

Community Learning and Development



COMHAIRLE NAN EILEAN SIAR



COMMUNITY LEARNING & DEVELOPMENT

STRATEGIC PLAN

2018 – 2021

Outer Hebrides Community Learning & Development Plan 2018 - 2021

Introduction

Community Learning and Development (CLD) covers a broad range of practice including youth work, adult learning, family learning and community development.

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.

CLD work in Scotland is guided by the [Strategic Guidance for Community Planning partnerships: Community learning and development](#) (2012) document and underpinned in legislation through [The Requirements for Community Learning and Development \(Scotland\) Regulations 2013](#). A [Revised CLD Guidance Note](#) was published in November 2017.

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;
- Learning support and guidance in the community

Creating the Plan

The Community Learning & Development (Scotland) Regulations place a statutory duty on local authorities to publish a plan every three years. 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.

Data Gathering

The new CLD Plan 2018-2021 has been developed following a variety of consultations, these have included:

- Community Signature consultations which took place with young people in youth settings and community groups in various geographic settings;
- Place Standard consultation responses;
- One to one interviews carried out with Partners, Community Group representatives and individuals;

The Place Standard Consultation findings resulted in the publication of the 'Local Outcome Improvement Plan'. The LOIP plan supersedes the Single Outcome Agreement for the local authority. Two locality plans are being piloted currently, one in Stornoway West and one in North Uist.

http://www.ohcpp.org.uk/index.php?option=com_docman&task=doc_download&gid=1049&Itemid=237 LOIP Document

http://www.ohcpp.org.uk/index.php?option=com_docman&task=doc_download&gid=973&Itemid=237 Place Standard Results

CLD Officers held Community Signature Consultation workshops involving both CLD providers and members of the public to assess and ascertain community needs across four themes – Place, People, Prospects & Planning. The results are contained in the link below:

[Community Signature Results](#)

The information gathered was analysed and priorities were identified and form the impetus for this plan. Local plans will be also be produced designed, developed and delivered based on the Community Signature results and responding to current issues arising within communities.

Recent HMIe inspection findings are incorporated into the priorities of the plan including areas of improvement noted as:

- Improve CLD governance.
- Develop joint targets and performance measures to better capture the full impact of CLD Quality Indicators

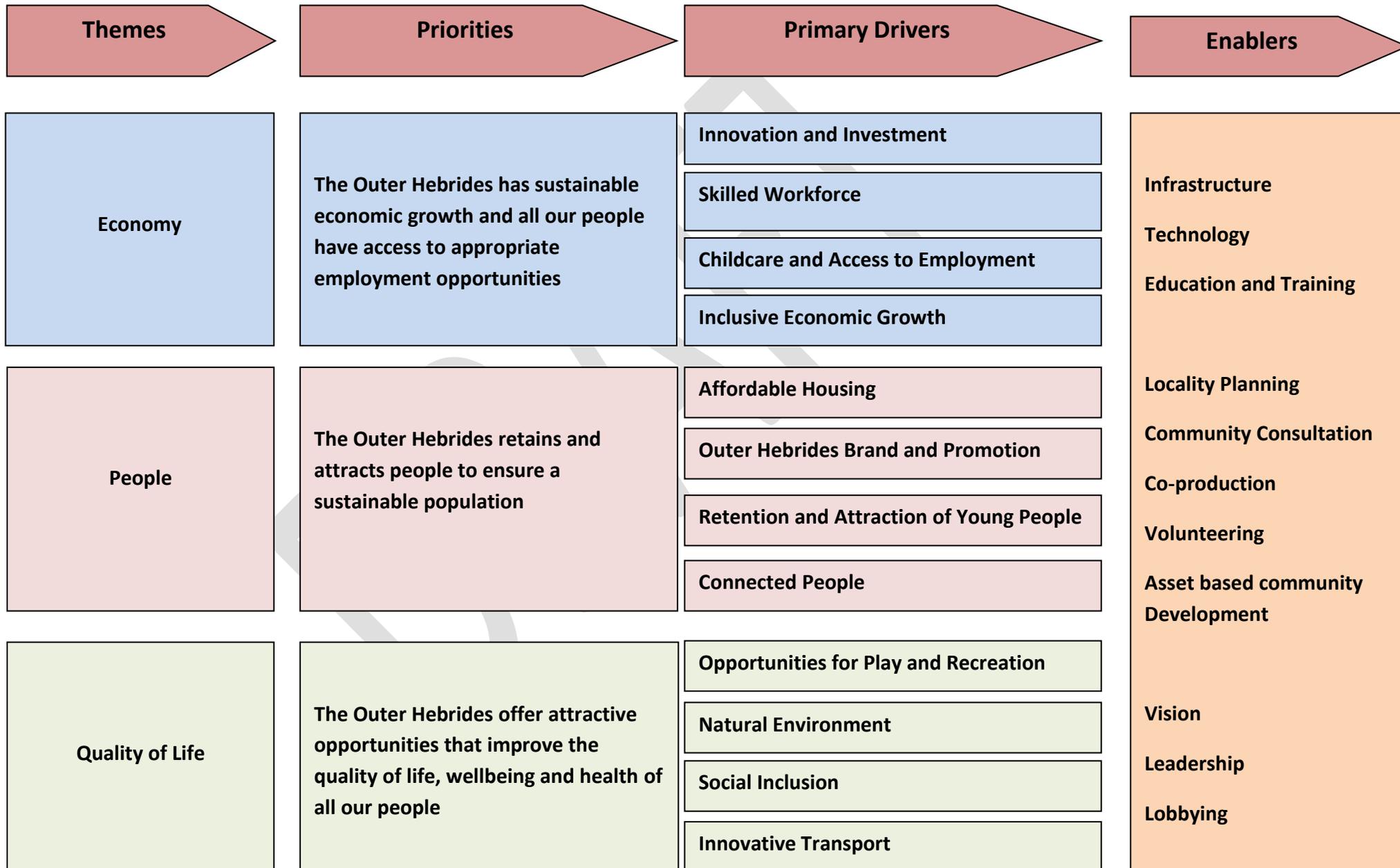
Plan Content

The CLD Regulations stipulate that each CLD planning process must identify the following information:

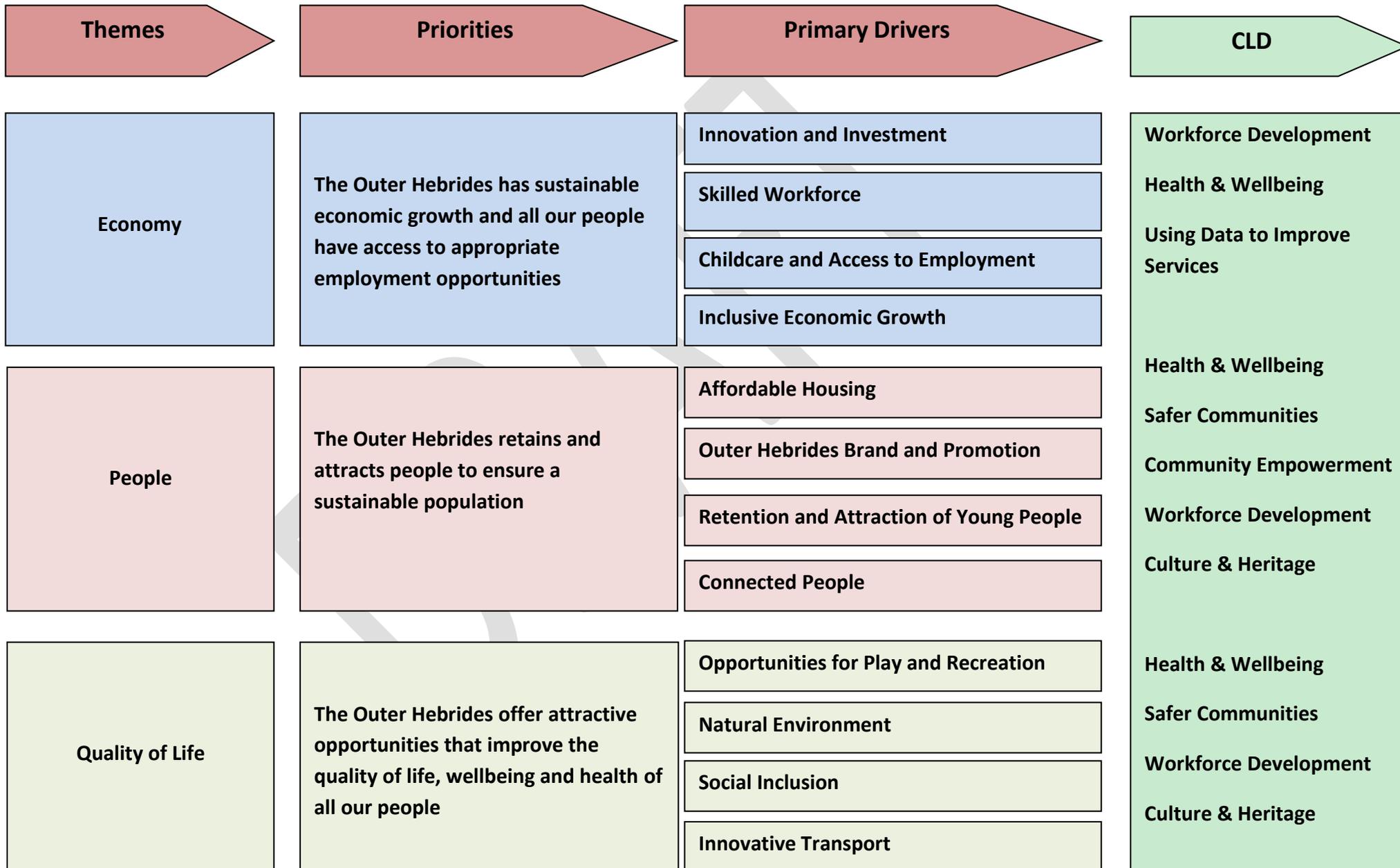
- how the local authority will co-ordinate its provision of CLD with other CLD providers within the area of the local authority;
- what action the local authority will take to provide CLD over the period of the plan;
- what action other partners intend to take to provide CLD within the area of the local authority over the period of the plan;
- any needs for CLD that will not be met within the period of the plan.

Outer Hebrides Local Outcome Improvement

Plan 2017-2027



CLD Priorities Aligned to LOIP



Comhairle Nan Eilean Siar 2018-2021

DRAFT CLD Priorities	Outcomes
HEALTH & WELLBEING	Individuals and Communities gain the skills and knowledge required to make positive life choices enhancing their Health & Wellbeing
SAFER COMMUNITIES	Individuals and Communities benefit from partners providing services that are efficient, effective and relevant.
WORKFORCE DEVELOPMENT	Individuals and Communities are able to articulate and plan learning opportunities in collaboration with Partners
COMMUNITY EMPOWERMENT	Individuals and Communities are actively involved in shaping their future through Youth and Community Voice.
CULTURE & HERITAGE	Individuals and Communities are actively involved in the retention and acquisition of Gaelic Language, Culture and Heritage
USING DATA TO IMPROVE SERVICES	Individuals and Communities use statistical data to define challenges and plan more effectively to achieve positive outcomes

Co-ordination of CLD in the Outer Hebrides

Outer Hebrides Community Planning Partnership

Vision

“The Outer Hebrides is a prosperous, well-educated and healthy community enjoying a good quality of life and fully realising the benefits of our natural environment.”

The Outer Hebrides’ most difficult problems arise in areas where challenges exist for all partner agencies, both individually and collectively. The biggest cross-cutting challenges locally are how to make our population sustainable by providing jobs and business opportunities, digital connectivity, affordable transport, housing and addressing fuel and other forms of poverty, which impact on everything we do.

The Community Planning Partnership has oversight of the shared challenges and ensures that relevant aspects are being addressed by relevant bodies, and where appropriate, by any or all of the Priority Groups.

Currently the principal initiative addressing the cross-cutting challenges is the Islands Deal, a joint proposal from the three islands councils (Orkney, Shetland and Comhairle nan Eilean Siar) to the Scottish and UK Governments, which is modelled on the lines of a City or Regional Deal but with elements unique to the islands.

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.

One of the strands of the Deal is, Achieving our Islands’ Full Economic Potential, which proposes an innovative programme of strategically significant development projects in each island area, with a 10-year horizon to achieve the Deal's population and employment targets and a 20-year horizon to embed sustainability.

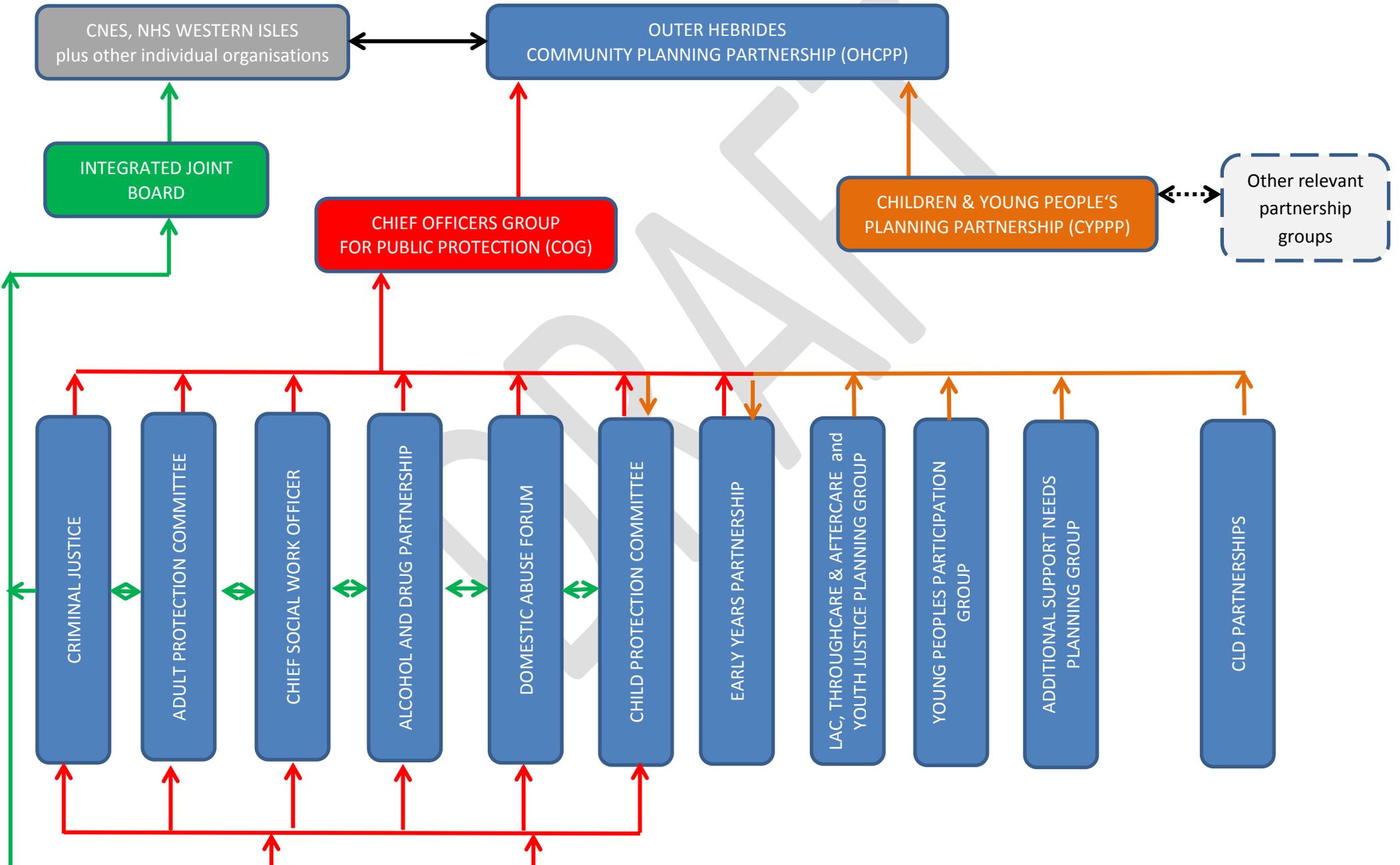
This targets the major challenges common to all the islands, including digital connectivity, transport, housing and fuel poverty, along with opportunities in energy development, tourism, enterprise and workforce development.

Governance

The Outcome Groups of the Outer Hebrides Community Planning Partnership (OHCPP) are responsible for the oversight of delivery of the LOIP outcomes and reporting on progress. This includes assessing progress, addressing issues and ensuring outcomes are delivered in partnership.

One of these Outcome Groups is the Children & Young People’s Planning Partnership (CYPPP). The Children & Young People Planning Partnership . has responsibility to oversee the actions of the following groups: Early Years Partnership; LAC, Throughcare & Aftercare and Youth Justice Planning group; Young People’s Participation Group; Additional Support Needs Planning Group and CLD Partnership Group

CLD GOVERNANCE STRUCTURE



CLD Area Partnerships

Overview

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 two distinct partnerships operating across the Western Isles serving two of these areas. The Harris Forum and Voluntary Action Vatersay & Barra. Both groups reflect key partner agencies and are committed to a collaborative approach for the benefit of the geographical area. The intention is to create two other Partnership Groups in Lewis and Uist to bring together key people, within the catchment area of an S6 Secondary School, who are involved in Youth Work, Adult Learning and Community Development.

The role and function of the Area Partnerships is to identify local learning needs (within the context of the Comhairle's LOIP), review work undertaken and prepare a local CLD Action Plan based on that information. The Partnership 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.

These Partnerships support the delivery of the LOIP and will report to the Outer Hebrides Community Planning Partnership through the Children & Young People Planning Partnership. .

Main Responsibilities of the CLD Partnerships

- Carry out a Needs Assessment within their Learning Community Area taking into account the requirements of the CLD Strategic Guidance and the CLD Regulations 2013.
- Ensure that priority areas are aligned with the LOIP and the revised CLD Plan 2018-2021.
- With partners, prepare a Learning Community Area profile and agree an Action Plan and Improvement Plan to meet identified needs within priority areas.
- Report on Action Plan progress twice a year, in June and at the annual Partnership Event in November. This report will contain both quantitative and qualitative data and will be submitted to the CLD Team Leader for onward reporting to the CYPPP and thereafter to the OHCPP.
- With partners carry out an annual Self Evaluation using HGIOCL&D?2 each year.

CLD Team Plan

The CLD Team are deployed across the four geographical areas of Lewis, Harris, Uist & Barra and have designed a team plan reflective of the six key priorities which will address inequalities and ensure the need of the most vulnerable and hard to reach groups are identified and met.

The team plan (below) will now be organised into a schedule of work with specific actions and targets and will submit reports on a regular basis through the Comhairle's Education, Sport & Children Services Committee and also through the Community Planning Partnership via the Children & Young People's Planning Partnership

CLD TEAM PLAN 2018-2021

Priority One – Health and Wellbeing		
Work with Young People	Adult and Family Learning	Community Capacity Building
<ul style="list-style-type: none"> • Support Transition Activities within Schools • Provide opportunities for social and emotional support for young people. • Deliver issue-based workshops in schools and communities • Support young people to become involved in decision making processes. • Deliver the Pointers Development Plan actions • Provide support to Young Carers groups both primary & secondary age, where appropriate • Develop the work of the Hotspot Intervention Team using a partnership approach. • Continue to deliver accredited awards to ensure that learning is a feature of a young person's journey. • Continue to support intergenerational activities with communities and their partners • Work in collaboration with the PEF workers to enhance services resulting in closing the attainment gap • Continue to deliver a diversionary activities programme 	<ul style="list-style-type: none"> • Provide a broad range of learning opportunities, utilising information from local partners - • Continue to develop volunteering opportunities. • Increase accessible fitness, health & well-being classes for all age groups • Improve learning opportunities and provision in rural areas • Provide Community based opportunities for literacy, numeracy and ESOL learners • Support adults with Additional Learning Needs • Support groups through Youth Leader training to enhance decision making • Provide support to young people facing barriers to progressions and employment to gain confidence and employment skills utilising OHMEET and HILLS Programmes • Provide supports to adults facing barriers to progression and employment to gain confidence and employment skills utilising OHMEET and HILLS Programmes • Support adults with Additional Learning Needs through the delivery of Employability programme HILLS that assist individuals 	<ul style="list-style-type: none"> • Organise regular information sharing opportunities with community partners • Deliver training and financial assistance to meet identified community needs • Engage fully with local Community Trusts to investigate possibilities for joint working • Improve engagement with Community Councils • Through partnership working, develop support groups, activities and community interest groups to encourage participation to prevent isolation. • Provide continued support to existing community groups to develop more activities for all age groups • Investigate the range of supports available to ensure adults with additional support needs access services • In conjunction with partner organisations, deliver Youth Work training to develop capacity within communities.

<ul style="list-style-type: none"> • Offer specialised interventions and services to vulnerable young people at risk of being isolated or excluded • Provide support to young people facing barriers to progression and employment that will result in greater confidence and employment skills • Continue to support and promote healthier lifestyle activities in conjunction with Partner organisations. • Develop support mechanism's for gender neutral individuals and groups • Actively participate and be represented on the CYPPG sub group aligned to the OHCPP CYPPP • Support the delivery of activities targeted at young people with ASN through the Summer Activities, holiday periods and after school clubs • Develop and deliver targeted youth work to young people with additional support needs • 	<p>move into Further Education, Employment or voluntary sector placements through one to one support, mentoring and coaching.</p> <ul style="list-style-type: none"> • Provide a broad range of learning opportunities - CBAL • Offer ITALL training to volunteer literacies tutors within the Learning Shop • Accessible fitness, health & well-being classes for all age groups. • Build on Music and Movement sessions in Solas. • Improve learning opportunities and provision in rural areas in partnership AL / CLD workers • One Life Skills group per year will run in the Learning Shop for Adults with Additional Support Needs who want to work in a group setting with a focus on literacies • Provide support to young people facing barriers to progressions and employment to gain confidence and employment skills through Learning for Life programme • Provide supports to adults facing barriers to progression and employment to gain confidence through literacies support, ESOL classes and CBAL classes • Provide literacies support for parents / carers to assist children with homework • Provide Gaelic family Learning / homework support for families with children in Gaelic Medium • Provide Arabic first language tuition to resettled Syrian children/families 	
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Priority Two – Safe Communities

Work with Young People	Adult and Family Learning	Community Capacity Building
<ul style="list-style-type: none"> • Provide support to existing community groups to develop activities for all age group • In conjunction with Partners, deliver provision of youth club/groups in geographical areas. • Utilise, where possible, HIT resources to develop a youth work presence in rural areas • Develop systems to analyse services for hard to reach young people and identify unmet needs • Offer vulnerable young people at risk of being isolated or excluded, specialised intervention and services • Deliver intergenerational activities • Provide support and activities to young people who are, or at risk of being isolated or excluded • Provide support services to people moving in to a community • 	<ul style="list-style-type: none"> • Improve learning opportunities and provision in rural areas • Deliver intergenerational activities • Provide support services to people moving in to a community • Improve learning opportunities and provision in rural areas in partnership – AL and CLD 	<ul style="list-style-type: none"> • Provide support to Alzheimer’s and dementia groups • Continue to support and promote healthier lifestyle opportunities for communities • Continue to support the following initiatives: <ul style="list-style-type: none"> ➤ Care for a ceilidh ➤ Wave of kindness ➤ Vintage tea parties ➤ Musical memories • Provide training/workshops aligned to training needs assessment for communities • Develop and enhance the Young Carers provision • Increase accessibility of community assets by working with Community Groups • Work with community groups and land trusts to develop new assets • Provide services to educate, prevent, advise and support work that is related to protecting children, young people, adults and communities • Deliver intergenerational activities

Priority Three – Culture and Heritage

Work with Young People	Adult and Family Learning	Community Capacity Building
<ul style="list-style-type: none"> • Develop and increase the number of Gaelic youth work opportunities for young people • Support the delivery of Gaidhlig Summer Schools. • Deliver a variety of activities through the medium of Gaelic • Work with Partners to provide traditional music tuition, drama and media studies for school age children. 	<ul style="list-style-type: none"> • Improve learning opportunities and provision in rural areas • Deliver a variety of activities through the medium of Gaelic • Work with Partners to provide traditional music tuition, drama and media studies for school age children. • Work with Partners to ensure Gaelic classes are available to people who wish to learn the language • Develop Gaelic Immersion courses • Improve learning opportunities in rural areas to reflect any cultural and heritage learning requests in the community • Work to increase the number of available Gaelic tutors in order to offer Gaelic language learning in rural areas • Familiarisation visits with new Syrian families to encourage interaction with communities other than the one in which they now live • 	<ul style="list-style-type: none"> • Provide support to promote the Gaelic language through a range of activities • Develop a closer working relationship with Gaelic organisations • Develop intergenerational/activities reflect our culture and communities. • Provide support to Comunn nam Parant groups • Deliver a variety of activities through the medium of Gaelic • Work with Partners to ensure Gaelic classes are available to people who wish to learn the language

Priority Four – Community Empowerment

Work with Young People	Adult and Family Learning	Community Capacity Building
<ul style="list-style-type: none"> • Continue to support Youth Council Developments • Support Young People to participate in democratic processes. • Improve the engagement of young people with wider community members through intergenerational collaboration • Deliver activities targeted at young people with ASN through the Summer Activities, holiday periods and after school clubs • Develop and deliver targeted youth work to young people with additional support needs • Develop a young carers group for primary age children • Support the provision of work experience placements and volunteering opportunities for young people 	<ul style="list-style-type: none"> • Improve learning opportunities and provision in rural areas • Provide support to Adults from organisations that allow them to gain transferable social and workplace related skills and experiences as students and volunteers. • Provide Community based opportunities for literacy, numeracy and ESOL • Identify local needs and deliver Lifelong Learning opportunities to adults including flexible learning programmes and bite sized programmes • Provide and further develop online learning • Develop effective partnerships and co-ordination of adult and community learning collaborative actions • Support the provision of work experience placements and volunteering opportunities for adults • Support the provision of work experience placements and volunteering opportunities for adults with multiple barriers through the delivery of the OHMEET and HILLS Employability programmes in assisting individuals gain the relevant life skills and training to ensure progression is made in relation to employment, further education 	<ul style="list-style-type: none"> • Support to local Comunn nam Parant Groups • Support to community groups to engage with democratic processes. • Support communities to participate in intergenerational activities • Engage with community groups and partners to help develop local solutions • Encourage individuals and groups to contribute to decisions that affect their communities • Support community consultation events to ensure communities are engaged in improvement discussions

or voluntary sector

- Provide support to Adults referred from Job Centre Plus , Criminal Justice or Third Sector agencies with multiple barriers to employment through the delivery of paid and voluntary work placements within the community, and a qualification based course in partnership with the local UHI allowing them to gain transferable social and workplace related skills and experiences as students and volunteers.
- Improve learning opportunities and provision in rural areas in partnership –
- Identify local needs and offer a range of learning opportunities to adults in their communities
- Continue to provide Employability ESOL through ESF funding to underemployed migrant workers
- Continue to provide general ESOL for speakers of other languages
- Continue to provide Survival ESOL to resettled Syrian families

Priority Five – Workforce Development

Work with Young People	Adult and Family Learning	Community Capacity Building
<ul style="list-style-type: none"> • Work in partnership to support all young people to achieve their preferred post school route identifying those young people at risk of failing to achieve / make a positive transition • Ensure young people are aware of new/existing opportunities by sharing information timeously 	<ul style="list-style-type: none"> • Provide support to adults facing barriers to progression and employment to gain confidence and employment skills • Support people to access training that is aligned to employment opportunities • Clear learning and progression routes linked to employment opportunities and FE. • Provide specialised training to volunteers who can help Young People with additional support needs • Provide support to adults facing multiple barriers to employment, education, training or voluntary progression to gain confidence and employment skills through the provision of employer/environmental placements and training through Employability Programmes OHMEET and HILLS. • Fully support participants to access specific training opportunities that are aligned to the individual's aims and chosen employment or Further education pathways. Identify employment and training opportunities specific to the participant's requirements for successful progression. • Clear learning and progression routes linked to employment opportunities and FE 	<ul style="list-style-type: none"> • Work with partner organisations and communities to understand the identified need for entering the workplace. • Support people to access training that is aligned to employment opportunities • Provide specialised training to volunteers who can help Young People with additional support needs

through the one to one support of individuals addressing needs and assistance required through a tailored and specific training plan.

- Provide relevant and required training to staff and Officers to enable progression of participants with additional support needs to successfully to their chosen destination status e.g. Employment, Further education or Voluntary positions.
- Develop stronger links with local college to provide guidance on progression routes from Literacies / CBAL / ESOL
- Pilot homework support with Laxdale primary school in partnership with CLD
- Pilot homework support with Stornoway primary school
- Work to recruit Gaelic tutor to provide Gaelic homework support to families with children attending Gaelic Medium Education
- Develop partnership with SDS to provide interview skills training for learners
- Continue to work closely with Syrian Resettlement Programme to provide training and skills development opportunities for Syrian ESOL learners
- Continue to work closely with Employability Team to provide language acquisition support to ESOL learners through G2W programme

Priority Six– Service Improvement

Work with Young People	Adult and Family Learning	Community Capacity Building
<ul style="list-style-type: none"> Encourage partners to engage in joint self-evaluation including profiling, mapping and analysis of trends to develop local improvement plans 	<ul style="list-style-type: none"> Encourage Partners to engage in joint self-evaluation including profiling, mapping and analysis of trends to develop local improvement plans 	<ul style="list-style-type: none"> Encourage Partners to engage in joint self-evaluation including profiling, mapping and analysis of trends to develop local improvement plans
<ul style="list-style-type: none"> Provide further awareness-raising regarding the CLD Strategic Guidance and Regulations to help groups plan for improvement. 	<ul style="list-style-type: none"> Provide further awareness-raising regarding the CLD Strategic Guidance and Regulations to help groups plan for improvement. 	<ul style="list-style-type: none"> Provide further awareness-raising regarding the CLD Strategic Guidance and Regulations to help groups plan for improvement.
<ul style="list-style-type: none"> Develop benchmarking opportunities with other local authorities 	<ul style="list-style-type: none"> Continue to work with other local authorities to benchmark services 	<ul style="list-style-type: none"> Continue to work with other local authorities to benchmark services
<ul style="list-style-type: none"> Encourage Partners to engage in planned joint CPD and self-evaluation to develop shared outcomes. 	<ul style="list-style-type: none"> Encourage Partners to engage in planned joint CPD and self-evaluation to develop shared outcomes. 	<ul style="list-style-type: none"> Encourage Partners to engage in planned joint CPD and self-evaluation to develop shared outcomes.
<ul style="list-style-type: none"> Partners to identify CLD Practitioner Training Needs and plan and deliver joint CPD 	<ul style="list-style-type: none"> Partners to identify CLD Practitioner Training Needs and plan and deliver joint CPD 	<ul style="list-style-type: none"> Partners to identify CLD Practitioner Training Needs and plan and deliver joint CPD
<ul style="list-style-type: none"> Continuous consultation with community groups to improve services jointly 	<ul style="list-style-type: none"> Continuous consultation with community groups to improve services jointly 	<ul style="list-style-type: none"> Continuous consultation with community groups to improve services jointly
<ul style="list-style-type: none"> Develop guidance, support & systems that help track and record wider achievement across partners. 	<ul style="list-style-type: none"> Partners to develop information recording, sharing, profiling, mapping, analysis of trends 	<ul style="list-style-type: none"> Partners to develop information recording, sharing, profiling, mapping, analysis of trends