



# AND COMMUNITY LEARNING DEVELOPMENT

## Partnership Plan 2021 – 2024



## Outer Hebrides

# Community Learning & Development Partnership Plan 2021 - 2024

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### Introduction

Community Learning & Development (CLD) in the Western Isles is led by Comhairle nan Eilean Siar and delivered via local partnership arrangements across four locality areas, Lewis, Harris, Uist & Barra.

The Community Learning and Development Strategy for the Outer Hebrides 2021-2024 sets out the intention to deliver, support and encourage individuals and communities to harness opportunities to create change which will impact positively on their lives.

The Strategy was produced in conjunction with key stakeholders who actively participated and will ensure that the vision for the next three years is shared and owned by all partners. It sets out mechanisms to ensure the outcomes within it will deliver positive change for the next three years and beyond.

The new Strategy is set against a backdrop of a global pandemic which, eighteen months on from its arrival, communities are still trying to recover from and settle to the new landscape that Covid 19 requires. The pandemic has presented many challenges for agencies and communities along with opportunities which will be built upon during the tenure of the plan.

The outcomes for the Strategy have been agreed and they are listed below:

- Individuals and Communities gain the skills and knowledge required to make and sustain positive life choices enhancing their Health & Wellbeing using digital approaches where desired.
- Individuals and communities' benefit from the collaboration of Partners to deliver services that are efficient, effective and relevant
- Individuals and communities are actively involved in shaping their future through youth & community voice
- Individuals working within the Sector will have access to relevant training opportunities to maximise their role
- Individuals and communities are involved in a range of Gaelic learning opportunities

Running alongside these priorities are themes that are considered to be highly important and crosscut all the priorities:-

- Consultation & Engagement;
- Data Use/Collection
- Volunteer Development

## Context

CLD empowers people of all ages to work individually or collectively to make positive changes in their lives, and in their communities, through learning, personal development and active citizenship.

The Community Learning & Development (Scotland) Regulations place a statutory duty on local authorities to publish a plan every three years to reflect the provision of CLD by the local authority and its Partner organisations. This allows the CLD sector and its partners an opportunity to determine plans to improve life chances and services for those in local communities across Scotland.

The focus of Community Learning and Development in Scotland is:

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

National Policy sets clear guidance for CLD stating that tackling poverty and disadvantage should be a primary aim.

CLD activity should adhere to the five key principles:

Empowerment – increasing the ability of individuals and groups to influence matters affecting them and their communities;
Participation – supporting people to take part in decision making;
Inclusion – equality of opportunity and anti-discrimination – recognising some people need additional support to overcome the barriers they face;
Self-determination – supporting the right of people to make their own choices;
Partnership – ensuring resources, varied skills and capabilities are used effectively.

There is an expectation from Government that CLD will encourage partners to contribute to a series of outcomes including:

- 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; and
- Learning support and guidance in the community.

The CLD Sector is governed by the CLD Standards Council which is the professional body for people who work or volunteer within a CLD Setting. They have created an agreed set of values for those who work in the profession along with a code of ethics. These, along with a Competence Framework, provide the foundations for improving standards and strengthening the identity for the Sector.

The CLD Plans Guidance Note (2021-2024) produced by Scottish Government to assist with the creation of the new plans, openly states the significant contribution that the sector can contribute to making positive changes through learning. The CLD plan should demonstrate opportunities to work together for the greater good of communities by outlining key areas of influence for partners.

## Local Outcome Improvement Plan

CLD (Scotland) Regulations place a statutory duty on local authorities to publish a plan every three years to reflect the provision of CLD by the local authority and its Partner organisations. This allows the CLD sector and its partners an opportunity to determine plans to improve life chances and services for those in local communities across Scotland.

The Local Outcome Improvement Plan (LOIP) created by the Community Planning Partnership (CPP) is the overarching strategic document for the Outer Hebrides and the CLD Strategy directly links with the outcomes contained within it. (See table below)

The CLD Partnership Plan reflects the LOIP priorities and is aligned to a range of local plans specifically designed to deliver services and create improvements e.g. Integrated Children's Services Plan; Child Poverty Action Plan, Volunteering for All; Local Employability Action Plan and the emerging local Adult Learning Plan which is in draft until endorsed by partners and can be accessed on [www.e-sgoil.com/resources-english](http://www.e-sgoil.com/resources-english), once complete. Local area plans feature strongly in the Western Isles, with twelve Ward areas, striving for a consistent approach would be necessary to ensure effective delivery. This is a role the steering group will be pivotal in.

A number of national strategies also influence the work of the sector in the Outer Hebrides, the Youth Work Strategy and Adult Learning Strategy both due to be published this year. Community Wealth Building is a feature for the time period of this plan and the Scottish Government has identified the Outer Hebrides as one of six areas with the potential for the development of a CWB strategy and consequently appointed the Centre for Local Economic Strategies (CLES) to develop an Action Plan in the areas. This could dovetail with some of the planned work supporting community capacity building.

The Plan was created against a backdrop of a seismic global pandemic, the first of its kind to affect the world in decades. Recovery from the impact of the pandemic is a key strand of this strategy as supports for individuals, organisations and communities is undoubtedly required. This has presented challenges along with opportunities for the 2021-2024 Plan. In the first year, and possibly throughout the tenure of the plan, many opportunities will need to be created to address needs that are still emerging, post pandemic.

The needs of Individuals and communities may have altered during the pandemic and the Plan will reflect this by regularly engaging with Learners and Stakeholders to ensure that it captures these changes.

Priorities for the CLD plan are predominantly to promote recovery in each of the five outcomes listed in the action plan.

There are also a number of cross cutting elements, namely the focus on Consultation & Engagement/Data Collection & Volunteer Development.

## **Cross Cutting Themes**

### **Consultation & Engagement**

Partners recognise the need to consult and engage with communities to ensure that what is being delivered is reflective of the needs within communities. However, over time, communities have told us that they are experiencing consultation fatigue. Throughout the tenure of this plan, the Steering Group will co-ordinate any engagement with communities and endeavour to streamline this to meet the needs of communities and partners.

Communities' needs may change as they begin to move forward, hence the requirement to consult and engage effectively and in a timely manner particularly during the first year of the new plan.

Regular review points have been agreed under the governance of the plan to ensure that emerging issues can be considered.

### **Data**

The CLD Plan 2021-2024 has been developed based on current information held by Stakeholders plus information gained electronically from communities using online approaches, reflective of the pandemic restrictions.

A subgroup of members considered the data available to Partners which best reflected the needs of stakeholders and this will be translated into an action required within the first year of the new strategy.

Baseline information from Health and Third Sector Colleagues along with information from the Strategic Needs Assessment and using the recently published KPI's for the CLD Sector will be gathered to indicate progress with the plan. which will allow the progress of the plan to be documented as individuals and communities require to use statistical data to define challenges and plan more effectively to achieve positive outcomes.

### **Volunteer Development**

The value of volunteering has long since been documented and the CLD Strategy will continue to promote this. The Covid response in the Islands was bolstered heavily by volunteers fulfilling many different roles to aid individuals and communities. It is important that we continue to provide support to grow local volunteers and develop skillsets.

Sustainable Economic Growth & Access to Employment		Retaining & Attracting People to ensure a sustainable Population		Opportunities that improve Quality of Life, Wellbeing & Health	
There is a skilled workforce for the future that provides opportunities for all people in the islands	Individuals and communities are able to plan and articulate learning opportunities in collaboration with Partners	Individuals and communities are actively involved in the retention and acquisition of Gaelic Language, Culture and Heritage	Young people take advantage of the opportunities they are afforded by remaining in or coming to the Outer Hebrides to live, work and learn	Individuals and Communities gain the skills and knowledge required to make and sustain positive life choices enhancing their Health & Wellbeing using digital approaches where desired.	Individuals are actively involved in shaping their future through youth and community voice
Support and deliver a range of CLD interventions	Support and deliver CLD interventions that enable Adults to develop skills, increase knowledge and build confidence enabling them to make key transitions, in their lives.	Support and deliver Gaelic language learning interventions	Support and deliver CLD interventions that enable Young People to develop skills, increase knowledge and build confidence enabling them to make key transitions, in their lives	Support and deliver CLD interventions that address mental health and wellbeing issues	Support local communities and individuals to effectively express their voice, co design learning opportunities and influence decision that impact on them

## CLD DRAFT PARTNERSHIP PLAN – 2021-2024

Individuals and Communities gain the skills and knowledge required to make and sustain positive life choices enhancing their Health & Wellbeing using digital approaches where desired.			
Actions	Lead	Timescale	
<ol style="list-style-type: none"> <li>1. Provide opportunities for community members to meet and safely engage in activities to improve their social and emotional wellbeing</li> <li>2. Identify and deliver options to allow communities to recover</li> <li>3. Undertake &amp; collate needs assessments in each ward area to identify emerging needs, post pandemic.</li> <li>4. Provide increased targeted support to those most vulnerable providing targeted mental health self-management skills training and learning.</li> <li>5. Provide opportunities for families to build on the experience of remote learning and share in learning opportunities as a family and a community, focussing on filling identified gaps in skills and learning, e.g. Gaidhlig and English language acquisition, reading, digital literacy.</li> </ol>	<p>CLD/TSI NHS-WI</p>		
Individuals and communities' benefit from the collaboration of Partners to deliver services that are efficient, effective and relevant			
Actions	Lead	Timescale	
<ol style="list-style-type: none"> <li>1. Support Community Groups to engage in the recovery process by offering support by mapping existing assets and focussing CLD and partner resources to those areas identified as a priority by the area forum / those whose communities require additional resources to achieve parity of opportunity</li> <li>2. Assist with the identification and deployment of funding sources to realise change</li> <li>3. Provide enhanced digital literacy skills training levels within the community, particularly building on the opportunity of the digital device roll-out undertaken in 2020-2021.</li> <li>4. Provide enhanced youth opportunities through delivery of activities supporting young people to be resilient and develop confidence, participation and socialise with others.</li> <li>5. Support communities to grow and share their skills and learning, including with accredited qualifications, through an increase in number and quality of volunteering opportunities.</li> </ol>			



Individuals and communities are actively involved in shaping their future through youth & community voice			
Actions:	Lead	Timescale	
<ol style="list-style-type: none"> <li>1. Undertake training needs assessment via partnership groups</li> <li>2. Provide training opportunities to youth groups &amp; community groups to encourage their involvement in community issues</li> <li>3. Plan UNCRC workshops to reflect the positioning of the convention within Scots Law</li> <li>4. Identify self-evaluation schedule for partners</li> <li>5. Undertake mapping exercise of all community groups in Ward areas including roles &amp; responsibilities</li> </ol>			
Individuals working within the Sector have access to relevant training opportunities to maximise their role			
Actions:	Lead	Timescale	
<ol style="list-style-type: none"> <li>1. In conjunction with partners, organise an annual audit of training requirements</li> <li>2. Link in and participate with broader training opportunities provided by the North Alliance</li> <li>3. Circulate and participate in training offered by the RIC Northern Alliance</li> <li>4. Encourage membership of the CLD Standards Council</li> </ol>			
Individuals and communities are actively involved in a range of Gaelic learning opportunities			
Actions:	Lead	Timescale	
<ol style="list-style-type: none"> <li>1. Undertake mapping exercise to ascertain the range of Gaelic opportunities across the island chain.</li> <li>2. Plan a joint calendar of events, with partners to promote the use of Gaelic in both Youth &amp; Community settings</li> </ol>			

## Western Isles Steering Group Development

Recognising the statutory duty placed on local authorities, to publish a partnership plan, a steering group of stakeholders was created in December 2020 to ensure the new plan would be created on a partnership basis. In the Outer Hebrides, all steering group members are actively involved in supporting the delivery of community learning & development activities throughout the island chain.

Steering Group membership comprises of the following partners:

CLD Partnership Groups Chairs x 4, reflective of the four geographical areas along with representatives from the following organisations: NHS Western Isles; Volunteer Centre Western Isles/TSI Western Isles; Cothrom; Community Planning Partnership; CNES Adult Learning and CNES Youth Work & Capacity Building

These representatives were charged with identifying links with learners and communities and reflecting the knowledge gathered from service delivery across the island chain. A recent HMIE report identified the need to strengthen joint targets and performance measures, the establishment of the Steering Group will assist with this.

The Steering Group will need to consider a Terms of Reference for the group as they move forward once the Partnership Plan has been endorsed.

## Governance

Governance of the plan will be overseen predominantly by the Outer Hebrides Community Planning Partnership in conjunction with CNES Education, Sport and Children Services' Committee Structure

A draft report was created for consideration by CPP Executive members in Feb 2020 and it was agreed that the progress of the plan would be reported on a quarterly basis to the group. Another element that would strengthen the governance for CLD, namely the establishment of a CLD Strategic Group, has already been actioned.

It has also been agreed that the Strategic Group will consider a single reporting template to allow Partners to prepare one report for several purposes.

## Links to Other Strategic Documents:

The **Islands Deal** is focused on improving socio-economic outcomes for people who live and work on the islands. By working together, the islands councils are able to maximise the impact of their collective resources in progressing the key issues which are of critical importance to all of our islands.

This targets the major challenges common to all the islands, including digital connectivity, transport, housing and fuel poverty, along with opportunities in energy development, tourism, enterprise and workforce development.

From a CLD perspective, the National Islands Plan suggests that improvement will look like 'Empowered Island Communities and Strong Local Partnerships' through having the communities at the heart of developments and supporting them to build their confidence and capacity to undertake Community Led Local Developments.

- [Our Islands, Our Future](#)
- [Community Empowerment \(Scotland\) Act](#)
- [Volunteering National Framework.pdf](#)

### **CLD Area Partnerships**

The Western Isles is broken down into four main geographical areas (Lewis, Harris, Uist & Barra) which incorporate the four S6 Secondary Schools. Currently, there are three fully functioning partnerships operating across the Western Isles serving these areas, with the fourth, Lewis established but not fully functional as yet. These partnerships reflect key partner agencies and are committed to a collaborative approach for the benefit of the geographical area.

The role and function of the Area Partnerships is to identify local learning needs (within the context of the LOIP), review work undertaken and prepare a local Partnership Action Plan based on that information. These local partnerships will also evaluate and measure the impact of their work on the individuals and groups in their area. The main aim is to meet local needs effectively and to ensure the delivery of high quality services.

### **Review of CLD Plan 2018-2021**

The review of the current plan is almost complete with CLD Team members and partners giving feedback on what was achieved during the lifetime of the plan and any work that they would want included in the emerging plan.

Early indications from responses was that much was achieved but there are still key areas that require addressed, in line with what HMIE colleagues found on inspection.

## Regional Approach in the North – The Northern Alliance

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



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

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

### [Collaborative](#)

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

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

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

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

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

### Professional Learning for practitioners and the **North Alliance**

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

