

**THE HIGHLAND COUNCIL**

Agenda Item	19
Report No	HC/14/14

**26th June 2014**

**2014 Commonwealth Games Legacy Plan**

**Report by Director of Education, Culture & Sport**

**Summary**

This report outlines the background to creating a Highland Legacy Plan to fit with the Commonwealth Games and other 2014 events. The Council has engaged with High Life Highland to produce the Plan – a draft copy of which is circulated for comment and consideration. Members are invited to approve the draft which will form the basis of partnership activity on these themes over the period up to 2019.

**1. Background**

1.1 Each local authority is expected to prepare a 2014 Legacy Plan highlighting the actions, benefits and opportunities that could be delivered in its area from the different initiatives centred around the Commonwealth Games and the other national events taking place this year. Arrangements have been put in place to ensure that a co-ordinated approach is taken across all Scottish Local Authorities to base Legacy Plans around the four key themes set by the Scottish Government:-

Active - increasing opportunities to take part in sport and physical activity

Connected - cultural and creative opportunities

Sustainable – environmentally responsible, sustainable communities

Flourishing - increasing economic growth potential

Wherever possible and appropriate the local actions within each theme should match the individual Council's programme and priorities over the period 2014-2019.

1.2 The Highland Council has engaged with High Life Highland to produce the Highland Legacy Plan.

**2. Legacy Plan's Aims**

2.1 The Draft Legacy Plan addresses the four nationally set themes, Active, Connected, Flourishing and Sustainable from a Highland perspective and builds on the many ongoing initiatives already established under these headings. Additionally, as its central theme it proposes the establishment of a Highland Leadership Programme which will offer young people a pathway to develop life skills through participation in sport and community activities.

2.2 More generally the Highland Legacy plan aims to:-

Ensure that the legacy benefits are delivered against the Council's priorities identified in its current Programme and in the Single Outcome Agreement;

Develop and sustain partnership working with various agencies and groups within the Highland area to deliver the proposals detailed in the Plan;

Enable the Council and partner organisations to share resources and seek external investment from local, regional and national agencies towards implementing aspects of the Plan;

Involve voluntary and community clubs and organisations and provide them with direction and support in recognition of the role they can play delivering the plan;

Ensure continued commitment to the improvement of health and wellbeing within the region particularly through increased opportunities for people to engage in physical activity;

Continue the good work established by partner organisations in providing support and activities for older people;

Ensure that the Highland area contributes to and takes advantage of the national agendas of the Scottish Government insofar as they relate to the themes of the Plan;

Put in place arrangements to operate a one off Legacy Projects Grant Fund.

- 2.3 The Resources Committee agreed at its meeting on 26<sup>th</sup> February to create a Games Legacy Fund using £100k of Council balances; which eligible organisations could bid into for assistance with a project which would maintain the legacy of the Commonwealth Games and fit with the Legacy Plan. It is suggested that this be modelled on recent the Highland Culture Fund which had a similar total amount and provided grants of up to £5k per application.
- 2.4. The Draft Legacy Plan was considered by the Community Planning Partnership's Officer Group on 18<sup>th</sup> June and partners have been asked to submit any particular comments or projects they would like to see included over the next week.
- 2.5 Once finalised the Plan will be typeset and graphics added. It is suggested that the Legacy Plan and the Legacy Grants Fund be formally launched at one of the events during the visit of the Queen's Baton Relay to the Highland area in July.

It is hoped the Lee Seton, Scottish Government 2014 Legacy Officer may be able to attend the meeting to outline the Legacy arrangements from a national perspective.

### **3. Recommendation**

It is recommended that Members

- i) comment on and approve the Highland Legacy Plan
- ii) agree the basis of the Legacy Grants Fund
- iii) agree the proposal to launch the Plan and the Fund during the forthcoming Queen's Baton Relay.

Signature:

Designation: Director of Education Culture and Sport

Date: 18<sup>th</sup> June 2014

Background Papers:

Finance Housing and Resources Committee 26<sup>th</sup> February 2014  
Report FHR-53-14

# 2014 Glasgow Commonwealth Games Highland Legacy Plan

Active

Connected

Sustainable

Flourishing

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# Foreword from The Leader of The Highland Council

I am delighted to present The Highland Council's 2014 Commonwealth Games Legacy Plan.

Through this plan we aim to ensure that Highland benefits from a lasting and sustainable legacy that connects with the 2014 Commonwealth Games. In setting the Legacy Plan themes as Active, Connected, Sustainable and Flourishing the Scottish Government gave Local Authorities a flexible guide to develop their Legacy Plans.

Our aspiration is to provide opportunities to develop strong links with the Legacy 2014 themes through our existing programmes, by generating or supporting additional activities, while ensuring that each proposal is incorporated within a sustainable framework.

The Highland Legacy Plan connects with The Highland Council's Programme 'Working Together for the Highlands' with other strategies held by the Council and with the programmes of our Community Planning Partners which link to the Legacy themes through the Single Outcome Agreement. In addition to our existing resources devoted to the projects included in the Plan, the Council proposes to introduce a one off £100K Games Legacy Fund to help facilitate the implementation of aspects of the Legacy Plan.

Meanwhile, the Council is happy to welcome the Queen's Baton Relay to the Highlands in July. The Relay, which is the traditional introduction to the Commonwealth Games, visits sixteen different communities in the area over four separate days and many organisations and community groups are working hard to celebrate the occasion. We intend to launch this plan and the Legacy Fund at an event when the Queen's Baton Relay is in our area.

I would encourage everyone to enjoy and participate in the range of opportunities on offer. I hope that the Commonwealth Games will encourage or inspire people of all ages in the Highland area to commit to becoming more physically active thereby improving their health and wellbeing and I am pleased to note that one of the early actions of the Legacy Plan is to review and update the Highland Sport and Physical Activity Strategy to appeal to a wider and more inclusive audience.

Councillor Drew Hendry  
Leader of The Highland Council

# Introduction

This summer, the XXth Commonwealth Games in Glasgow will host 70 countries and territories across 17 sports and will bring together thousands of elite athletes, friendly volunteers and excited spectators to participate in an incredible festival of sport and culture.

2014 also presents Scotland with other inspiring events including the 40<sup>th</sup> Ryder Cup at Gleneagles and the year-long celebration of Homecoming. In Highland we again hosted an element of the World Mountain Bike Championship and in September the World Sheepdog Trials take place in Ross-shire – the first occasion the World Championship has come to Scotland.

The Highland Legacy Plan has been developed taking the national legacy framework and local context into account (see appendix 1).

The Highland Council has a unique opportunity to support communities in the Highland to engage with these significant events and this legacy plan seeks to enable the following aims:

- Increased opportunities for people of all ages, interests and abilities to participate in 2014 related cultural, sporting and physical activities to support improved health and wellbeing;
- Ensure that information on Glasgow 2014 games and the related legacy activity is widely shared and used amongst partners;
- Implement activities designed to achieve games legacy objectives locally;
- Ensure that longer term legacy activities are complementary to and sit within the context of the Highland Single Outcome Agreement and other local development plans;

The Highland Legacy Plan aims will be delivered by:

- Highlighting the commitment of The Highland Council and other local agencies to investing in physical activity and sport for the future;
- Linking directly to the Highland Community Planning Partnership Single Outcome Agreement;
- Linking directly to The Highland Council's Programme: *Working together for the Highlands* which centres on the following themes:
  - ✓ Economy
  - ✓ Children and Young People
  - ✓ Caring Communities
  - ✓ Better infrastructure
  - ✓ Empowering Communities
  - ✓ Strong and Safe Communities
- Connecting with aspects of the *Highland Physical Activity and Sport Strategy*;
- Enabling more people to get more active at all life stages;
- Incorporating links with the work of other agencies including NHS Highland, Highlands and Islands Enterprise and Scottish Natural Heritage;
- Taking cognisance of the *Highland Culture Strategy "Take Pride, Take Part"*;
- Featuring the Highland Leadership Programme as a key concept with the Legacy;
- Demonstrating the commitment of The Highland Council and other local agencies to new capital investment with a sporting focus or community use element. Such projects include:

Aviemore Community School, Inverness Royal Academy, Wick and East Ross schools projects, Fort William schools projects, Thurso community facilities, Inverness College, the Inverness Sports Hub and Regional Sporting Facilities.

The fledgling Highland Leadership Programme for young people acts as the centre-piece to the Highland Legacy Plan. The Leadership Programme seeks to create and implement a leadership training programme for young people, regardless of their interests and primarily, but not just those interested in sport, and will provide a truly embedded legacy from 2014. The Highland Leadership Programme will provide a pathway for young people to develop life skills and employment opportunities, utilising sports and cultural activities as the tool for engagement. The development of the Highland Leadership Programme crosses over each of the Legacy Plan themes: active, connected, sustainable and flourishing.

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# What is Legacy?

*We will build on what is already being done by the Scottish Government, local authorities, health boards, public bodies, the voluntary sector and others, by using the excitement generated by the Games, and other major sporting events, to achieve Scotland's goals<sup>1</sup>*

The Scottish Government legacy ambitions are set around four themes:

## **An Active Scotland**

Inspire the people of Scotland to be more active. To take part in physical activity and sport. To live longer, healthier lives. The Games offer a once-in-a-lifetime opportunity to get Scotland more active and, by using the power and excitement generated by this landmark event, we will encourage everyone – young and old – to get involved in a wide range of physical activity and sport.

## **A Connected Scotland**

The Games offer huge potential to inspire, to create and to learn. We want individuals and communities to get involved, to try something new, and to develop and enhance friendships and relationships both in Scotland and across the Commonwealth. Our reputation as a modern, vibrant and culturally rich and diverse nation will be enhanced. Everyone, particularly our young people, will know about Scotland's place in the world and embrace what the world has to offer.

## **A Sustainable Scotland**

A sustainable Scotland is committed to creating well-designed, sustainable places, both urban and rural, further supporting people's physical and mental health. In delivering the Games, protecting and enhancing Scotland's biodiversity and landscape for future generations is a key responsibility. It is reflected in the high environmental standards set out as part of Glasgow's successful bid for delivering the Games themselves and in our plans for an enduring legacy extending across Scotland both before and beyond 2014.

## **A Flourishing Scotland**

A flourishing Scotland will make the most of the economic and social opportunities of Glasgow 2014 and other high-profile events to help existing or potential Scottish businesses prosper, to improve their skills and workforce, to be more resilient and to apply for the wider public sector contracts worth £8bn. Working in partnership, we will develop a legacy supporting business, employment, skills and tourism and Scotland's reputation.

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<sup>1</sup> [On your marks ...Get set...Go: A games legacy for Scotland \(Aug 2009\). P.8](#)

## Delivering the Plan

The Highland Legacy Plan will be delivered by The Highland Council working in partnership as appropriate with other organisations.

The Highland Council will support and develop the work of internal and external local partners which are well placed to deliver opportunities which positively impact on the objectives of Legacy 2014.

The Highland Council will also maximise opportunities to utilise expertise from national organisations to facilitate priorities of Legacy 2014.

Progress on Legacy proposals and commitments will be tracked, nationally, in 2016 and again in 2019.

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## Action Plan

# Highland Leadership Programme – Centrepiece of the Highland Legacy Plan

### **What is the Highland Leadership Programme?**

The Highland Leadership Programme is the centre-piece to the Highland Legacy Plan.

The Highland Legacy Plan will provide a framework to support young people, under the age of 25, to develop as leaders both in sport and in wider interests. It will provide a pathway for young people to develop life skills and employment opportunities, utilising sports and wider community activities as the tool for engagement.

The purpose of the Highland Leadership Programme is threefold:

1. Firstly it provides a clear route for young people towards employment;
2. Secondly it facilitates volunteering contributions into the work force and communities;
3. Thirdly as the popularity and promotion of the Highland Leadership Programme grows more employers throughout Highland and beyond will recognise “the Highland Leadership Programme Graduate” on a CV as a quality standard.

### **Why offer and promote the Highland Leadership Programme as part of Legacy 2014?**

Through sport and other community activity The Highland Leadership Programme will support the creation of the future workforce with young people who have the skills they need to become confident employable individuals.

### **How will the Leadership Programme benefit young people?**

The Highland Leadership Programme offers a broad range of Award Levels to suit every participant; some levels have no requirement to undertake a qualification.

The Highland Leadership Programme will also offer opportunities to gain recognised qualifications through, for example: Sports Leaders UK; National Governing Bodies for Sport; and in Youth Work including: Saltire Awards; Youth Achievement Awards and Duke of Edinburgh Award.

Each Highland Leadership Programme level is based around a standard set of leadership values which cross over to other aspects of life including academic studies, social interaction and employment. All Graduates of the Leadership Programme will leave with a set of attributes, skills and knowledge fully transferrable to the workplace.

The experience of planning, organising, teamwork and active leadership are key areas of learning.

The experience gained will be positive for a career not just in sport or work with young people but in any employment and further education opportunity.

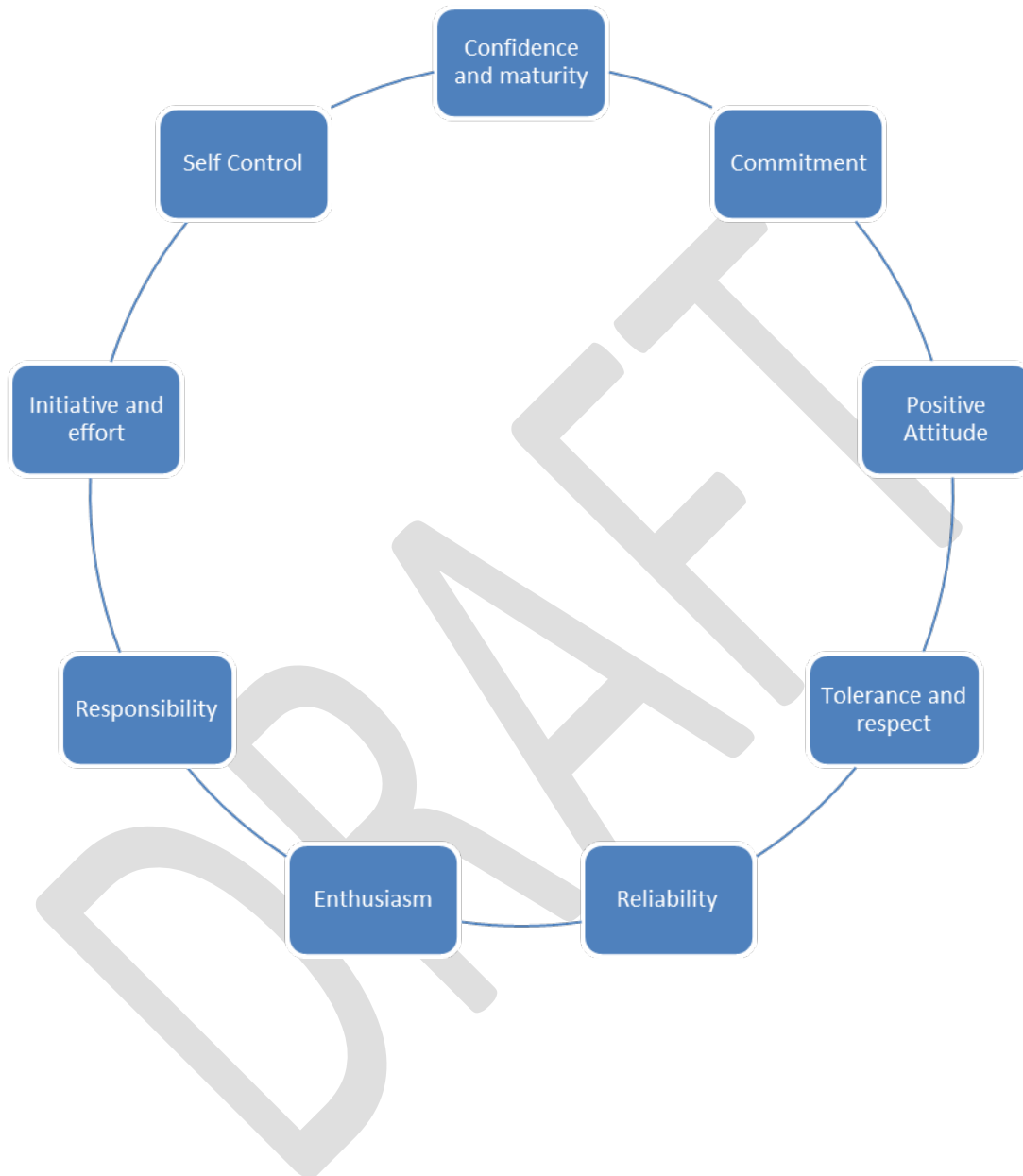
**Examples of Events and Groups, that Leadership Programme participants can be involved with:**

- Extracurricular clubs throughout the school cluster;
- Local primary school events and sports days;
- Local events (half marathon, triathlon, Highland Games etc.);
- Rotary Interact;
- Youth clubs and other youth organisations;
- Youth fora, Youth Voice and other representational opportunities;
- Fusion events (diversionary activities for young people in community facilities);
- Leisure or community facility programmes;
- Sports clubs;
- Holiday programmes; and
- Intergenerational work.

Leadership Programme participants also have the opportunity to consolidate experience and skills using the Lead 2014 programme, as Young Ambassadors or by undertaking other awards.

## Highland Leadership Programme Values

Each Highland Leadership Programme level is based around a standard set of values as outlined below.



## Employability

All Graduates of the Highland Leadership Programme will leave with a set of attributes, skills and knowledge valuable in the workplace. The experience gained will be positive for a career not just in sport or work with young people but in any employment and further education opportunity.

## Highland Leadership Programme Award Levels

The Leadership Programme has a range of Leadership Levels to suit every candidate and some have no requirement to undertake a qualification.

There is no need to progress through each level; candidates choose the levels that they would like to complete.

The goal is undertaking active leadership within a school or community setting, gaining the experience of “doing” rather than simply the theory of leading groups.

Level	Requirements
<b>Junior Leaders</b>	Complete the HLH Junior Leadership Course and support the delivery of 10 activity sessions.
<b>Navy Blue</b>	This level is for those who complete 25 hours of sport or activity leadership.
<b>Purple</b>	Complete either the Day Certificate in Sports Leadership, “Women, Get Set, Go!” Award or Involvement Training in Youth Leadership. An additional 25 hours leadership time is required.
<b>Green</b>	Complete Level 1 Award in Sports or Dance Leadership, Introduction to Youth Work Module or equivalent. An additional 25 hours leadership time is required.
<b>Red</b>	Complete Level 2 Award in Sport or Dance Leadership or module in Youth Work. An additional 25 hours leadership time is required.
<b>Grey</b>	Complete the Level 2 Award in Community Sports Leadership or PDA in Youth Work and an additional 25 hours leadership time.

# Action Plan Continued

## Legacy Theme - Active

The Games offer a once-in-a-lifetime opportunity to get Scotland more active and, by using the power and excitement generated by this landmark event, we will encourage everyone – young and old – to get involved in a wide range of physical activity and sport.

The priorities for the Active theme, outlined by Legacy 2014, are listed below:

- Increase physical activity and participation in sport;
- Improve the active infrastructure (people and places);
- Improve Scottish sporting success.

The table below outlines the actions in Highland that will support or align with the Active Legacy theme:

Programme	Action	Responsibility
The Highland Council's Commitments to Children and Families – ECS Service Plan 2012 – 2017	The provision of quality Physical Education to all children in Highland provides a foundation for all young people to live more active, healthy and fulfilling lives. We will work to ensure that 100% of schools across Highland are providing a minimum of 2 hours per week of quality PE in primary schools and 2 periods per week of quality PE in secondary schools (S1-S4) and that 100% of secondary schools across Highland are providing a minimum of 1 period of quality PE per week at senior level (S5-S6). We will also link with a wide range of Highland's Early Learning and Childcare (ELCC) providers to embed the principles and practice of quality PE.	The Highland Council and partners
Reference above	With High Life Highland support delivery of activities and services for pupils beyond the traditional school day.	The Highland Council and High Life Highland
Reference above	Provide specialist development officers for disability sport, golf, swimming, football and coaching development through High Life Highland.	The Highland Council and High Life Highland
Reference above	Involve children in the design and development of their school external play space.	The Highland Council
Reference above	Work with Gaelic Agencies to develop and support relevant sporting activities through the medium of Gaelic.	The Highland Council and partners
The Highland Council Health and Care and Learning Service Plan to 2017,	Implement the Highland Play Strategy and maximise the opportunities for children to learn, develop and enjoy through active play.	The Highland Council and partners
The Highland Council Development and Infrastructure Service Plan to 2017	Deliver effective and valued Ranger Services and maintain and promote Long Distance Routes within the Highlands and Implement a system of Core Paths in Highland.	The Highland Council
Reference above	The Council will provide more safe cycle tracks and "walk to school" pathways where appropriate, and will encourage healthier and greener methods of transport.	The Highland Council
The Highland Council Community Services Service Plan to 2017	The Council will work with the Scottish Government and other partners, to improve cycle safety across the Highlands, and expand cycle routes.	The Highland Council

Commitment to support the development of health and wellbeing opportunities	Increase the number of locations delivering You Time, the leisure and learning programme to support improved health and wellbeing outcomes for older people.	The Highland Council, High Life Highland and voluntary sector partners
High Life Highland's on-going commitment to support the development of physical activity and sport	Implement the sportscotland Community Sports Hubs programme based around 4 Highland facilities: Aviemore, Tain, Dingwall and Thurso and seek to expand the number of Sports Hubs as the national programme develops.	High Life Highland
Active Schools Programme	Continue to implement the Active Schools programme across Highland to provide more and higher quality opportunities for children and young people to participate in sport before, during lunchtime and after school.	High Life Highland and voluntary and community clubs
Leisure Facilities	High Life Highland is replacing some fitness classes, at some Leisure Centres, with physical activities to inspire people to get fit through sport. Activities will include some Commonwealth sports as well as shinty.	High Life Highland
High Life Membership Card	High Life Highland is committed to expanding and developing the High Life Highland Membership Scheme which presently attracts 46,000 leisure card holders throughout the Highlands. The membership scheme is of particular interest to families who can choose from over 2000 junior swimming lessons per month, 800 over adult fitness classes per month, 18 fully equipped fitness suites and 14 swimming pools.	High Life Highland and partner centres
Attract external funding to secure new community facilities such as the Active Places Fund, Lottery etc.	<p>The Highland Council and its partners will help community groups develop projects to attract funding and the following initiatives are examples of projects of what can be achieved:</p> <ul style="list-style-type: none"> <li>• Sleat and Strath ARFC, £82,500 - Re-development and extension of the Broadford playing field</li> <li>• Highland Skate Parks Association, £100,000 - Skate Park</li> <li>• Speyside Trust, £50,375 - Pump track for mountain bike skills</li> <li>• Lochcarron Primary School, £14,923 - Adventure play park</li> <li>• Arisaig Community Trust, £30,000 - Activity space with adventure play equipment</li> <li>• Farr Secondary School Fund Committee, £42,000 - Outdoor multi-use games area</li> <li>• Sutherland Community Sports and Recreation Club, £90,645 - 3G pitch surface</li> <li>• Inshes Community Association, £94,000 - Adventure Play Park</li> <li>• Edinbane Community Company, £10,000 - Adventure Play Park</li> </ul> <p>Total awarded to projects in Highland to date = £514,443</p>	The Highland Council and partners
Games for Scotland	The Commonwealth Flashmob Relay will run throughout the Highlands during the Queen's Baton Relay in July as an event designed to be a transferable piece of choreography and involving schools, youth groups and sports clubs.	Eden Court
Highland Community Planning Partnership Single Outcome Agreement	1% per year annual increase in physical activity levels.	Community Planning Partners
Reference above	1% increase every 2 years in journeys made by bike.	Community Planning Partners
Reference above	Active Travel support through extension of bikes on buses and trains.	Community Planning Partners
Reference above	Each community planning partner to produce a clear action plan for promotion of physical activity and active travel to their own staff.	Community Planning Partners



Reference above	Additional 4 allotment sites within Highland Council.	Community Planning Partners
Reference above	Increase awareness of the Healthy Working Lives brand.	Community Planning Partners
Reference above	Increased number of businesses taking up Healthy Working Lives services.	Community Planning Partners
Young Ambassadors Legacy 2014 Programme	Continue to implement the Young Ambassadors programme across Highland. Young Ambassadors offer young people a pivotal role as advocates, role models and leaders within their school and wider community.	High Life Highland

## Legacy Theme - Connected

The Games offer huge potential to inspire, to create and to learn. We want individuals and communities to get involved, to try something new, and to develop and enhance friendships and relationships both in Scotland and across the Commonwealth. Our reputation as a modern, vibrant and culturally rich and diverse nation will be enhanced. Everyone, particularly our young people, will know about Scotland's place in the world and embrace what the world has to offer.

The priorities for the Connected theme, outlined by Legacy 2014, are listed below:

- Improve the perception of Scotland as a creative nation, producing world class cultural experiences;
- Increase engagements through new artistic, cultural and creative experiences;
- Enhance young people's learning and everyone's understanding and celebrations of our and other countries' cultures.

The table below outlines the actions in Highland that will support or align with the Connected Legacy theme:

Programme	Action	Responsibility
The Highland Council's Commitments to Children and Families – Care and Learning Service Plan	With High Life Highland continue to plan for the provision of integrated community facilities e.g. co-location of school, library, leisure & arts facilities in learning centres.	The Highland Council and High Life Highland
Reference above	With High Life Highland and other external partners expand access to culture and arts opportunities across the Highlands.	The Highland Council, High Life Highland and partners
Reference above	Design all new school buildings so that they may act as a community hub.	The Highland Council and partners
Reference above	Actively promote multi-culturalism through the delivery of Curriculum for Excellence, including links with Commonwealth Countries, schools and sports clubs.	The Highland Council
The Highland Council Chief Executive's Office Service Plan	The Council will engage meaningfully with the third sector across a range of policy areas and in service provision. We will also agree with partners a joint approach to supporting volunteering and community development in the Highlands.	The Highland Council and partners
Reference above	The Council will work with community councils and other community organisations to encourage community empowerment, and operates a community challenge fund to support community organisations to explore new ways of delivering services at a local level.	The Highland Council
Reference above	Support the hosting of Scottish Traditional Music Awards in December 2014 and the Celtic Nations Film Festival in 2015 in	The Highland Council &

	Inverness.	partners
Reference above	Establish how we can increase audience, participant and sponsorship engagement with Gaelic related events in Highland.	The Highland Council & partners
The High Life Highland Creative Learning Programme	Delivered within schools across the Highland Council region, the High Life Highland Creative Learning programme offers year-round opportunities for children and young people to engage in arts and cultural activities.	High Life Highland
A Commonwealth Tile	Highland Artist Helen Michie will work with 10 primary schools across the Highland Region on Commonwealth Mosaic Flags.	High Life Highland
Kakasitsi Drummers	The renowned Kakasitsi Drummers from Ghana will complete a 3 week tour of schools across Highland in September 2014, highlighted as a Commonwealth Cultural Exchange. Their visit to each school will include an educational performance, inclusive of opportunities for participation in their native drumming, singing and dancing practise, alongside individual class workshops.	High Life Highland
Scottish Ballet Big Dance Pledge	The Big Dance Pledge was created by Scottish Ballet with fun and celebration at its heart and was specifically designed as part of the Glasgow 2014 Cultural Programme of the XX Commonwealth Games.	Scottish Ballet
Get Scotland Dancing	Eden Court will be taking forward a number of initiatives such as workshops and taster classes, the dance treasure trail, the dance along movie and various themed dance events.	Eden Court
Game on Scotland	Continue to encourage schools to take part in the official education programme for the 2014 Games and take advantage of the different resources that have been produced to raise awareness of Commonwealth countries and their cultures.	Highland Schools
Glasgow 2014 Cultural Programme	A nationwide celebration that will play a central role in how Scotland hosts and welcomes the games. A number of events will be held in Highland before and after the Games such as touring groups, exhibitions and special commissions.	Glasgow 2014, The Touring Network and arts promoters groups
Highlands and Islands Enterprise Operating Plan	Deliver an ambitious regional strategy for the creative industries sector.	Highlands and Islands Enterprise
A strategy for cultural developments in Highland: Highland Culture, Take Pride, Take Part	Ensure Highland is the most welcoming environment in Scotland for the successful practice of cultural activity and creative industries. Our creative practitioners are respected and valued as important contributors to the lives and wellbeing of the wider community, and the reputation of Highland.	Highland Culture Strategic Board
Reference above	The size and diversity of Highland audiences for cultural experiences and products - generated from within the Highland area and externally - has grown and expanded as a result of a coordinated commitment to audience development, involving cultural organisers, promoters, networks and venues.	Highland Culture Strategic Board
Reference above	By targeting new, disadvantaged, excluded and other priority groups, we have increased access to cultural experiences (as audiences and participants) across all sectors of the community of Highland. This provides opportunities for a range of development and educational experiences designed to increase active participation in cultural experiences, within the community, across all life stages. This is supported by additional investment of £300k which may attract further resources.	Highland Culture Strategic Board
Reference above	Our sense of Place is enriched by events and festivals celebrating the distinctive characteristics of the culture of Highland, at local and regional levels; these provide opportunities to promote the region's talented performers, to local audiences and visitors; they offer opportunities for creative and interpretive work; they provide a platform for visiting artists and performers.	Highland Culture Strategic Board

## Legacy Theme - Sustainable

A sustainable Scotland is committed to creating well-designed, sustainable places, both urban and rural, further supporting people's physical and mental health. In delivering the Games, protecting and enhancing Scotland's biodiversity and landscape for future generations is a key responsibility. It is reflected in the high environmental standards set out as part of Glasgow's successful bid for delivering the Games themselves and in our plans for an enduring legacy extending across Scotland both before and beyond 2014.

The priorities for the Sustainable theme, outlined by Legacy 2014, are listed below:

- Strengthen and empower communities in Scotland and the Commonwealth;
- Demonstrate sustainable design and environmental responsibility;
- Improve the physical and social environment of Glasgow, in particular the East End.

The table below outlines the actions in Highland that will support or align with the Sustainably Legacy theme:

Programme	Action	Responsibility
The Highland Council's Commitments to Children and Families – Care and Learning Service Plan	We will focus on safe school transport, encouraging more healthy and environmental options such as "walk to school" pathways, safety support and safe cycle tracks.	The Highland Council
Reference above	Maintain the Service promotion of Eco Schools and support the delivery of the Schools Global Footprint Project.	The Highland Council
Reference above	Ensure school and new facility designs can meet the current Scottish Government climate change targets.	The Highland Council
Reference above	Spend preventatively to improve the quality of life for young people, older adults and those struggling with deprivation.	The Highland Council
The Highland Council Chief Executive's Office Service Plan, Cross Cutting Theme: Climate Change	The Council will ensure the provision of allotments and the maintenance of green spaces and public parks across the Highlands and will encourage various schemes such as community growing, local food production and support for Fairtrade.	The Highland Council
The Highland Council Development and Infrastructure Service, Service Plan	The Council will work with the Cairngorms National Park Authority to support them to develop the valuable role they play in the wider Highland environment and economy.	The Highland Council
Reference above	Protect and promote of Highland Biodiversity.	The Highland Council
Reference above	Working with partner agencies, the Council will deliver a Green Transport Strategy.	The Highland Council
Highlands and Islands Enterprise Operating Plan	Support investment in community assets to deliver income generating opportunities including investment in community renewable energy and encourage account managed clients to adopt low carbon business models.	Highlands and Islands Enterprise

## Legacy Theme - Flourishing

A flourishing Scotland will make the most of the economic and social opportunities of Glasgow 2014 and other high-profile events to help existing or potential Scottish businesses prosper, to improve their skills and workforce, to be more resilient and to apply for the wider public sector contracts worth £8bn. Working in partnership, we will develop a legacy supporting business, employment, skills and tourism and Scotland's reputation.

The priorities for the Flourishing theme, outlined by Legacy 2014, are listed below:

- Increase movement into employment, training and volunteering;
- Increase growth of Scottish business;
- Improve the perception of Scotland as a world class destination for business, events and tourism.

The table below outlines the actions in Highland that will support or align with the Flourishing Legacy theme:

Programme	Action	Responsibility
The Highland Council's Development and Infrastructure Service Plan	The Council will work with the Scottish Government, Highlands & Islands Enterprise and private sector partners to maximise the tourism potential of the Highland area and promote our unique Highland identities, traditional sports (including shinty, curling and our Highland games), culture and the Gaelic language.	The Highland Council & partners
Reference above	The Council will work with partners to produce a social enterprise strategy for the Highlands.	The Highland Council and partners
Reference above	The Council will work with HIE, the Scottish council for Development & Industry and statutory infrastructure providers to promote and develop the Highland area as one of the most attractive environments to do business in Scotland.	The Highland Council and partners
The Highland Council's Care and Learning Service plan	The most vulnerable young people, including care leavers, will receive high quality personal support and appropriate opportunities for learning after their school leaving date through the implementation of Activity Agreements (including physical activity, sport and cultural activities and opportunities).	The Highland Council and partners
Reference above	Continue to develop our partnerships with UHI, Inverness North Highland and West Highland Colleges, Sabhal Mor Ostaig and other Further and Higher Education institutions to broaden the range of options for 16+.	The Highland Council
Reference above	With High Life Highland explore the development of apprenticeship work experience opportunities for young people across HLH, supported by youth services mentoring and links to achievement frameworks.	The Highland Council and High Life Highland
Reference above	With High Life Highland develop & deliver a volunteering policy, to recognise the importance of volunteering in supporting cultural, leisure and learning activity.	The Highland Council and partners
Highland Community Planning Partnership	Create and support initiatives which strengthen the status and profile of Gaelic within general economic development, the	Community Planning Partners

Single Outcome Agreement	creative industries and tourism in the Highlands; and work to develop strategies for Gaelic-related employment.	
Reference above	Partners address significant inequalities in Highland through a coherent and individualised approach to post school transition for young people experiencing significant barriers to employment.	Community Planning Partners
The Highland Council Chief Executive's Office Service Plan	The Council will work with public and private sector partners to maximise community benefits from new development, and to channel those funds into new community developments, training and jobs. We will encourage communities to make full use of the Highland Council's community benefit system.	The Highland Council
The Highland Council Service Plans for Care and Learning and the Chief Executive's Office	The Council will continue to work with partner bodies to attract major national and international events to the Highland area following the success of the Scottish Golf Open and the Mountain Biking Championships and recognises the economic impact of these to the area.	The Highland Council and partners
Reference above	Maximise the opportunities presented by staging the World and Scottish Six Day Orienteering Championships in the Highland area in 2015.	The Highland Council and partners
Highlands and Islands Enterprise Operating Plan	Deliver quality leadership and entrepreneurship programmes to businesses and social enterprises.	Highlands and Islands Enterprise
Reference above	Support social entrepreneurs to further develop leadership and growth skills.	Highlands and Islands Enterprise
Reference above	Support an increase in the number of export active food and drink companies.	Highlands and Islands Enterprise
Reference above	Maximise the regional impact from significant tourism related events in 2014 and through the development of higher value opportunities.	Highlands and Islands Enterprise
A strategy for cultural developments in Highland: Highland Culture, Take Pride, Take Part	Highland provides a supportive environment for a growing population of economically sustainable and creatively successful cultural enterprises. It provides a welcoming base for new entrants from the region and elsewhere. The number of retained and returning graduates in arts/ design/ cultural disciplines working in Highland continues to grow.	Highland Culture Strategic Board

## Summary

The Highland area has strong traditions of activity and community involvement. The 2014 Commonwealth Games offers a great opportunity to further develop those traditions to ensure a lasting legacy particularly for our young people.

The Highland Legacy Plan seeks to take the excitement of and involvement in the 2014 Games to create an environment where all levels of physical activity and competitive sport are able to flourish.

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## Useful Contacts

Highland Legacy Plan – John MacDonald, The Highland Council, ECS Learning and Leisure Client Manager: [john.macdonald@highland.gov.uk](mailto:john.macdonald@highland.gov.uk)

Highland Leadership Programme – High Life Highland Sports Development  
Team: [info@highlifehighland.com](mailto:info@highlifehighland.com)

## Appendix 1

### National Context

Here are some of the ways that the Scottish Government expects Legacy 2014 will make a difference.

**For a Scottish business** it might mean winning a Games-related contract which paves the way for further contracts and new markets, at home or overseas. It's helping to bolster the Scottish economy and enhance our reputation at home and abroad as a place to visit and do business.

**For a young person** it might mean a job, or an apprenticeship, or a role as a Youth Legacy Ambassador where they can learn new skills and gain experience.

**For schoolchildren** it's about the opportunity to learn about the Commonwealth and the Games, about values and about other countries and their cultures.

**For our communities** it's about improving local facilities, taking part in cultural events, working together to celebrate the Games, and engendering a true community spirit.

**For every one of us** it's about being inspired to become more active, whether that's through walking or cycling or taking up a sport. And recognising that the benefits to our health of doing so are huge.<sup>2</sup>

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<sup>2</sup> <http://www.legacy2014.co.uk/what-is-legacy/legacy-explained>

## National Context Continued - Legacy 2014 Programmes

The list below provides a flavour of the National Legacy 2014 programmes:

### **2014 Food and Drink**

Offering a range of activity capitalising on the year of 2014 to showcase Scotland's outstanding produce to the world.

### **Legacy 2014 Employer Recruitment Incentive**

Supporting up to 1550 Employer Recruitment Incentive (ERI) payments to employers. Delivered by Skills Development Scotland, the £1,500 ERI payments will help employers take on a 16 – 19 year old in a sports or events related modern apprenticeship.

### **Fit in 14**

A national engagement campaign asking workplaces to champion efforts among their staff to become more active in 2014.

### **Get Scotland Dancing**

A celebration of dance bringing together professional and amateur dancers of all ages to perform in public spaces in towns, villages and cities across the country.

### **Game Changer Awards**

A one-off award ceremony to recognise and celebrate the many contributions that staff and students in Scotland's universities and colleges are making to ensure that Glasgow 2014 is a fantastic success and will deliver an enduring legacy for Scotland's people. There will be six award categories to reflect that range of that activity and talent.

### **Street Soccer Scotland**



Using sport as a catalyst for change, Street Soccer Scotland deliver a range of football-related programmes and personal development services to socially disadvantaged adults and young people.

## Local Context

### **Geography**

The Highland Council serves a third of the land area of Scotland including the most remote and sparsely populated parts of the United Kingdom. We have the 7th highest population of the 32 authorities in Scotland.

The total land area including all islands at low water is 26,484 square kilometres. This is 33 per cent of Scotland and 11.4 per cent of Great Britain. It is 10 times larger than Luxembourg, 20 per cent larger than Wales, and nearly the size of Belgium.

The length of coastline including islands at low water is 4,905 kilometres, 21 per cent of the Scottish total, and excluding islands is 1,900 kilometres (49 per cent of Scotland). Argyll and Bute has the next longest coastline with 3,723 kilometres, then Western Isles with 3,716 kilometres.

### **Population**

Results from the 2011 Census show that the population of Highland on Census day was 232,132, and it increased to 232,910 in mid-2012. Highland generally has an older population profile than that of Scotland with a slightly higher percentage of children, but higher proportions in all the age groups above 45 years.

### **Employment**

	Highland number	Highland %	Scotland %	UK %
Managers and senior officials	10,300	9.0	8.3	10.1
Professional occupations	16,900	14.7	19.0	19.1
Associate professional and technical	10,500	9.1	12.9	14.0
Administrative and secretarial	10,700	9.3	10.9	11.0
Skilled trade occupations	18,000	15.7	11.4	10.8
Caring, leisure and other service occupations	13,900	12.1	9.8	9.1
Sales and customer service occupations	10,400	9.1	9.2	8.1
Process, plant and machine operatives	7,600	6.6	6.6	6.4

Elementary occupations	15,700	13.7	11.5	10.9
Total Employed (incl. self-employed)	114,000	100%	100%	100%

Source: NOMIS/ONS Annual Population Survey July 2011 to June 2012

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