Standards Council to take forward a refreshed Personal Development Award in Working with Communities, we wish to continue to build upon and support progression routes for CLD Practitioner's to further their professional development.

We will use recent data, intelligence, trend information and lived experience to inform our further developed CLD Plan, combined with the findings of our planned consultation activity during 2024/25 to ensure our priorities are evidenced-based, clear and well defined for the next period of CLD Planning.

**Stephen Jack, Lifelong Learning Manager (Chair CLD Partnership)**

**CLD ACTION PLAN – PRIORITIES FOR 2024/2025**

<b>CLD Plan Objective</b>	<b>Key Action</b>	<b>Who?</b>	<b>Links to LOIP</b>
1.1 Build on existing children’s rights activity across the CLD sector by identifying areas for improvement and taking positive action, and in doing so help children to better experience their rights.	<ul style="list-style-type: none"> <li>Widen awareness of UNCRC Children’s rights and “The Promise” across CLD Partners through training and the sharing of learning.</li> <li>Increase the number of practitioners receiving training.</li> </ul>	YW, LL, Ed, SDS, TSDG	HWB 2 HWB 3
1.2 Ensure partners continue to adopt a co-ordinated approach to targeting resources to ensure our young people are achieving and are supported to reach their full potential.	<ul style="list-style-type: none"> <li>Delivering activities and initiatives around community-based engagement and youth work ad which includes informal and formal learning.</li> <li>Help support young people who CLD work with into Positive Destinations.</li> <li>Increase the opportunities for young people to participate in accredited award programmes i.e. Duke of Edinburgh’s Award.</li> <li>Increase work placement opportunities and develop pathways to increase opportunities for senior phase students.</li> </ul>	YW, LL, ED, E&S  Young Person’s Guarantee Partnership  SWEIC	HWB 2 HWB 3 HWB 4 WO 1 WO 2 WO 3
1.3 Further develop our approaches to Family Learning and support to Parents	<ul style="list-style-type: none"> <li>Participate in national pilot through Education Scotland</li> <li>Continue to deliver evidence-based Family Learning approaches through PEEP and Roots of Empathy</li> </ul>	LL, Education	HWB 1 HWB 2 HWB 3 HWB 4 WO1 WO2 WO3

<p>1.4 Develop CLD Partners' role in Learning for Sustainability and contribution to Scottish Government Education outcomes</p>	<p>Support actions and activities which encourage:</p> <ul style="list-style-type: none"> <li>• Learning which is focussed on building personal and social development.</li> <li>• Learning which focuses on understanding citizenship (inclusive of relationships with others, socio-ecological relationships &amp; community relationships).</li> <li>• Developing a community approach to attainment which is inclusive and achievable (i.e. outdoor learning for health and wellbeing).</li> <li>• Learning will focus on skills for life and work beyond formal education.</li> <li>• Ensuring that partners are active in closing the poverty-related attainment gap and reducing inequity within education.</li> </ul>	<p>LL, Education, YW, E&amp;S</p>	<p>HWB 3 HWB 4 WO 3 WWL 1 WWL 2</p>
<p>2.1 CLD Partners facilitate a co-ordinated range of learning opportunities, informal interventions and accredited courses/qualifications targeted at those who need help most to help build confidence, combat isolation and improve health and well-being.</p>	<ul style="list-style-type: none"> <li>• Provide a range of health and wellbeing related activities, informal and formal accredited opportunities which are easily accessible to all.</li> </ul>	<p><b>(CLD Partnership)</b>  YW, LL, E&amp;S  HSC CD  SOSE  TSP's</p>	<p>HWB 2 HWB 3 WO 1 WO 2 WO 3</p>
<p>2.2 Develop an integrated Lifelong Learning framework for D&amp;G through CLD Partners to help promote what is available and simplify the progression of learning at all levels and across all ages.</p>	<ul style="list-style-type: none"> <li>• A new Lifelong Learning qualifications and skills pathway is developed which will focus on promoting entry points, removing barriers and aiding progression through formal qualifications.</li> <li>• Investigate ways to recognise prior learning (including volunteering experiences) in order to fast</li> </ul>	<p><b>(CLD Partnership)</b>  LL, YW, D&amp;G College, HSC</p>	<p>HWB 2 HWB 3 WO 1 WO 2 WO 3</p>

	<p>track progression through formal qualifications pathways.</p> <ul style="list-style-type: none"> <li>• Increase the number of adults achieving accredited awards.</li> </ul>	<p>CD, TSDG, SDS</p>	
<p>2.3 Support people to help prepare for employment opportunities and secure employment to help mitigate impacts associated with the Cost of Living.</p>	<ul style="list-style-type: none"> <li>• Work as part of the Local Employability Partnership on shared priorities.</li> <li>• Contribute to the DG LEP Delivery Plan and the priorities within it, by aligning funding and delivery to best support individuals, with a particular focus on pre-employability pipeline supports.</li> <li>• Contribute to the PACE Partnership by helping to support those at risk of redundancy with a particular emphasis on learning new skills/increasing confidence.</li> </ul>	<p><b>(Young Person's Guarantee Partnership)</b></p> <p>NOLB 25+</p> <p>Third Sector Employability Forum</p> <p>SDS</p>	<p>HWB 1 HWB 2 HWB 3 WO 1 WO 2 WO 3</p>
<p>3.1 Increase opportunities linked to CLD for those who fall within recognised protected characteristics groups:</p> <p>Age Disability Sex (Gender) Gender Reassignment (Transgender Identity) Marriage and Civil partnership Pregnancy and Maternity Race Religion or Belief Sexual Orientation</p>	<ul style="list-style-type: none"> <li>• Provide tailored support in terms of confidence building, learning &amp; skills and meeting identified need.</li> <li>• Making our services easier to access by providing additional help, training, information and support to those with: <ul style="list-style-type: none"> <li>- Visual impairments</li> <li>- Hearing impairments</li> <li>- Dyslexia</li> </ul> </li> <li>• Meet increasing demand for ESOL provision and associated support to Refugees/New Scots.</li> </ul>	<p><b>(CLD Partnership)</b></p> <p>Equality &amp; Diversity Working Group</p> <p>Resettlement Board – Employability &amp; Skills Workstream</p>	<p>HWB 2 HWB 3 WO 1 WO 2 WO 3</p>

<p>3.2 Improve how we support parents and carers to meet the needs of their children and young people.</p>	<ul style="list-style-type: none"> <li>• Deliver a range of learning opportunities for parents, carers and families to help secure qualifications, progression into volunteering and employment.</li> </ul>	<p>Poverty &amp; Inequalities Partnership <b>(Whole Family Support WG)</b></p>	<p>HWB 1 HWB 2 HWB 3 HWB 4 WO 1 WO 2 WO 3</p>
<p>3.3 Provide tailored support to those experiencing poverty and hardest to reach to help build confidence, become more independent, develop new skills and to become self-sufficient.</p>	<ul style="list-style-type: none"> <li>• Identify those who need assistance most through CLD Partners and the Tackling Poverty Reference Group.</li> <li>• Develop a clear offer of co-ordinated support with partners.</li> </ul>	<p>LL Social Work (DGC) NHS D&amp;G</p>	<p>HWB 1 HWB 2 HWB 3 HWB 4 WO 1 WO 2 WO 3</p>
<p>4.1 Develop and promote a clear offer through CLD Partners to support the health &amp; wellbeing of our communities.</p>	<ul style="list-style-type: none"> <li>• Support the development of the regional model for Health Improvement which meets the needs of our local communities.</li> <li>• CLD Partners are working together to offer a range of activities and learning opportunities aimed at improving Health &amp; Wellbeing and targeted at: <ul style="list-style-type: none"> <li>- those specifically affected negatively by longer term impacts of Covid/Cost of Living</li> <li>-those with low confidence</li> <li>-practitioners within our Sector Workforce</li> </ul> </li> </ul>	<p>LL, YW HSC CD Social Security Scotland TSDG</p>	<p>HWB 2 HWB 3 WO 1 WO 2 WO 3</p>
<p>4.2 Focus our joint CLD Partner resources on meeting the emerging health and wellbeing needs of our children and young people.</p>	<ul style="list-style-type: none"> <li>• Continue to support and develop the successful Low Level Mental Health in Schools Project.</li> </ul>	<p>YW, NHS, ED Children's Strategic and</p>	<p>HWB 1 HWB 2 HWB 3 HWB 4</p>

	<ul style="list-style-type: none"> <li>• Prioritise support and targeted initiatives around the top 5 issues affecting young people from the 10,000 Voices Consultation: <ul style="list-style-type: none"> <li>- Smoking/Vaping</li> <li>- Diet/Body Image</li> <li>- Mental Health</li> <li>- Bullying</li> <li>- Money/Budgeting/Cost of Living</li> </ul> </li> </ul>	Planning Partnership	
5.1 Support communities to grow, strengthen and Thrive through Community Development approaches.	<ul style="list-style-type: none"> <li>• Support communities to develop Local Place Plans and take forward priority actions identified.</li> <li>• Ensure CLD contribute to the development work taking place around Community Wealth Building.</li> <li>• Continue to support and work with communities to take a lead in transferring/managing community assets/services for the benefit of their communities.</li> <li>• Develop training/examples of best practice and sharing of learning.</li> <li>• Focus partner resources around the identified areas for Locality Plans as part of our Community Planning approach.</li> <li>• Make use of the new Localised Data Profiles to support locality planning.</li> </ul>	Place Planning Partnership  TSDG  SoSE  Community Development, Engagement & Ward Working (DGC)  Health and Social Care Partnership	HWB 2 HWB 3 WO 1 WO 2 WO 3 WO 4 WWL1 WWL2 WWL3 WWL4
6.1 Support practitioners, individuals and communities to help increase	<ul style="list-style-type: none"> <li>• CLD Partners are working with local groups and communities to provide training, information</li> </ul>		WO2 WO3 WO4

awareness and understanding of climate change.	<p>sessions and courses to increase understanding and awareness of Climate Change.</p> <ul style="list-style-type: none"> <li>• Support and promote “green” skills pathways to meet future labour market demands.</li> </ul>	Community Development (DGC) YW, Ed, LL	WWL3
6.2 Support individuals and communities to help take positive action to mitigate the effects of Climate Change.	<ul style="list-style-type: none"> <li>• CLD Partners are working with communities to help identify and take forward projects and initiatives which would positively contribute to Climate change</li> </ul>	Arts & Culture (DGC) SoSE  NHS D&G	WO2 WO3 WO4 WWL3
7.1 Provide targeted support through CLD Partners to ensure that those who need assistance most are able to become more confident in using the essential digital skills for life and work.	<ul style="list-style-type: none"> <li>• Develop a co-ordinated digital skills programme and informal support offer through partners.</li> <li>• Provide accredited opportunities to support future employability.</li> </ul>	<b>D&amp;G Community Planning Partnership Board</b>	HWB3 WWL1 WO2
7.2 Support the CLD workforce to develop a high level of digital competence to enable them to support others and make best use of new digital platforms and technologies.	<ul style="list-style-type: none"> <li>• Assess digital gaps in the workforce.</li> <li>• Design and implement a programme to upskill and support practitioners.</li> </ul>	D&G College  TSDG  LL  YW  Voluntary Groups and Organisations	WO2 WO3



		SoSE	
8.1 Share best practice, co-ordinate opportunities and ensure high quality experiences for our volunteers.	<ul style="list-style-type: none"> <li>Partners have effective procedures, guidance and support arrangements in place for volunteers.</li> <li>Volunteers are being matched to opportunities that best suit their skills and experience and partners are using and promoting the TSDG website for volunteering opportunities.</li> <li>Volunteers have access to accredited opportunities.</li> <li>Volunteers have access to high quality training and are supported to progress through CLD pathways into employment for those who wish to progress.</li> </ul>	DGC Volunteering Group  TSDG  HSC Community Development  NHS D&G  LL  YW  Young Person's Guarantee Partnership  Voluntary groups & organisations	WO1 WO2 WO3

<p>9.1 Develop a new sustainable qualification pathway within the region to increase the number of people pursuing careers within CLD.</p>	<ul style="list-style-type: none"> <li>• Work with D&amp;G College, UWS and CLD Partners to create a sustainable pathway to support careers in CLD.</li> <li>• Increase awareness, understanding and interest of CLD careers in the Senior Phase.</li> <li>• Review the success of the SCQF Level 6 PDA pilot in “Working with Communities” launched in 2024/25.</li> <li>• Develop a pilot in the new PDA for Adult Learning</li> <li>• Secure a progression pathway.</li> <li>• Secure an increased number of work placements and apprenticeships across CLD Partners.</li> </ul>	<p>D&amp;G College LL, YW, E&amp;S TSDG Education University of the West of Scotland (UWS) D&amp;G CLD Practitioner’s Collective</p>	<p>HWB3 WO1 WO2 WO3 WWL1</p>
<p>9.2 Ensure our CLD Workforce have the necessary skills and training to help support our communities to overcome barriers, develop and thrive.</p>	<ul style="list-style-type: none"> <li>• Ensure that training and support is provided across the following key areas, in particular: <ul style="list-style-type: none"> <li>- Digital Skills</li> <li>- Health &amp; Wellbeing</li> <li>- Community engagement</li> <li>- Trauma Informed Approaches</li> </ul> </li> <li>• Undertake an updated Workforce Survey to identify future need and linked to the development of the new CLD Plan and inform succession Planning</li> </ul>	<p>Youth Work Practitioner’s Forums Employability Training Practitioner’s Forum</p>	<p>HWB3 WO1 WO2 WO3 WWL1</p>
<p>9.3 Support the continued progression and development of the CLD Practitioners’ Collective to support CLD practitioners in their practice and act as</p>	<ul style="list-style-type: none"> <li>• Increase learning opportunities and support for CLD practitioner’s working within public bodies, local third sector groups and organisations.</li> </ul>		<p>HWB3 WO1 WO2 WO3 WWL1</p>

<p>an advisory group on local and national CLD matters.</p>	<ul style="list-style-type: none"> <li>• To encourage and increase membership to professional body for CLD (CLD Standards Council).</li> <li>• Investigate securing CLD Standards Council Standards Mark status.</li> </ul>		
<p>10.1 Complete an evaluative report on the work of the Partnership and secure approval through the Community Planning Partnership Board.</p>	<ul style="list-style-type: none"> <li>• Review the previous 3 year’s performance and progress against targets.</li> <li>• Establish a set of targets against the national CLD KPI’s</li> <li>• Develop a more streamlined reporting format for CLD</li> </ul>	<p><b>CLD Partnership</b></p>	<p>HWB1 HWB2 HWB3 HWB4 WO1 WO2 WO3 WO4 WWL1</p>
<p>10.2 Take into account findings from the 2024 CLD Progress Visit and develop a new Plan for 2024-2027.</p>	<ul style="list-style-type: none"> <li>• Consider findings from national Independent Review of CLD and CLD progress Visit and integrate into future Plans.</li> <li>• Commence scoping and consultation work to develop a new Plan.</li> </ul>	<p><b>CLD Partnership</b></p> <p>Education Scotland</p>	
<p>10.3 Increase use of the learner voice and involvement of local groups and organisations to help shape CLD Priorities.</p>	<ul style="list-style-type: none"> <li>• Identify existing groups/forums which play an integral role in supporting CLD.</li> <li>• Consult and engage as part of the development of the new CLD Plan.</li> </ul>	<p>LL, YW,</p> <p>TSDG</p> <p>Practitioner’s Collective</p>	

<b>Key</b>		
LL (Lifelong Learning)	YW (Youth Work)	TSDG (Third Sector Dumfries & Galloway)
SDS (Skills Development Scotland)	ED (Education)	SWEIC (South West Educational Improvement Collaborative)
Employability & Skills (E&S)	SoSE (South of Scotland Enterprise)	

<b>National CLD Performance measures which the CLD Partnership will contribute to</b>	
<ul style="list-style-type: none"> <li>No. of adults engaged in CLD activity</li> </ul>	<ul style="list-style-type: none"> <li>No. of adults completing a nationally accredited award</li> </ul>
<ul style="list-style-type: none"> <li>No. of adults engaged in family learning through CLD activity</li> </ul>	<ul style="list-style-type: none"> <li>No. of children/young people engaged in family learning through CLD activity</li> </ul>
<ul style="list-style-type: none"> <li>No. of young people engaged in CLD activity</li> </ul>	<ul style="list-style-type: none"> <li>No. of children &amp; young people completing a nationally accredited award</li> </ul>
<ul style="list-style-type: none"> <li>No. of young people completing a sectional certificate towards an accredited award</li> </ul>	<ul style="list-style-type: none"> <li>Number of young people gaining wider achievement awards, local awards and those not nationally recognised, through CLD activity</li> </ul>
<ul style="list-style-type: none"> <li>Number of adults with improved mental health and wellbeing outcomes through CLD activity</li> </ul>	<ul style="list-style-type: none"> <li>Number of children and young people with improved mental health and wellbeing outcomes through CLD activity</li> </ul>
<ul style="list-style-type: none"> <li>Number of community groups receiving capacity building support through CLD activity</li> </ul>	<ul style="list-style-type: none"> <li>Number of adults and young people taking part in influence and engagement activity through CLD – (including community planning / participatory budgeting / local and national consultations / co-production and influencing service design).</li> </ul>
<ul style="list-style-type: none"> <li>Number of adults and young people reached and engaged with through one-off promotional events / drop-ins / community events / engagements / etc.</li> </ul>	

<b>Key</b>	<b>LOIP Outcome area</b>
<b>HWB 1</b>	Help mitigate the impacts of the Cost of Living for those who are affected most
<b>HWB 2</b>	Reduce health inequalities in the areas of our region which experience the greatest negative impacts
<b>HWB 3</b>	Improve the health & wellbeing of our citizens through targeted approaches
<b>HWB 4</b>	Work together as partners to eliminate child poverty
<b>WO1</b>	Grow and maximise the potential of the working age population to help increase employability
<b>WO2</b>	Address the skills and recruitment gaps in key sector specific posts to increase capacity, capabilities and ease workforce pressures
<b>WO3</b>	Increase volunteering opportunities to help develop skills, build capacity and support progression into local employability
<b>WO4</b>	Work with our local communities to develop an inclusive, thriving economy and to promote Fair Work
<b>WWL1</b>	Capitalise on opportunities to collaborate digitally and eliminate digital exclusion for those who wish to engage digitally
<b>WWL2</b>	Improve transport connectivity across our region to increase opportunities to access employment, education and leisure, particularly in our most rural areas
<b>WWL3</b>	Work with our communities to help reduce Carbon Emissions and positively combat Climate Change through education, behavioural change and supporting initiatives which will make a positive difference
<b>WWL4</b>	Develop high quality, affordable homes to help meet identified demand and improve the quality of lives of our communities

<b>Key Policy areas which impact on CLD as per the updated guidance Community Learning and Development: Guidance for 2024-2027</b>		
Raising Attainment	New Scots Integration Strategy	English for Speakers of Other Languages (ESOL)
Curriculum for Excellence	Community Empowerment	Family Learning
Employability and Skills	Mental Health Support	Developing the Young Workforce
UNCRC and Youth Participation	Tackling Child Poverty	Getting it Right for Every Child (GIRFEC)
Keeping the Promise	Volunteering	Learning for Sustainability

<b>Key local Strategies and Plans</b>		
Children's Services Plan 2023-2026	Poverty and Inequalities Strategy 2021-2026	Cultural Strategy 2022-2030
Duke of Edinburgh's Award Strategy 2021-2026	Gaelic Language Plan 2022-2027	Youth Work Strategy 2024-2029
Youth Participation and Engagement Strategy 2022-2027	Local Employability and Skills Partnership Delivery Plan 2022-2027	Regional Economic Strategy 2021-2031
Interim CLD Partners' Plan 2024/2025	Community Justice Outcomes Improvement Plan 2023-2028	British Sign language Plan 2024-2030
	Education and Learning improvement Plan 2023-2027	



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