



COMMUNITY
LEARNING &
DEVELOPMENT
PARTNERSHIP

Community Learning and Development Partners' Strategic Plan

2021-24



Dumfries &

Galloway

Together is
Better

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FOREWORD



It gives me great pleasure to introduce Dumfries & Galloway's third Community Learning & Development (CLD) Partners' Strategic Plan covering the period 2021-2024, and which forms part of our statutory responsibilities as required through the CLD (Scotland) regulations 2013.

The Plan has been developed through our CLD Partnership over an eleven-month period and has been informed through extensive consultation activities involving our communities, local groups and organisations, practitioners, learners, volunteers and hard to reach individuals.

Our CLD Sector has never been more important, and during our response to the Covid Pandemic we witnessed true partnership working in action, together with our communities to ensure our most vulnerable had access to food, medicine and health & wellbeing supports. We also witnessed a closing of the digital gap where many families and individuals benefitted from access to digital devices and associated digital skills support to help address inequalities across our region. However there is still much work to do, and this is one of the key priorities outlined within our new Plan.

The forthcoming period will of course be focused on helping our communities to recover; supporting our most vulnerable; addressing further inequalities created by the Covid Pandemic; putting "Place" at the heart of our recovery efforts; tackling climate change together and improving the health & wellbeing of our communities.

This new Plan also makes a significant contribution to our new Community Planning Partnership Recovery Plan and our Local Outcomes Improvement Plan, and I have every confidence that the ambitions and actions outlined in our new 3-year action plan will make a positive difference to our communities over the next few years.

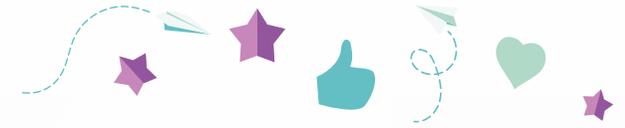
On behalf of our Community Planning Partnership, I wholeheartedly endorse this plan and look forward to seeing our CLD Partnership driving this forward with our communities.



Cllr Elaine Murray
DGC Council Leader
Chair, Community Planning
Partnership Board



INTRODUCTION



The Community Learning & Development (Scotland) Regulations 2013 place a statutory requirement on local authorities to publish a plan every 3 years outlining how it will co-ordinate and secure “adequate and efficient” Community Learning & Development (CLD) provision with other sector partners.

This new Plan sees us move into the third cycle of CLD planning within Dumfries and Galloway and over this time our CLD Partnership has continued to grow and strengthen. CLD approaches have become more prevalent and visible across partners, local groups and organisations across our region over the last few years.

In the face of the global Covid Pandemic, the importance of CLD has never been more critical in terms of supporting our most vulnerable and working with and alongside our communities. The work of CLD Partners and, in particular, the impact that CLD has had over the last 12 months has led to:

- Volunteers playing an increasingly important role to support local groups, organisations and also helping to provide essential services during the Covid Pandemic;
- Increased engagement and development of a shared understanding of priorities with our local communities which has seen a shift in approach where public bodies and partners are actively working with and alongside communities to help turn plans into action;
- An increased number of groups and organisations are doing more for themselves and taking a lead within their respective geographical areas for the benefit of their local communities;
- The emergence of Locality Hubs through the Covid Pandemic has now become the recognised model for local Community Planning;
- Dumfries and Galloway being recognised at a national level on a regular basis in terms of sector best practice;
- The profile and understanding of what CLD is all about being enhanced through Social Media;
- Service provision moving online and innovative approaches being deployed to support our young people and most vulnerable in different ways.

WHAT IS COMMUNITY LEARNING AND DEVELOPMENT?

CLD is a field of professional practice that enables people to identify their own individual and collective goals, to engage in learning and take action to bring about change for themselves and their communities. It uses a range of formal and informal methods of learning and social development with individuals and groups in their communities.

The Scottish Government's National Performance Framework sets out the strategic objectives for all public services, including those delivering CLD. Within this, CLD's specific focus is:

- improved life chances for people of all ages through learning, personal development and active citizenship;
- stronger, more resilient, supportive, influential and inclusive communities.

The types of activities that the Scottish Government wishes to see partners undertaking to deliver CLD outcomes includes the following:

- community development (building the capacity of communities to meet their own needs, engaging with and influencing decision makers);
- 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);
- volunteer development;
- learning for vulnerable and disadvantaged groups in the community, for example, people with disabilities, care leavers or offenders;
- learning support and guidance in the community.

CLD programmes and activities are developed in discussion with communities, participants and learners, working particularly with those excluded from participation in the decisions and processes that shape their lives.

The Dumfries & Galloway CLD Partnership has developed a short animated video to help demonstrate who contributes to CLD and the impact it can have. This can be viewed through the following link: [CLD Partners Strategic Plan \(dumgal.gov.uk\)](https://www.dumgal.gov.uk/CLD-Partners-Strategic-Plan)

POLICY CONTEXT – LOCAL AND NATIONAL

National drivers		Local Policy context	Key recent intelligence/reference points (D&G)	
Working with Scotland's Communities 2018	Planning for change – A review of CLD Plans in Scotland 2018-2021	D&G Council Plan 2017 – 2022 and mid-term review	CSEG Children's Services vulnerability assessment-2021	Digital Inclusion in D & G Third Sector (Oct 2020)
Improved life chances and empowering communities; CLD in Scotland: findings from Inspection evidence 2016-2019	Community Empowerment (Scotland) Act 2015	Local Outcomes Improvement Plan 2017-2027	D&G Youth Council Action Plans for each of the 12 wards and nominated Action Plans for the 7 nominated groups.	South Of Scotland Third Sector: A Partnership approach to Covid 19 -Response and Recovery Planning. Aug 2020
National Family Learning review	Digital Strategy for Scotland – A Changing Nation: How Scotland will Thrive in a Digital World	D&G Locality Plan on Food Sharing 2017-2027	D&G community Conversations 2020/21	Rural Covid Life- Jan 2021
The requirements for CLD (Scotland) Regulations 2013	Strategic Guidance for Community Planning Partnerships: CLD 2012	D&G Children's Services Plan 2020-2023	NHS Dumfries and Galloway Volunteering Annual Report - July 2021	Evaluation of DGC Anti-Poverty Strategy and final report 2019/20. Poverty & Deprivation in D&G 2020(North Star Consulting)
UN Convention on the rights of the child (UNCRC)	Social Renewal Advisory Board – Calls To Action	Poverty & Inequalities (Strategy)	CLD Partners' annual end of year report 2018-2021	Review of the Covid Community Support Cell
Perceptions and experiences of Community safety in Scotland (SCSN -July 2020)	Scottish Government National Performance Framework	D&G Community Justice Improvement Plan 2 – 2018-2021	DGC Education Standards annual report	Youth Work Quality Standards Report (annual)

National drivers		Local Policy context	Key recent intelligence/reference points (D&G)		
Public Health Scotland Priorities	Scottish Government Health & Wellbeing Outcomes	D&G Anti-Social Behaviour Strategy 2020-2024	Children's Services Annual Report 2020	Local community action plans	
Children and Young People (Scotland) Act 2014	Scottish Government Covid Recovery Strategy	Police Scotland Local Plan	Local Child Poverty Action Report – Annual Report 2019/20	LOIP Annual Report	
		Scottish Fire & Rescue Plan	DGC Climate Emergency Action Plan	Locality Plan Annual Report	
		DGC Community Participation & Engagement Strategy	The Shared Action Plan between DGC and D&G Youth Council	Participation Requests and Community Asset Transfer Annual Reports	
		Education Annual Plan	Development of a DGC Gaelic Language Plan 2022-2027		
		Health & Social Care Strategic Commissioning Plan 2022-2025 (in development)			
		DGC Volunteer Strategy			
		South of Scotland Regional Economic Strategy 2021-2031			
		Equalities Outcomes 2021-2025 (across Community Planning Partners)			
Community Planning Partners Covid Recovery Plan					

HOW WE HAVE USED DATA/INTELLIGENCE?

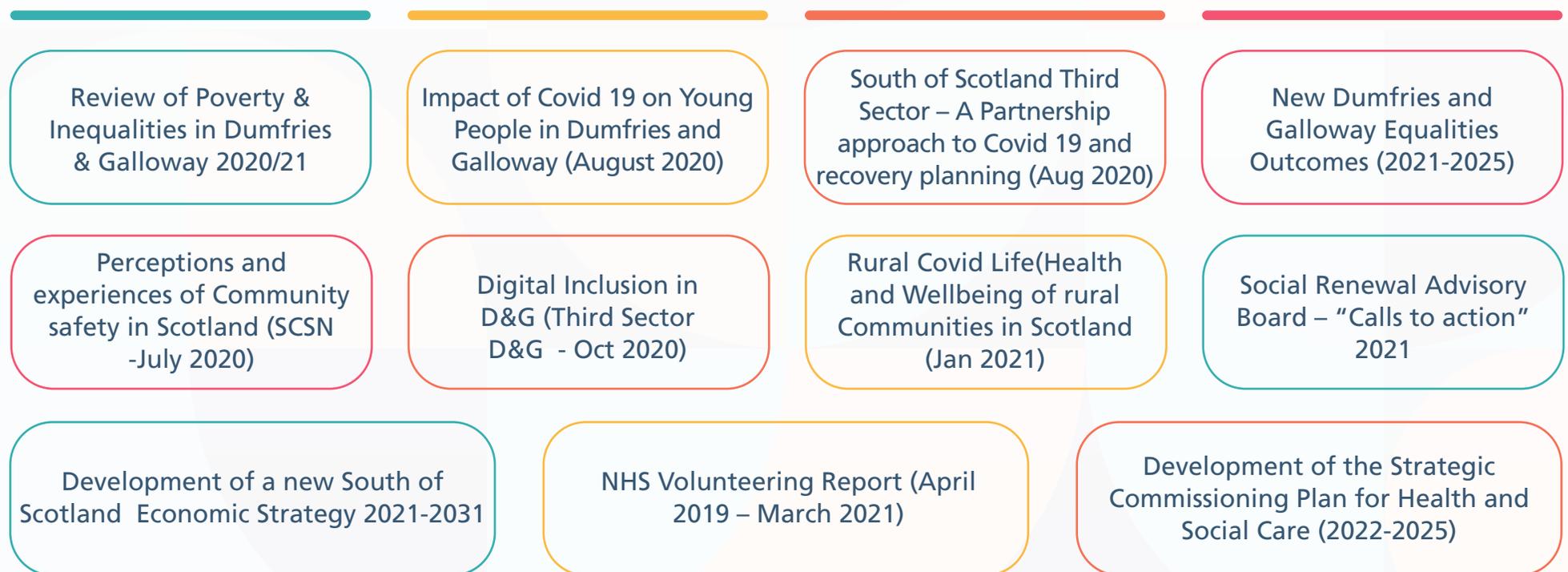


Data and intelligence continues to play a critical role in terms of informing the work of CLD Partners within Dumfries & Galloway and identifying the key issues facing our local communities and the people we support.

The significant research exercise undertaken in 2018 during the Year of Young People and which involved capturing the voices of over 10,000 Young People continues to be a key reference point and particularly with regards to the analysis undertaken against the Place Standard.

The previous research work undertaken by the Crichton Institute on “understanding the dimensions of poverty and deprivation in Dumfries & Galloway” has been further superseded during 2020/21 by the updated Scottish Index of Multiple Deprivation statistics published in 2020 and the localised work within D&G around a new approach to Tackling Poverty & Inequalities.

The Covid pandemic led to a range of both informal and formal intelligence being captured with the following research being key to informing the priorities identified for our communities as outlined within our 2021/22 action plan.



Key statistics about Dumfries and Dalloway (D&G)



CLD Standards Council Membership

31 local authority members

19 voluntary/third sector members

2021 Participation measure
93.1%+

1.2% increase from 2020

+16-19 year olds across D+G were participating in education, employment or training.

Poverty

Around 1 in 5 residents in D&G live in poverty.*

8.8% of the working age population in D&G are considered employment deprived (being unemployed or unable to work due to illness.*

Fuel poverty within D&G (28%) higher than the national average as a whole (25%)*

3589 children registered for free school meals (as at May 2020)

Scottish Index of Multiple Deprivation (SIMD)

19 data zones within D&G sit within 20% most deprived in Scotland:

- Annandale South (2)
- Mid and Upper Nithsdale (3)
- Nith (1)
- North West Dumfries (8)
- Stranraer & Rhins (5)

Digital Exclusion (2017)

49.25% of households did not receive 4G mobile data from all providers.

13% of households did not receive broadband speeds of at least 10 megabits per second (Mbps)

High likelihood of digital exclusion

Source – digital heatmap 2017, Tech Partnership

*source – Future approach to tackling poverty in Dumfries & Galloway – January 2021 (Nick Hopkins consulting)

DEVELOPMENT OF OUR CLD PARTNERSHIP



Lead responsibilities within the local authority for the CLD Regulations and developing a new plan sit with the Communities Directorate (Community Planning & Engagement), however the work is very much led and driven through the Dumfries & Galloway CLD Partnership. The Partnership is now well embedded and established within Community Planning structures and is contributing to a number of related thematic partnerships and working groups.

Since the previous CLD Planning process stronger connections, in particular, have been made with the Children’s Services Executive Group where the CLD Partnership now leads on Priority 6 (whole family support); Employability & Skills Partnership; Poverty and Inequalities Partnership; Re-Settlement Board; and the Community Justice Partnership.

CLD approaches are also more commonly being used to support the work of Safer Communities Partnerships where community engagement is playing an increasingly important role in early intervention and prevention and is fundamental to the local Dumfries and Galloway Police Scotland and Scottish Fire & Rescue Local Plans, in addition to the Anti-Social Behaviour Strategy 2020-2024.

The membership and reach of the CLD Partnership has also widened and increased over the last 3 years with current core membership as follows:

D&G Council	Non-Council	
Lifelong Learning (DGC)	Health and Social Care Community Development	Third Sector Dumfries & Galloway
Youth Work (DGC)	NHS Public Health	Children’s Hearings Scotland
Community Development and Empowerment (DGC)	Department for Work & Pensions	
Culture (DGC)	Dumfries & Galloway College	NEW during 2020/21
Education (DGC)	Skills Development Scotland	Poverty and Inequalities
Active Schools (DGC)	DG Unlimited	Children’s Services
Employability & Skills (DGC)	DG Voice	Community Justice Partnership
	LGBT Youth	Social Security Scotland
	Education Scotland	South of Scotland Enterprise

Police Scotland and Scottish Fire & Rescue are also involved in a wide range of early intervention and prevention initiatives with CLD Partners. The CLD Partnership plan to build on this and establish more formal links with these organisations through the CLD Partnership during 2021/22.

Examples of how CLD Partners contribute to the LOIP outcomes

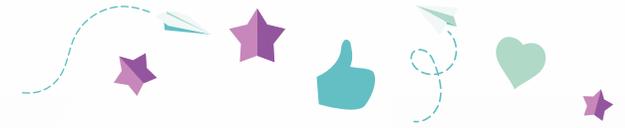
Outcome	Examples
<p>Outcome 1 – Everyone who needs help to work receives the right support.</p>	<ul style="list-style-type: none"> • Pre employability pipeline support such as confidence building, writing CV's, volunteering, apprenticeships.
<p>Outcome 2 – Learning opportunities are available to those who need them most.</p>	<ul style="list-style-type: none"> • Accredited awards for young people and adults; ESOL; Duke of Edinburgh's Award. • PEEP Programme supporting parents. • Digital Skills.
<p>Outcome 3 – Health and wellbeing inequalities are reduced.</p>	<ul style="list-style-type: none"> • Activities and interventions that support positive Mental Health & Wellbeing (both formal and informal). • Youth Information in Schools Project (low level psychological support). • Progress of Syrian Refugee Re-settlement programme.
<p>Outcome 4 – There is affordable and warm housing for those who need it most.</p>	<ul style="list-style-type: none"> • During the Covid Pandemic the Council's dedicated Gypsy Traveller sites reached capacity. Those entering the region were supported with a needs assessment which helped identify any specific needs. This led to food, health and other provision being made available to support families through partners involved in the Gypsy Traveller Liaison Group.
<p>Outcome 5 – The money available to people on benefits and low wages are maximised.</p>	<ul style="list-style-type: none"> • Help was provided to vulnerable learners during the Covid Pandemic to access grants and particularly those who struggled with online forms/submitting claims digitally. • Additional funding was made available for care experienced young people through the Individual Grants Scheme which aims to support young people to access items and equipment to support their well-being.



<p>Outcome 6 – People are safe and feel safe.</p>	<ul style="list-style-type: none"> • CLD approaches have been used to engage with communities in relation to the re-opening of town centres and encouraging visitors back into the region post Covid travel restrictions. This allowed partners to work with Community Councils, businesses and visitor attraction management to agree a plan to ensure this was handled carefully and to increase community confidence.
<p>Outcome 7 – People are well connected.</p>	<ul style="list-style-type: none"> • Co-ordination of applications for Connecting Scotland funding. • Digital skills training for staff, practitioners and our communities. • The College working with transport suppliers to ensure that bespoke transport is available for all students coming to college without charge, particularly important through the Covid19 pandemic when sharing of cars for example is to be avoided.
<p>Outcome 8 – Individuals and communities are empowered.</p>	<ul style="list-style-type: none"> • Continued development of Youth Democracy forums including the Champions Board Project that aims to support and empower care experienced young people, and Dumfries and Galloway’s Regional Youth Council. • 10,000 Voices in Action Project which is a youth-led participatory budgeting project that has seen £120,000 invested in the last 2 years for events, groups, equipment and provisions for young people across all 12 ward areas. • Place/Locality Planning. • Community Asset Transfers. • Community conversations, listening events and taking positive actions stemming from this.



GOVERNANCE ARRANGEMENTS



Arrangements surrounding governance in relation to the CLD Partnership and reporting on our CLD Partners' Plan are robust and embedded within Community Planning structures.

All CLD Partners are committed to a Terms of Reference for the Partnership to ensure roles, responsibilities and expectations are clear. This is reinforced with a commitment to the CLD Standards Council values and principles:

- Self-determination
- Inclusion
- Empowerment
- Working collaboratively
- Promotion of learning as a lifelong learning activity

Reporting and scrutiny of our partners arrangements and progress against our plan are considered as follows:

- Quarterly updates on the Action Plan to the Community Planning Partnership Board
- Annual report submitted to the Community Planning Board/ Executive Group on the Partnership
- Performance updates reported to Council Committees and Partner Boards
- Evidence contributions included as part of the Local Outcomes Improvement Plan and Locality Plan Annual reports
- An evaluative annual report on our CLD Partners' Plan 2018-2021 has been completed for each year of the plan. This includes a range of performance information, case studies, impact stories and evaluative evidence.

Appendix 1 demonstrates where the CLD Partnership sits as part of the Community Planning operating framework.

QUALITY ASSURANCE AND CONTINUOUS IMPROVEMENT



CLD Partners continue to commit to self-evaluation and reflective practice to help drive improvement. In addition to the learning identified following the Education Scotland Inspection in 2017/18, a comprehensive self-evaluation exercise was undertaken in 2019 against a selection of the Quality Indicators outlined in “how good is the learning and development in our community?”

- 2.1 Impact on learners
- 4.2 Improving impacts for sharing wider practice
- 8.1 Partnership working

Whilst the peak Covid response period during 2020 hampered more formal self-evaluation activities, our annual CLD Plan evaluative reports have included reflective analysis of areas for improvement identified through the CLD Partnership. A refreshed self-evaluation against some of the Quality Indicators outlined in the new quality framework “How good is our community learning & development? (4th Edition)” shall take place in late 2021/early 2022 and then on annual basis thereafter.

Elsewhere, comprehensive annual reports are prepared and scrutinised by appropriate Committees and covering key areas such as Community Asset Transfers, Participatory Budgeting, Volunteering and the Youth Work Quality & Standards report.

Going forward, other areas currently being developed are securing the Investing in Volunteers standard through Volunteering Scotland for Council Services and investigating CLD Standards Council Standards Mark status through the CLD Partnership.



WORKFORCE DEVELOPMENT



The CLD Partnership has considered the national 2018 research (Working with Scotland’s Communities) commissioned through the CLD Standards Council in relation future workforce trends. Within Dumfries & Galloway there is evidence of an ageing workforce in some CLD related services, however Youth Work, in particular, continues to maximise external funding streams available and which has created a range of new fixed term posts across the sector and led to a number of apprenticeship opportunities.

The impacts of Covid 19 have also presented new challenges for our workforce in terms of being able to best meet the changing needs of learners and our communities. Some of the key learning priorities identified include:

Digital Skills

Trauma Informed Approaches

Community Engagement Techniques

Health & Wellbeing

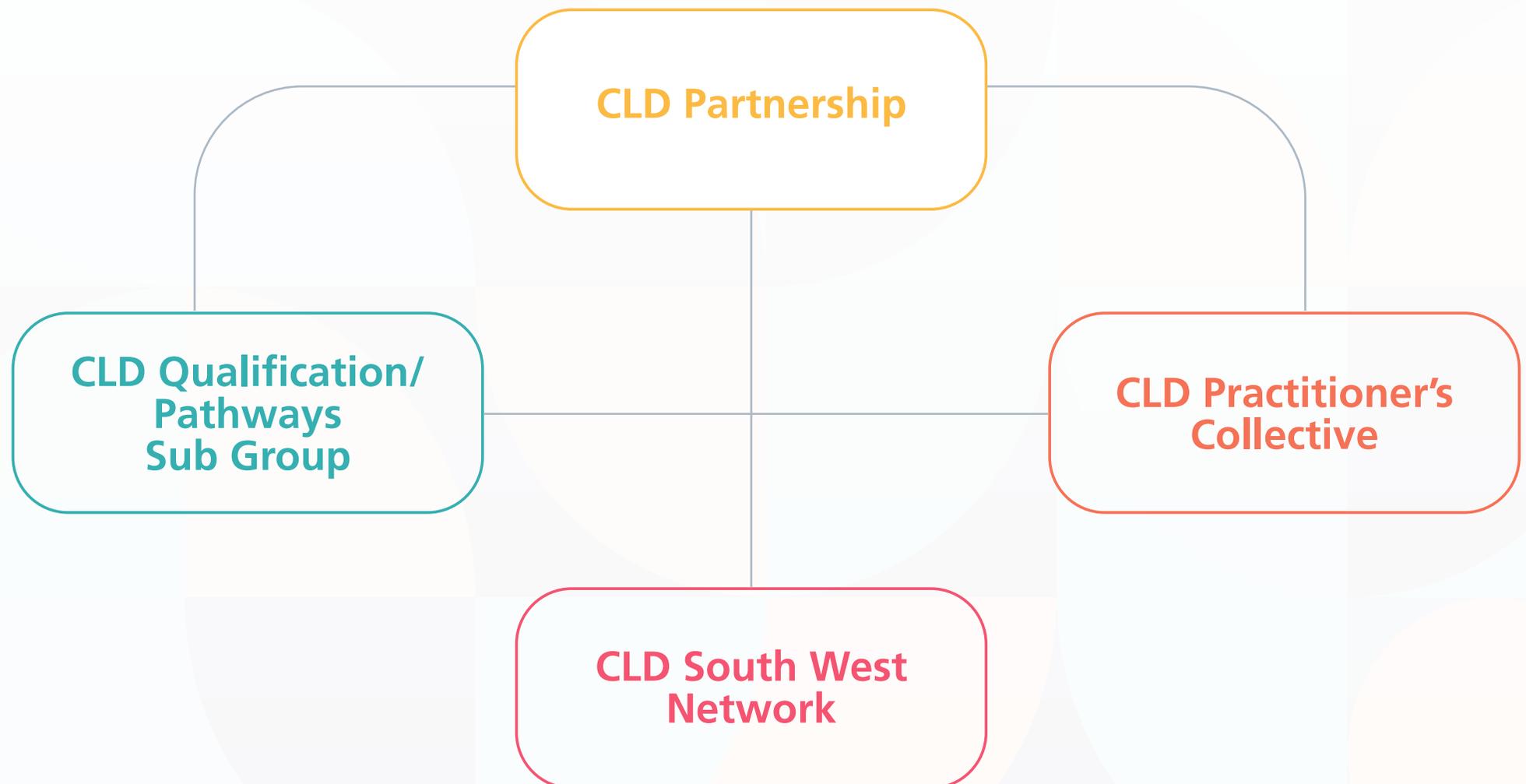
Opportunities have been capitalised upon to support progression pathways into CLD Sector employment and which has included apprenticeships, graduate placements and work placements.

This work is being further progressed during 2021 through the establishment of a new sub group through the CLD Partnership and involving D&G College and related CLD Sector Partners to identify need and create a new flexible qualifications route to support CLD Pathways including PDA’s, NC, HNC, HND and Degree level qualifications. This would see increased focus on working within the Senior Phase to help increase awareness, understanding and interest in CLD related careers and to build a sustainable model for the future.

A D&G practitioner led CLD Collective has also emerged with links to the CLD Partnership to help support practitioners across the region and to act as a sounding board/consultee on key CLD related matters both locally and nationally.

This will also assist in identifying the workforce needs of volunteers and practitioners working within community organisations.

A summary of the CLD workforce consultation is attached in Appendix 2.



POTENTIAL UNMET NEED



DIGITAL

The Covid pandemic has highlighted gaps and inequalities with regards to digital skills, access to broadband and digital devices and this continues to present a challenge for those residing in Dumfries & Galloway.

The Digital Inclusion report commissioned through Third Sector Dumfries & Galloway in 2020 highlighted some key findings as follows:

- There was no single integrated strategy or coordinating body for digital.
- 59% failure rate for funding bids.- 11 successful and 17 unsuccessful.
- 31 sources of potential funding identified from £500 – multi- year grants of £60,000 or part-funded grants £100,000.
- Data identifies a mix of invisible groups who are digitally excluded such as over 65's and those individuals with mental health issues.
- Disabled people who are digitally excluded could be as high as 20,000.

Partners need to work closer together over the next 12 months, in particular, to help close the digital gap and better understand where support is required in terms of access to devices, broadband and digital skills including promotion of the SCVO checklists for foundation skills, work and life.

INFORMATION

The stakeholder consultation in relation to the CLD Plan highlighted a high demand for health and wellbeing activities and being able to connect socially again such as joining a club. The feedback suggests that information is not reaching everyone in terms of what is on offer/available within our communities and therefore partners need to consider ways to address this by utilising different methods to target harder to reach audiences as well as maximising use around single information points. This work will include how we can better support those with visual and hearing impairments to ensure equality of access to key information.

DYSLEXIA

Information provided through Dyslexia Scotland suggests that up to 10% of the population in Dumfries & Galloway may have dyslexic needs but many may never have been assessed. In order to enable CLD workers to support people with dyslexic needs (whether or not they have been diagnosed), it has been recommended by Dyslexia Scotland that practitioners should attend dyslexia awareness training; increase their knowledge by becoming familiar with the Scottish working definition of dyslexia and access to the wide range of resources Dyslexia Scotland offers such as the leaflets, a specific CLD module, Post Assessment Pack for Adults, career guidance materials and using the dedicated Helpline. Closer links also need to be formed with the Dyslexia Scotland South West branch.

South West Educational Improvement Collaborative

Over the last few years close relationships have been formed between Dumfries & Galloway Council and North, South and East Ayrshire Councils as part of the CLD South West Network and South West Educational Improvement Collaborative (SWEIC).

This has led to CLD becoming more embedded within the SWEIC 2021/22 Recovery Plan and particularly across the following areas:

- CLD Contribution to Developing the Young Workforce
- CLD Contribution to Closing the Poverty related Attainment Gap
- Development of joint Professional Learning workshops with education
- Exploring opportunities around Family Learning & Engagement including digital, health & wellbeing, literacy, numeracy and STEM

CLD South West Network

The network continues to meet on a quarterly basis and membership has recently been expanded to include Team Leaders from across the various local authority areas and including representation from Education Scotland and the SWEIC. The main focus continues to be on:

- Sharing best practice
- Identifying needs of our CLD Workforce
- CLD Planning and Quality Improvement
- Maximising funding opportunities
- Developing the evidence base for CLD
- Digital skills

More specialised practitioner groups have also been formed around the key areas of ESOL, Adult Learning and Family Learning.

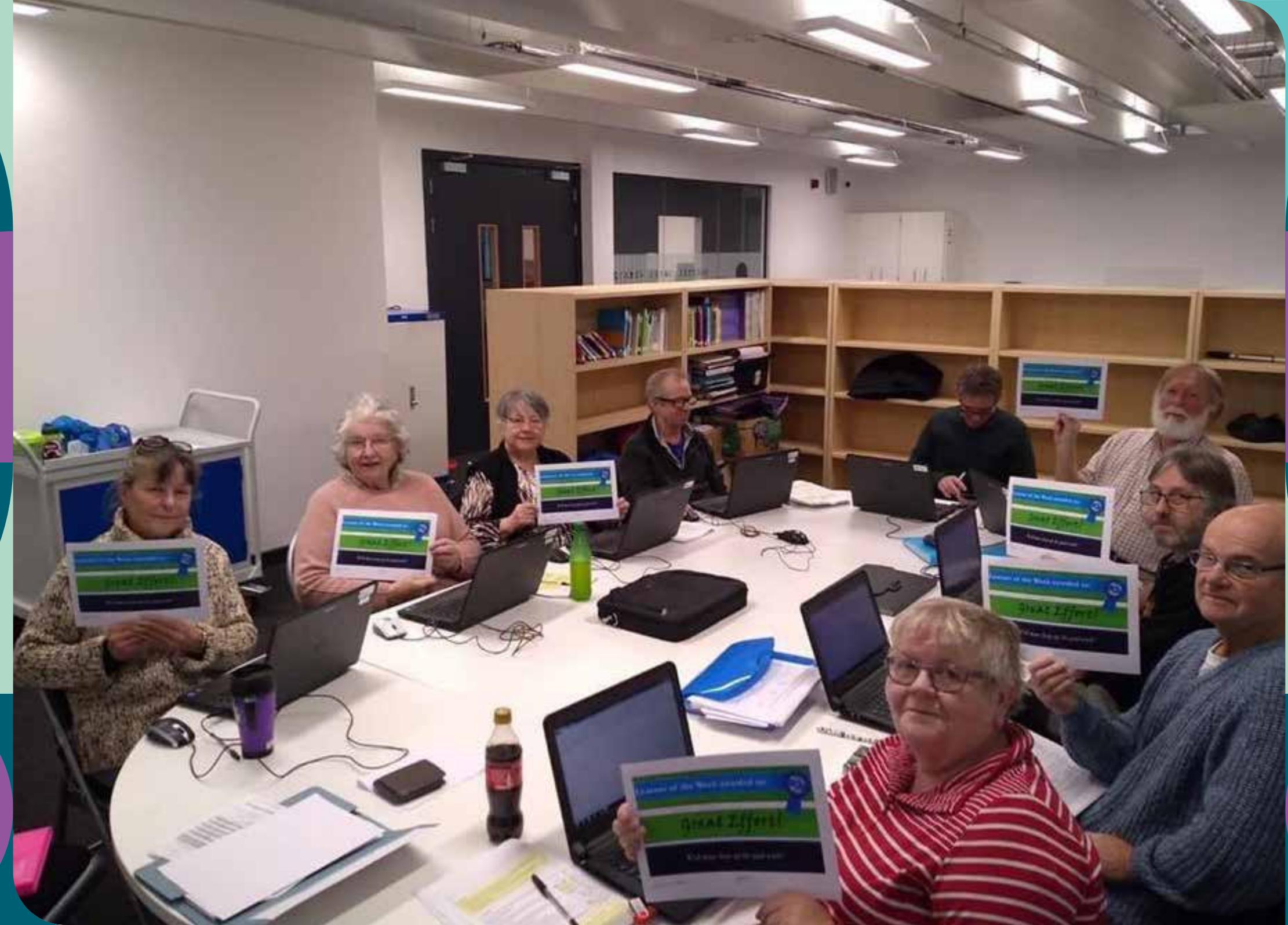
Some high level learning priorities for the SW Network going forward are detailed below with more detailed priorities attached in Appendix 3.

PEER Evaluation

Workforce Planning

Leadership

Coaching & Mentoring



LOCALITY/PLACE PLANNING

Within Dumfries and Galloway locality/place planning continues to play an increasingly important role in terms of Covid Recovery and Community Renewal and this will continue over the lifetime of this new CLD Plan.

It is proposed that during 2021/22 a programme of work will involve:

- analysis of the '20 Minute Neighbourhood' profile of the 14 towns included within the restart programme
- understanding the updated Profile of the 12 Wards in our region, including the key changes and developments during the last five years
- considering the implications and requirements in relation to the Locality Plans referenced in the Planning legislation
- consider progress in the developments relating to partnership activity, particularly with Third Sector D&G, South of Scotland Enterprise and Health partners

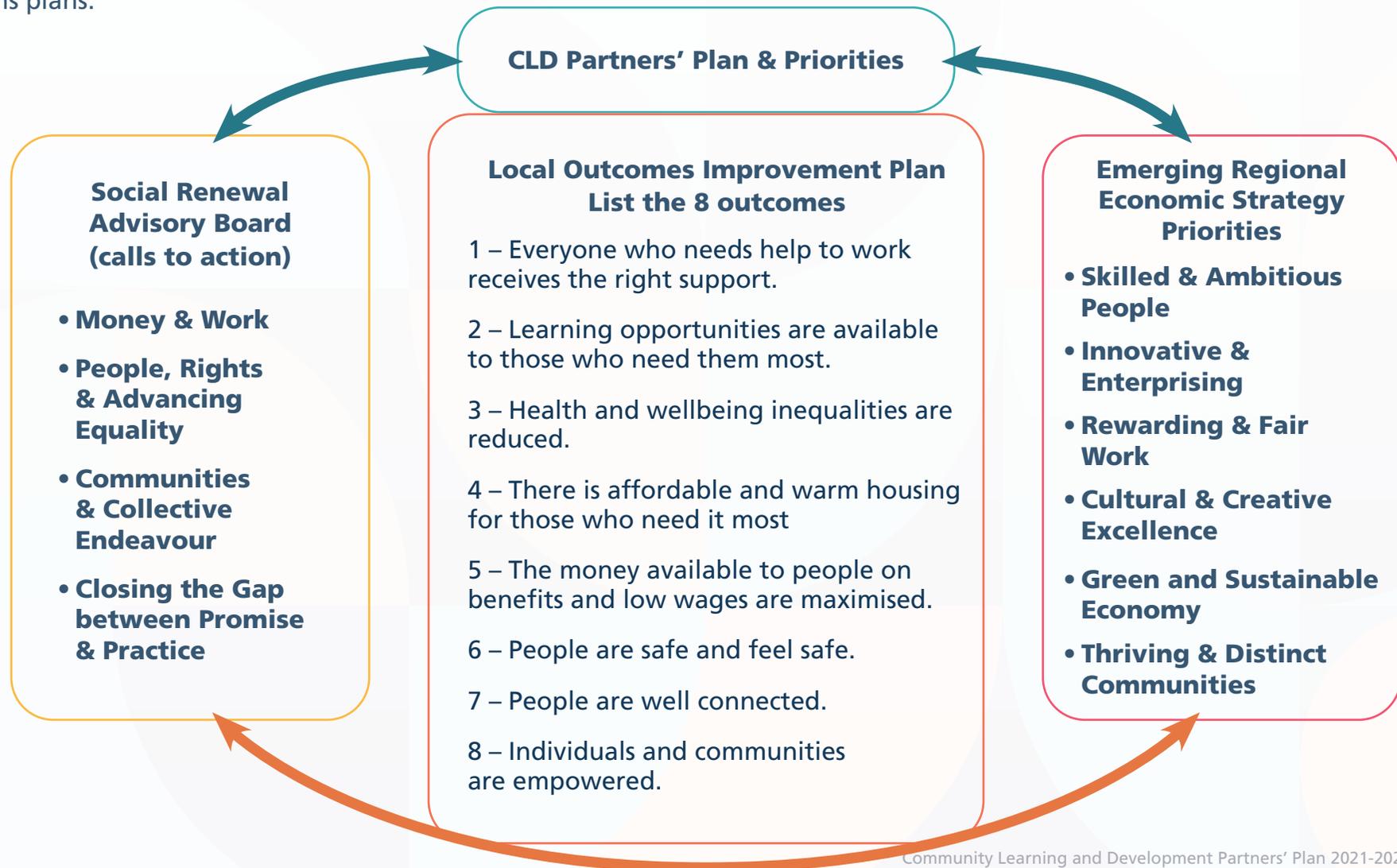
The engagement of stakeholders (citizens, customers, staff, Elected Members and partners, particularly Community Councils) is key to this agenda, and so the programme of work will be taken forward with their involvement.



SOCIAL RENEWAL AND ECONOMIC RECOVERY



As CLD Partners within D&G it is vital that we consider the key recommendations and “calls to action” stemming from the work of the Scottish Government Social Renewal Advisory Board and also the priorities outlined in the new Regional Economic Strategy for the South of Scotland which has followed extensive consultation with our communities. It is clear that the new CLD Plan and associated CLD Partners have a key role to play in contributing to these key agendas and therefore this will be a focus within our actions plans.



A number of preconditions for social renewal, which are aligned with Christie's* four pillars (prevention, partnership, people and performance) are still very relevant as we emerge from Covid and focus on Community Recovery:

- Ensuring people have enough money to meet their basic needs and address the crisis of inequality.
- We need to protect those groups who are hit hardest by every crisis.
- We need a new partnership between people / government / services that radically challenges our understanding of the relationship between people and public authorities.
- We need to make sure we embed the best partnership and practice that we have seen from people across the full range of public, third and community sectors during the response.
- We need strong communities and a vibrant third sector, working with national and local government, to deliver the long-term change we are looking to see.
- We need a strong focus on place itself.
- We need to move equality from the margins of policymaking and service delivery to its very centre.

*Christie Commission's Report of 2011 on the Future Delivery of Public Services.



DEVELOPING OUR NEW PLAN



The CLD Partnership has led the planning and approach to developing this new Plan and has taken into account the national guidance note on CLD Planning; Learning events with Education Scotland and adherence to the National Standards for Community Engagement. This led to the following model being adopted to help identify the key priorities of our learners and communities:



To try and capture as wide a range of responses as possible it was decided through the CLD Partnership that the consultation would be supported through 3 separate surveys targeted at individuals; groups and organisations and practitioners and volunteers.

Initial questions were scoped out through a sub group of the CLD Partnership; these were then tested out through learners and local groups that partners work with to help simplify language and to check they were easily understandable and to help inform the final versions. With language and understanding of the term CLD being highlighted as a potential barrier through the test groups, it was decided to produce a short animated video to run alongside the consultation and to aid understand of who contributes to CLD and what it is all about.

The response to our 3 surveys was very positive with completion rates as follows:

Practitioners and Volunteers

Public Surveys **57**



Groups and Organisations

Public Surveys **35**



Individuals

Public Surveys **129**



Groups and Organisations

Focus Group Participation **10**



Learners/Adults

Focus Group Participation **23**



Young People

Focus Group Participation **98**



Volunteers and Practitioners

Focus Group Participation **17**



High level messages from public consultation

Community Recovery

Health & Wellbeing

Children and Young People

Tackling Inequalities

Climate Change

40% of individuals found it useful to have access to a digital device over the last 12 months

35% of individuals learned a new skill during the Covid restrictions period

70% of individuals cited loss of connection with families/friends as having a major negative impact during Covid restrictions

60% of individuals cited feelings of isolation during Covid restrictions

36% of individuals wanted more assistance to improve their health and wellbeing

29% of individuals were looking for more social groups to meet with others

51% of groups/organisations wanted less bureaucracy

40% of groups/organisations wanted to learn from others in similar situations

54% of groups/organisations cited Health & Wellbeing and food as being the main barriers affecting communities over the last 12 months

49% of groups/organisations cited digital poverty as being a key barrier faced by communities over the last 12 months

24.5% of practitioners/volunteers were Members of the CLD Standards Council

OUR VISION AND PRIORITIES

Our CLD Partnership have developed the following vision and priorities for the next 3 years following assessment, analysis and consideration of the relevant secondary research available, particularly in relation to Covid 19. This also includes the results of the public consultation, focus groups and discussions with key partners:

Vision		
<p>"CLD is at the heart of our Covid recovery with partners working with our communities to help increase life chances for our most vulnerable people, develop healthy and vibrant communities; and ensure a fairer, more equitable society for all."</p>		
Priority Themes		
Children & Young People - Attainment & Achievement 	Learning, Skills & Employability 	Inclusion & Equalities 
Health & Wellbeing 	Community Development, Empowerment & Renewal 	Climate Change 
Enabling themes		
Workforce Development 	Governance & Quality Assurance 	Volunteering 
	Digital 	

The themes are underpinned by a set of objectives, key actions and performance measures which form part of a 3 year action plan. This will be flexible and refreshed on a regular basis to take into account emerging priorities within our communities.

CLD PARTNERS' STRATEGIC PLAN

PRIORITIES 2021-2024

1. CHILDREN & YOUNG PEOPLE

Raising attainment, achievement and participation

professionals

parents

Increase partnership working in POLICY DEVELOPMENT in schools

CHILDREN'S RIGHTS

2. LEARNING, SKILLS AND EMPLOYABILITY

LIFE SKILLS and accreditation

Support individuals to have EQUALITY of ACCESS to a PROSPEROUS FUTURE.

LISTENING EVENTS

6. CLIMATE CHANGE

NO PLANET B

POSITIVE CONTRIBUTIONS

GREEN SKILLS to meet future labour market demands

PARTICIPATORY Budgeting Approaches

7. DIGITAL TRAINING

REDUCE DIGITAL EXCLUSION

DIGITAL champions

CONNECTING SCOTLAND FUNDING

8. VOLUNTEERING

VOLUNTEER MATCHING

GUIDANCE and SUPPORT in place for volunteers

Increasing OPPORTUNITIES FOR YOUNG VOLUNTEERS

& CELEBRATION

5. COMMUNITY DEVELOPMENT, EMPOWERMENT AND RENEWAL

COMMUNITY DEVELOPMENT

9. WORKFORCE

DIVERSITY

Meeting workforce LEARNING NEEDS

10. GOVERNANCE AND QUALITY ASSURANCE

3. INCLUSION & EQUALITIES

(protected characteristics)

ESOL/ New Scots integration

Feel safe to report HATE CRIME

Involve a wider range of people in LOCAL DECISION MAKING and ACTIVITIES

4. HEALTH & WELLBEING

TARGETED APPROACHES to supporting our most vulnerable and hardest to reach

REGISTER → CLD Standards Council

ENSURE SKILLS:

- DIGITAL
- COMMUNITY ENGAGEMENT
- HEALTH & WELLBEING
- TRAUMA INFORMED APPROACHES

WELCOME

Tervetuloa

Bine ati venit

RECEBER

Bienvenido

Faitte

Добро дошли

Vitali

SERVICES and INFORMATION ARE EASILY ACCESSIBLE and AVAILABLE TO ALL

Appendix 1 – CLD Partnership & the Community Planning Operating Framework



Appendix 2 – Findings from CLD Plan Public Consultation

Female (96)	Male (33)
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What help and support have you found useful over the last 12 months that should continue?		
Being able to access a digital device	52	40%
Having someone to talk to	46	36%
Learning a new skill/gaining a new qualification	45	35%
Looking after your health & wellbeing	44	34%

Have you experienced any new positive changes on your life over the last 12 months?		
Learning a new skill	45	35%
Exercising more outside	41	31%
Helping others	38	29%
More confident in using a digital device	35	27%

What do you feel the main negative impacts of Covid have been on yourself/other people?		
Loss of connections with friends/families	90	70%
Feeling isolated	77	60%
Unable to take part in activities which you enjoy	67	52%
Feeling less safe	55	43%

Is there any help and support you feel you need which is not being met?		
Joining a group/club	37	29%
Looking after my health & wellbeing	29	22%
Having someone to talk to	26	20%
Learning a new skill/getting a qualification	17	13%

What help/support would be of assistance to you over the next 12 months?		
Improving your health & wellbeing	47	36%
Social groups to meet with others	38	29%
Improving digital skills	35	27%
Taking up a new activity	34	26%

Are there any key learning/skills/qualifications that you would like to gain/achieve?		
Digital skills	34	26%
Health & Wellbeing	22	17%
Volunteering	19	15%
Literacy/numeracy	14	11%

Are you experiencing any barriers which are affecting you being able to access services/activities?		
Poor broadband	29	22.5%
Cost	28	22%
Information on what is available	28	22%
Digital skills	15	12%

Priority themes		
Community Recovery	64	50%
Health & Wellbeing	51	40%
Climate Emergency	48	37%
Children & Young People	41	32%

Groups and Organisations

Groups and organisations	35
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What advice/support would help your organisations to become stronger in the future?		
Less bureaucracy	18	51%
Partnership working	15	43%
Learning from others who are in a similar situation	14	40%
Short term funding to test new things	11	31%

What community needs have been successfully met over the last 12 months?		
Community spirit/acts of kindness	21	60%
Access to food	20	57%
Supporting our most vulnerable	16	46%
Local groups/organisations working well together	12	34%

Are you aware of any barriers which have affected communities over the last 12 months?		
Health & Wellbeing	19	54%
Food Poverty	19	54%
Digital Poverty	17	49%
Being able to join a group/club	15	43%

Priority themes		
Community Recovery	22	63%
Tackling inequalities	13	37%
Health & Wellbeing	12	34%
Climate emergency	12	34%

Practitioners and Volunteers

Practitioners and volunteers	37 female	16 male	4 Prefer not to say
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Confidence in digital skills

	Very confident	Confident	Fairly Confident	Not Confident
Practitioner	26.5%	38.2%	26.5%	8.8%
Volunteer	30%	30%	30%	10%

Practitioner career plans over next 12 months		
Continue to progress a career in CLD	20	69%
Part time study	2	7%
Plan to retire	2	7%
Volunteer plans over next 12 months		
Volunteer outwith CLD	15	52%
Volunteer within CLD	14	48%
Part time study	5	17%

Are you a member of the CLD Standards Council?		
Full Member	12	21%
Associate Member	2	3.5%
Not a member	27	47%
Plan to join in the future	1	2%
Priority Themes		
Health & Wellbeing	33	58%
Tackling Inequalities	26	46%
Community Recovery	20	35%
Climate Emergency	20	35%

Appendix 3 – Summary of the CLD South West Network workforce needs undertaken in 2021

What do you want to learn from others? Top 5 responses	What skills, training or practice can you share with others?
<ul style="list-style-type: none"> Digital Skills for staff 	<ul style="list-style-type: none"> Youth participation – working with schools
<ul style="list-style-type: none"> Innovative ways to work with young people outdoors / outreach / street work 	<ul style="list-style-type: none"> Work with locality partnership
<ul style="list-style-type: none"> Balancing home and office working 	<ul style="list-style-type: none"> Online workshops for adults
<ul style="list-style-type: none"> Employability skills for young people 	<ul style="list-style-type: none"> Community Asset transfer and supporting local groups with it
<ul style="list-style-type: none"> How to capture valuable quantitative and qualitative evidence for the work we do, what systems/tools are used to do this? How do you decide what you capture? 	<ul style="list-style-type: none"> Remote delivery of family learning and effective approach in engaging families

What training/CPD do you need?	Other suggestions ideas?
<ul style="list-style-type: none"> Staff wellbeing – supporting your team/staff 	<ul style="list-style-type: none"> Learning across traditional boundaries and LA areas would be excellent
<ul style="list-style-type: none"> How to best deliver IT skills 	<ul style="list-style-type: none"> Buddy programme
<ul style="list-style-type: none"> Something around Covid recovery and the effects Covid has had 	<ul style="list-style-type: none"> Shadowing, practice sharing
<ul style="list-style-type: none"> Delivering accredited training to learners/communities 	
<ul style="list-style-type: none"> Maximising social media platforms to engage with families 	



COMMUNITY
LEARNING &
DEVELOPMENT
PARTNERSHIP

**If you would like some help understanding this document
or require it in another format please contact 030 33 33 3000**