

Community Learning & Development Strategy.

In January 2004, the Scottish Executive published its guidance on the way forward for community learning and development – “*Working and Learning Together to Build Stronger Communities*”. The guidance builds on the earlier 1998 strategy – “*Communities Change Through Learning*”, and the strategic statement – “*Community Learning and Development; The Way Forward*” (published in June 2002).

“*Communities Change Through Learning*” recommended that local authorities should produce Community Learning Plans. These plans would address the learning needs of their communities and make a contribution to the Government’s objectives for social inclusion, lifelong learning and active citizenship. Following this report the Scottish Office issued circular 4/99 that placed a duty on each local authority to produce a Community Learning Strategy that included details of how community learning would be developed and the range of partner organisations who would be involved. “*Community Learning and Development; The Way Forward*” set out how the Scottish Executive intended to embed community learning and development more firmly within its priorities for the improvement of public services, community regeneration, social inclusion, lifelong learning and active citizenship.

The joint ministerial foreword to the Scottish Executive guidance stated that ministers were: “*placing community learning and development at the heart of our work on*

community planning. This means that, for the first time, community learning and development is being placed at the centre of the decision-making process within our communities. We want community learning and development to become a central feature of the way in which planning authorities and service providers engage with the communities and citizens we are here to serve.” (January 2004).

This strategy outlines the community learning and development priorities for the Outer Hebrides Community Planning Partnership and builds on the existing Strategy. The strategy is aimed at all the partner agencies and provides the strategic direction for all the partner agencies involved in delivering community learning and development services.

The Strategy has been prepared by the Community Learning and Development Partnership following discussion with partner agencies and consultation with the wider community through the use of an opinion meter survey in a number of locations across the Outer Hebrides along with feedback from Community Groups.

The strategy is underpinned by the Comhairle’s commitment to the Gaelic language. The overall aim of the Comhairle’s Gaelic Policy is that the Outer Hebrides should be a fundamentally bilingual community in which Gaelic and English have equal validity as the languages of communication.

What Is Community Learning & Development.

The Scottish Executive, in their document “*Delivering Change – Understanding the outcomes of community learning and development*”, describes Community Learning & 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.” It is “a way of working with communities to increase the skills, confidence, networks and resources they need to tackle problems and grasp opportunities.”

The three national priorities for community learning and development are:

Achievement through learning for adults.

Raising standards of achievement in learning for adults through community-based lifelong learning opportunities incorporating the core skills of literacy, numeracy, communications, working with others, problem-solving and information communications technology (ICT).

Achievement through learning for young people.

Engaging with young people to facilitate their personal, social and educational development and enable them to gain a voice, influence and a place in society.

Achievement through building community capacity.

Building community capacity and influence by enabling people to develop the confidence, understanding and skills required to influence decision making and service delivery.

Community Learning & Development, therefore, refers to the range of activities, delivered mainly within local communities, designed to support and develop all individuals to enable them to play as full a role in society as they choose. It is about enabling young and old to gain the knowledge and skills necessary to allow them to influence the decisions and policies that affect them and to achieve their potential in life. This is underpinned by the values of Empowerment, Equal Opportunities, Anti-discrimination, Inclusion, Active Citizenship and Lifelong Learning. The Government's commitment to “Closing the Opportunity Gap” reflects these values and highlights the importance of focussing community learning & development opportunities on those with most need.

The Scottish Executive want to see the targeting of community learning & development resources to achieve social justice again highlighted in “*Working and Learning Together to Build Stronger Communities*”:

“We see community learning and development as a key tool in delivering our commitment to social justice. We want Community Planning Partnerships to target their Community Learning and Development capacity to support strategies aimed at closing the opportunity gap, achieving social justice and encouraging community regeneration.”

Outcomes of Community Learning & Development.

The Scottish Government's "Delivering Change – Understanding the outcomes of community learning and development" document sets out the range of outcomes that we expect CLD to bring about or contribute to under the headings of Personal Development (for both Adults and Young People) and Community Capacity Building. The document is available through the following link <http://www.scotland.gov.uk/Resource/Doc/1046/0061097.pdf>.

PERSONAL DEVELOPMENT

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| 1. CLD supports people to become confident individuals. | 3. CLD supports people to become responsible citizens. |
| 2. CLD supports people to become effective contributors. | 4. CLD supports people to become successful learners. |

COMMUNITY CAPACITY BUILDING

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| 1. CLD supports people to be confident, skilled and active members of the COMMUNITY | 4. CLD helps community organisations plan, manage and assess their work effectively |
| 2. CLD supports communities to be active and have more influence. | 5. CLD supports community organisations to include a wide range of people in their work |
| 3. CLD supports community organisations to get access to resources and to deliver services effectively | 6. CLD supports productive networks and relationships. |

Key Statistics.

Demographics and Depopulation.

The General Register Office for Scotland estimates that in June 2006, the population of the Outer Hebrides was 26,350. This represents a decline of 152 on the 2001 census figure of 26,502. This decline has been offset by estimated net increases in 2004 and 2005 of 160 and 110 respectively, which confirms that the long term trend is one of a declining and ageing population. The estimated increase in the population of The Outer Hebrides from 2004-2005 can be attributed to positive net civilian migration (more in-migration than out-migration) which was estimated to be +245. Deaths (355) continued to exceed births (220) in 2004-05 with a natural change of -135.. The number of younger people leaving to begin careers and education away from the Islands exceeds the number moving in to the community, whereas there is more established residency in the older age group.

The skewed demographics and falling population obviously have an impact on the availability and sustainability of public services, but also on community confidence, capacity and empowerment.

Implications For Community Learning & Development Outcomes.

Developing the capacity of the community to deliver services rather than relying on public agencies.

Providing opportunities for individuals to gain skills to enable them to move on to further education, employment or training on the Islands.

Developing the range of services for young people to increase the attractiveness of the Islands for young families.

Integrating Ethnic Minority Groups into communities.

Gaelic.

In the Outer Hebrides, as throughout Scotland, there has been a resurgence of interest in the Gaelic language in recent years. The adoption of a bilingual policy by Comhairle nan Eilean Siar has been a significant factor in this resurgence. Gaelic now has a status that it did not formerly enjoy, evidenced by the fact that it is not uncommon for Council meetings to be conducted entirely in Gaelic with simultaneous translation provided.

According to the 2001 Census, only 1.2% of the total population in Scotland speaks Gaelic, around 58,650 people. 27% of these, some 15,842 people live in the Outer Hebrides. This equates to approximately 60% of the population of the Outer Hebrides.

Although the numbers of those recorded by the Census as speaking Gaelic in the Outer Hebrides has declined over the last 40 years, interest in the Gaelic language as a whole has increased in recent years. Over 70% of the current population has some knowledge of the Gaelic language with over one-third of the population able to speak, read, write or understand Gaelic.

Implications For Community Learning & Development Outcomes.

Providing accessible Gaelic language learning opportunities for all ages.

Delivering Community Learning & Development services through the medium of Gaelic

Fuel and transport.

The cost of fuel is 14% higher than in mainland urban areas (Rural Price Survey). The extent of Fuel Poverty in the Outer Hebrides, based on the 2002 Scottish House Condition Survey is 38% against a revised Scottish average of 17%. Over 72% of the data zones in the Outer Hebrides are within the 10% most deprived zones in Scotland in relation to Geographic Access / Telecommunications.

Implications For Community Learning & Development Outcomes.

Attempting to reduce the barriers to learning posed by difficulties with transportation.

Developing the use of e-learning.

Unemployment / Employment.

In April 2008 (based on claimant counts) unemployment was 2.4% in Lewis & Harris and 2.0% in Uists & Barra. This is compared to 1.7% for the HIE Travel-To-Work-Area; 2.3% for Scotland and 2.2% for the UK as a whole.

In the Outer Hebrides the seasonality of unemployment is evident with unemployment falling markedly in the summer and rising in the winter.

Almost two thirds of those in employment (65.7%) work for firms with 49 or fewer employees.

Implications For Community Learning & Development Outcomes.

Providing progression routes for learners into employment.

Developing the voluntary sector.

Educational Attainment.

At December 2006 the proportion of adults with no qualifications in the Outer Hebrides is 14% against a Scottish average of 13.7%. (NOMIS Official Labour Market Statistics)

In 2005/06 47% of S4 pupils achieved 5 or more awards at Standard Grade 1-2 compared to 34% in Scotland. By the end of S6 40% of the relevant S4 roll gained 3 or more awards at Higher Grade A-C. This is 10% above the Scottish figure.

In 2005/06 38.9% of school leavers entered full-time higher education compared to the Scottish average of 30% and 20.2% entered full-time further education compared to the Scottish average of 23%. The number of school leavers who entered employment in 2005/06 was 25.8% just slightly lower than the Scottish average of 26%. Access to positive opportunities can influence whether or not young people stay in their local area.

14% of people in employment in the Outer Hebrides have graduate qualifications against a national average of 22%.

Implications For Community Learning & Development Outcomes.

Providing opportunities for individuals to gain skills to enable them to move on to further education, employment or training on the Islands.

Providing progression routes for learners into further accredited training opportunities.

Health.

The Health and Wellbeing Profile 2008 for the Western Isles Community Health Partnership (CHP) highlighted that there had been 59 alcohol related deaths in the last five years and that the proportion of the population hospitalised for alcohol related causes is the second highest of any CHP

The 2006 Scottish Schools Adolescent Lifestyle and Substance Use Survey (SALSUS) highlighted that in the Outer Hebrides 25% of 15 year olds are drinking at least once a week. This survey also indicated that 18% of 15 year olds had used drugs in the last year.

In the Outer Hebrides overall female life expectancy is 79.9 years and male life

expectancy is 72 years against national averages of 79.1 and 73.9 respectively. Expected years of life in good health is 66.7 for males and 73.4 in females against a national average of 66.3 and 70.2 respectively.

The proportion of patients hospitalised with coronary heart disease is the third worst of the CHP's.

Implications For Community Learning & Development Outcomes.

Identifying areas of most need and developing the provision of personal and social development learning opportunities for young people to meet the identified need.

Key Links.

For any strategy to be effective it is vital that it integrates with relevant priorities within existing policies, strategies and plans. The key strategic drivers which impact on the area of Community Learning & Development are:

- Scottish Government Strategic Objectives
- Outer Hebrides Community Planning Partnership Single Outcome Agreement 2009
- Community Plan for the Western Isles 2004
- Comhairle nan Eilean Siar Corporate Strategy 2007-11.

Relevant National Outcomes underpinning the Scottish Governments strategic objectives are:

- We are better educated, more skilled and more successful, renowned for our research and innovation.
- Our young people are successful learners, confident individuals, effective contributors and responsible citizens.
- We have tackled the significant inequalities in Scottish society.
- We have improved the life chances for children, young people and families at risk.
- We have strong, resilient and supportive communities where people take responsibility for their own actions and how they affect others.
- We take pride in a strong, fair and inclusive national identity.

Relevant local outcomes from the Outer Hebrides Community Planning Partnership Single Outcome Agreement 2009 are :

- 3 The people of the Outer Hebrides are well educated, well trained and well skilled.
- 5 The communities of the Outer Hebrides are stronger and more able to identify, articulate and take action and responsibility regarding their needs and aspirations.
- 6 The people of the Outer Hebrides derive maximum benefit from the natural and cultural resources of the area, whilst at the same time safeguarding those resources that benefit future generations.
- 7 The services of the Outer Hebrides are of high quality, continuously improving and reflective of local needs.

The Community Plan identifies Lifelong Learning as a priority for action with the following aim:

- To ensure that everyone has the opportunity to reach their full potential through community participation and learning.

Relevant key strategic objectives extracted from the Comhairle's Corporate Strategy are:

- We will support communities to deliver an accessible, affordable and sustainable range of community amenities.
- We will support the strengthening of Gaelic as a language in the family and community.
- We will lead and support the delivery of lifelong learning opportunities for all ages throughout the islands.

Scottish Government Policy Areas.

- ☞ Social Justice.
- ☞ Community Regeneration.
- ☞ Lifelong Learning.
- ☞ Community Planning.
- ☞ Building Safer Communities.
- ☞ Growing Scotland's economy.
- ☞ Improving health.
- ☞ Active citizenship.
- ☞ Maximising the potential of children and young people.
- ☞ Curriculum for Excellence

National Strategies and Plans.

- ☞ Skills for Scotland – A lifelong skills strategy
<http://www.scotland.gov.uk/Resource/Doc/197204/0052752.pdf>
- ☞ National Youth Work Strategy
<http://www.scotland.gov.uk/Resource/Doc/169328/0047167.pdf>
- ☞ ACPOS Youth Strategy
(http://www.scottish.police.uk/main/acpos/ACPOS_Youth_Strategy.pdf).
- ☞ All Our Futures
<http://www.scotland.gov.uk/Resource/Doc/169347/0047194.pdf>
- ☞ Road To Recovery
<http://www.scotland.gov.uk/Resource/Doc/224480/0060586.pdf>
- ☞ Scottish Executive Financial Inclusion Action Plan
(<http://www.scotland.gov.uk/library5/finance/fiaptp.pdf>).
- ☞ Lifelong Learning Strategy
(<http://www.scotland.gov.uk/library5/lifelong/ltlt.pdf>).
- ☞ Respect & Responsibility – Strategy and Action Plan for Improving Sexual Health
<http://www.scotland.gov.uk/Resource/Doc/35596/0012575.pdf> .

- ☞ National Volunteering Strategy
(<http://www.scotland.gov.uk/library5/social/vost.pdf>).

Local Strategies and Plans.

- ☞ Western Isles Community Safety Strategy
(<http://www.cne-siar.gov.uk/cxdir/safety/index.htm>).
- ☞ Western Isles Community Wellbeing Joint Health Improvement Plan
(<http://www.cne-siar.gov.uk/cxdir/cwb/FinalJHI.doc>).
- ☞ Outer Hebrides Culture Strategy, 2005 – 2009.
- ☞ Western Isles Language Plan
<http://187.187.1.42/INTERNET/corporate/sgioba/documents/languageplan/plane.pdf>.

2005-08 Strategy Achievements.

The consultation with Community Planning Partners and Community Groups asked if progressed had been made with key outcomes of the CL&D Strategy 2005-08. The first column in the table below indicates how many Community Groups feel progress has been made towards achieving these key outcomes.

As part of the community consultation using the opinion meter individuals were asked to identify which of these outcomes had been achieved and the second column highlights their views.

Key Outcome	% of groups who feel progress has been made	% of individuals who feel outcome has been achieved
Youth workers have skills to deliver good youth work	100%	44%
Youth organisations are well supported	90%	35%
Young people can access appropriate learning	89%	30%
Young people play an active role in their community	100%	37%
Young people can access health information & services	67%	26%
Young people have a better understanding of Gaelic	100%	15%
There is easy access to evening classes	91%	40%
People are more confident to help with homework	100%	25%
People are more confident in using computers	100%	40%
People have a better awareness of island culture	100%	25%
People are more confident taking part in local activities	100%	36%
People are more confident in using Gaelic	90%	18%
Members of the community take part in decision making	100%	31%
Local community groups are inclusive	91%	34%
Adults have the confidence & skills to influence decision making	100%	31%
Young people have the confidence & skills to influence decision making	100%	44%

The feedback received suggests that good progress has been made with the majority of key outcomes with the exception of “Young people can access health information & services”. However as the individual responses show there are some outcomes that less than a third of respondents felt had been achieved. Those highlighted will need to be followed up within this 2008-11 Strategy.

CL&D Strategic Outcomes 2009 - 2011.

Personal Development

SOA Local Outcome	CLD Strategic Outcome
3 The people of the Outer Hebrides are well educated, well trained and well skilled.	<p><i>CL&D SO1 People in the Outer Hebrides have access to Literacy and Numeracy provision that meets their needs.</i></p> <p><i>CL&D SO2 People in the Outer Hebrides have access to Community Based Adult Learning provision that meets their needs.</i></p> <p><i>CL&D SO3 Young people in the Outer Hebrides have access to accredited youth work.</i></p> <p><i>CL&D SO4 Young people in the Outer Hebrides have access to a range of Personal and Social Development activities and relevant information.</i></p>
6 The people of the Outer Hebrides derive maximum benefit from the natural and cultural resources of the area, whilst at the same time safeguarding those resources that benefit future generations.	<p><i>CL&D SO5 The number of people speaking Gaelic and having an awareness of Island culture will increase.</i></p>

Building Community Capacity

SOA Local Outcome	CLD Strategic Outcome
5 The communities of the Outer Hebrides are stronger and more able to identify, articulate and take action and responsibility regarding their needs and aspirations.	<p><i>CL&D SO6 Voluntary Youth Groups in the Outer Hebrides have the confidence and skills to deliver effective Youth Work.</i></p> <p><i>CL&D SO7 People in the Outer Hebrides have the confidence and skills to make a contribution to the decision making process.</i></p> <p><i>CL&D SO8 Community groups in the Outer Hebrides are inclusive.</i></p> <p><i>CL&D SO9 People in the Outer Hebrides have the confidence and skills to make a contribution to voluntary groups in their community.</i></p>
7 The services of the Outer Hebrides are of high quality, continuously improving and reflective of local needs.	<p><i>CL&D SO10 We have effective partnership working within Community Learning & Development.</i></p>

Implementation & Monitoring Of The Strategy.

The Community Learning and Development Strategy Group has responsibility for the development, implementation and monitoring of the Community Learning & Development Strategy and will drive forward the strategy and agreed action plan.

The Partnership will be supported by four Action Teams:

- Adult Learning Action Team
- Youth Action Team
- Community Capacity Building Action Team
- Gaelic Language Action Team

Each Action Team will report back on progress with the Action Plan to the Community Learning & Development Strategy Lead Officer on a six monthly basis. The Partnership will collate these progress reports and once agreed will submit them for approval to the Community Planning Partnership. Partners will be asked to provide performance management information to enable the Community Learning & Development Partnership to consider the effectiveness of the priorities in achieving the desired outcomes. The indicators to be used and the targets set to be achieved by 2011 are as follows:

Performance Indicators & Targets For 2011.

Performance Indicator	Target
Number of adults accessing literacy & numeracy provision per annum	310
Percentage of adults participating in literacy & numeracy provision achieving one or more of their learning outcomes per annum	75%
Number of new adult literacy & numeracy learners joining provision per annum	150
Number of ESOL literacies learners per annum	10
Number of ESOL learners per annum	65
Number of Adult Learning classes run per annum	150
Number of learners participating in Community Based Adult Learning provision per annum	650
Number of Community Based Adult Learning events run by Learning Associations per annum	15
Percentage of Community Based Adult Learning learners achieving one or more of their learning outcomes per annum	75%
Number of young people participating in accredited youth work per annum	200
Percentage of young people participating in accredited youth work achieving their award or part of an award per annum	60%
Number of young people engaged in Personal & Social Development activities per annum	200
Percentage of participants in Personal & Social Development activities who achieve one or more of their learning outcomes per annum	75%
Number of participants engaging with diversionary activities/services per annum	500
Number of participants in Gaelic Youth Work activities per annum	40
Number of participants in Gaelic Youth Work activities who achieve one or more of their learning outcomes per annum	75%
Number of Gaelic Language Class learners per annum	120
Number of Gaelic Family Learning learners per annum	25
Number of active Youth groups	30
Percentage of participants at Youth Leader training events who achieve one or more of their learning outcomes per annum	70%
Number of Local Outcome Agreements in place	10
Number of active Youth Voices/Councils	10
Number of volunteers supporting youth groups	60
Percentage of participants on Capacity Building training events achieving one or more learning outcomes per annum	70%
Number of people successfully completing CL&D related courses at Lews Castle College per annum	10
Self assessment score against HGIOCL&D?2 QI 1.1	Good
Self assessment score against HGIOCL&D?2QI 5.10	Good
Self assessment score against HGIOCL&D?2QI 8.1	Good

Strategic Priorities Action Plan 2009 - 2011.

SOA Ref	CL&D Strategic Outcome	Strategic Priority	Action Team	Partners	
3	CL&D SO1 People in the Outer Hebrides have access to Literacy and Numeracy provision that meets their needs.	Accessibility of literacies learning is improved and participation increased.	Adult Learning	Cothrom Urachadh Uibhist LCC TfD WI Learners Forum Careers Scotland Job Centre ES&T Education Com Ed Libraries VAL HVS UCVO VABV	
		Learners are supported to achieve one or more of the learning outcomes as set out in their individual learning plan.			
		Learners are supported to develop skills which relate to employment and which can be applied in the workplace.			
		Ensure all CBAL information includes guidance on educational progression routes from community based learning.			
		Develop training options for CBAL Tutors.			
		Local Learning Associations have the skills and confidence to plan, deliver and evaluate local learning.			
	CL&D SO2 People in the Outer Hebrides have access to Community Based Adult Learning provision that meets their needs.	Develop local solutions to reduce barriers to accessing learning.			
		Provide a range of CBAL opportunities for people across the Outer Hebrides.			
		Provide a range of provision for people with English as their second language.			
		CL&D SO3 Young people in the Outer Hebrides have access to accredited youth work.	Provide a range of accredited youth work opportunities for young people across the Outer Hebrides.	Youth	Com Ed Sport & Health Education NHS WI LHYCA UBYCA Volunteer Centre VAL HVS UCVO VABV Sgailean
			Provide training for volunteers supporting the delivery of accredited youth work.		
	Youth achievement is celebrated.				
	CL&D SO4 Young people in the Outer Hebrides have access to a range of Personal and Social Development activities and relevant information.	Provide a range of Personal & Social Development activities for young people across the Outer Hebrides.	Youth	Com Ed Sport & Health Education NHS WI LHYCA UBYCA Volunteer Centre VAL HVS UCVO VABV Sgailean	
		Support youth clubs/cafes in developing & delivering youth work activities.			
		Partners to establish access to relevant health information & services for young people across the Outer Hebrides.			
		Provide a range of diversionary activities/services for young people across the Outer Hebrides.			
Young people have access to a range of volunteering opportunities.					

Strategic Priorities Action Plan 2009 - 2011.				
SOA Ref	CL&D Strategic Outcome	Strategic Priority	Action Team	Partners
6	CL&D SO5 The number of people speaking Gaelic and having an awareness of Island culture will increase.	<p>Organise & deliver Gaelic Language community classes across the Outer Hebrides.</p> <p>Organise & deliver Gaelic Homework classes for parents across the Outer Hebrides.</p> <p>Provide a range of youth work activities through the medium of Gaelic across the Outer Hebrides.</p> <p>Support the Outer Hebrides Cultural Strategy Theme 2 – Community Development & Lifelong Learning Strategic Objectives.</p> <p>Support the Action Points set out in the Comhairle’s Gaelic Language Action Plan 2007 to 2012 as they relate to the three National CLD Priorities.</p>	Gaelic Language	Cothrom LCC TfD WI Learners Forum Careers Scotland Job Centre ES&T Libraries Com Ed Sport & Health Education NHS WI CNaG LHYCA UBYCA

Strategic Priorities Action Plan 2009 – 2011.					
SOA Ref	CL&D Strategic Outcome	Strategic Priority	Action Team	Partners	
5	CL&D SO6	Voluntary Youth Groups in the Outer Hebrides have the confidence and skills to deliver effective Youth Work.	Community Capacity Building	LHYCA UBYCA Volunteer Centre VAL HVS UCVO VABV Community Councils Com Ed Com Support LCC HIE-Innse Gall	
					Establish a “Peer Support” network for youth workers by December 2008.
					Audit the training needs of volunteers in Youth Groups.
					Organise & deliver Youth Leader Training events across the Outer Hebrides.
	CL&D SO7	People in the Outer Hebrides have the confidence and skills to make a contribution to the decision making process.			Support existing youth clubs & youth cafes & establish provision where none exists.
					Provide a range of support to community groups and individuals to enable them to be involved in the decision making process.
					Support the network of youth voices/councils and encourage participation.
	CL&D SO8	Community groups in the Outer Hebrides are inclusive.			Support Community Councils & Local Advisory Groups across the Outer Hebrides.
					Partners to carry out Equalities impact assessments.
					Partners to recruit volunteers and match them to appropriate opportunities.
					Establish groups where a need has been identified.
					Support community groups to encourage participation by all in their community.
	CL&D SO9	People in the Outer Hebrides have the confidence and skills to make a contribution to voluntary groups in their community.			Identify barriers to participation in community activities & develop solutions to reduce these barriers.
					Organise & deliver a range of training events & courses to develop the capacity of community groups.
					Organise & deliver information sessions/workshops on accessing funding for community projects.
					Support community groups who are providing services to the community.
		Volunteers have structured and supported volunteering opportunities.			

Strategic Priorities Action Plan 2009 - 2011.

SOA Ref	CL&D Strategic Outcome	Strategic Priority	Action Team	Partners
7	CL&D SO10 We have effective partnership working within Community Learning & Development.	Prepare a catalogue of partners training resources by March 2009. Develop and implement mechanism for sharing training opportunities across partners. Carry out Partnership self assessment against relevant HGIOCL&D?2 quality indicators. All relevant members of the Community Learning & Development Strategy Group to have in place effective Child Protection Policies. Develop and implement a performance management information recording system for the CL&D Partnership.	CL&D Partnership	Cothrom LCC LHYCA UBYCA Volunteer Centre SCVOs CLAN Com Ed Com Support SDS HIE Innse Gall NHS WI