

The Highland Council
Education, Children and Adult Services Committee
27 August 2015

Agenda Item	10.
Report No	ECAS 56/15

Community Learning and Development Plan

Report by Director of Care and Learning

Summary

The purpose of this report is to introduce the proposed Highland Community Learning and Development Plan.

1. Background

- 1.1 The process for developing a Community Learning and Development Plan was the subject of a report to this Committee in January and May 2015. New legislative regulations, designed to strengthen the position of Community Learning and Development (CLD) place a duty on Education Authorities to publish a 3 year CLD plan by September 2015, and updated plans every 3 years.
- 1.2 The Highland CLD Strategic Partnership has been formed to ensure that CLD services are planned and evaluated within the context of wider community development activity. This group is chaired by the Director of Care and Learning and includes colleagues from NHS Highland, Police Scotland, Fire and Rescue Service, SNH, HIE, UHI and the Third Sector Interface.
- 1.3 The CLD plan should demonstrate
 - a) How the education authority will co-ordinate its provision of community learning and development with other persons that provide community learning and development within the area of the education authority;
 - b) What action the education authority will take to provide community learning and development over the period of the plan;
 - c) What action other persons intend to take to provide community learning and development within the area of the education authority over the period of the plan; and
 - d) Any needs for community learning and development that will not be met within the period of the plan.
- 1.4 The Highland CLD Strategic Partnership seeks to
 - Improve the life chances for people of all ages, through learning, personal development and active citizenship
 - Help build stronger, more resilient, supportive, influential and inclusive communities
- 1.5 The plan is the Improvement Plan for the CPP Community Learning and Development Strategic Partnership. Its implementation will be described in local District Delivery Plans, and in For Highlands Children (for young people), the Change and Improvement Plan (for adults, including older people) and other Partnership delivery plans. It was considered at the CPP Chief Officers Group on 14 August 2015, and is included with these papers.

2. District Partnership

- 2.1 It has been agreed that the CLD Partnership coordinate mapping of current Community Development posts and resources using the framework of the 9 District Partnership geographical areas. The intention is to assess community capacity and resilience and to identify and support those communities where the Partnership understands the greatest benefits can be achieved in addressing health and social inequalities. Partners within each District will engage with young people and youth organisations to map develop and enhance formal and informal youth work provision across the Partnership. Contact will be made with adult learners and the adult learning community to develop and enhance learning across the Partnership.
- 2.2 The plan outlines the arrangement for each District Partnership to have a lead officer from across the CPP, who will join the CLD Partnership. They will be responsible for leading, promoting and supporting collaboration and partnership working in CLD activity in their District. The officers are from a range of agencies; it is presently envisaged that there will be one lead from each of HIE, Police Scotland, UHI and HLH; 2 from NHS Highland; and 3 from Highland Council.
- 2.3 The intention is for District Partnerships to consider local data around population, poverty and educational outcomes, evaluate local learning needs and current service provision and plan future service delivery related to needs.
- 2.4 Action plans for each District will be part of current plans being developed for Children and Adults. It is intended to use Driver Diagrams, based on wellbeing indicators.
- 2.5 It is noted that arrangements for locality planning are subject to change, and the CLD planning structure will develop in line with this.

3. Inspection

- 3.1 A new CLD Inspection regime has been established. The geographical basis for inspection is Associated School Groups of which there are 29 in Highland.
- 3.2 Services at Alness were recently inspected by Education Scotland. Strengths highlighted were
 - Some innovative work with young people leading to positive outcomes
 - Focus on health and wellbeing with older people
 - Strong ethos of getting things done in the community
 - Wealth of community assets and active volunteers
- 3.3 Agreed areas for development were
 - Improve targeting through better data sharing and analysis
 - Embed a programme of adult learning across the learning community
 - Develop and embed a shared vision for learning across Alness
 - Formalise current partnership arrangements
 - Improve joint self-evaluation across partners
- 3.4 Better data sharing and analysis of services and need and improved joint self-evaluation across partners is a key issue for all Districts.

4. Implications

- 4.1 **Resources:** the requirements for the Community Learning and Development Plan are being addressed within existing resources. Highlife Highland has a key role to play in service provision and in assisting with the co-ordination of the inspection process. Some additional resource will be required to assist District Partnerships to coordinate resources and develop services. This may be met by a vacant post in the Care and Learning Service.
- 4.2 **Legal:** the Council is required to fulfil statutory requirements in relation to the development of the plan
- 4.3 **Equalities:** Good practice in community learning and development will address social inequalities
- 4.4 **Climate Change/Carbon Clever and risk:** No implications
- 4.5 **Gaelic and Rural:** It will be important to address the particular requirements of Gaelic medium and rural communities

5. Recommendation

- 5.1 Members are asked to agree the Highland Community Learning and Development Plan, prior to submission to Education Scotland in September 2015.

Designation: Director of Care and Learning

Date: 17 August 2015

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Highland Community Learning and Development Plan 2015-2018

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Introduction

This plan has been developed in response to the “Community Learning and Development (Scotland) Regulations”. It is led by The Highland Council (THC) as required by the legislation and delivered through the work of the Highland Community Planning Partnership (CPP) and its nine district partnerships.

The Requirements for Community Learning and Development (Scotland) Regulations 2013” defines CLD as:

“Community learning and development” includes programmes of learning and activities designed with individuals and groups to promote the education and social development of those individuals and groups; and

“Target individuals and groups” means those individuals and groups that the education authority considers, having regard to the needs of the communities within the area of the education authority, are most likely to benefit from the provision of community learning and development.

The [guidance](#) on the regulations published by the Scottish Government states that:

“Community learning and development (CLD) has a powerful impact on the lives of learners and communities, supporting them to identify and work towards change. Whether that change takes place in an individual’s life, helps to create a resilient and enterprising community or contributes to better public services in a changing landscape, Scotland has a need for successful learners, confident individuals, responsible citizens and effective contributors working together to build a shared future.”

CLD operates within the wider community planning framework and key plans and legislative frameworks which are already in place provide a context for it. It also often arises from localised responses to community need from individuals and groups that have no representation or involvement in the formal CPP structures. The delivery of CLD also supports the delivery of these wider plans and frameworks and examples of where these will have to be considered by District partnerships in planning for CLD delivery include:

- the Community Empowerment (Scotland) Act 2015,
- any local community plans,
- the single outcome agreement (and its successor agreements; the Local Outcomes Improvement Plan), and
- the wider joint working and prevention agenda.

Vision

The Highland Community Planning Partnership (CPP) seeks to create a framework for people, individually and collectively, to make positive changes in their lives and in their communities, in order to:

- improve the life chances for people of all ages, through learning, personal development and active citizenship; and
- help build stronger, more resilient, supportive, influential and inclusive communities.
- The CPP Board has agreed six priorities for improving the way that the CPP will work together to improve outcomes. Three of these are particularly relevant for community learning and development. They are:
 - To engage in dialogue with communities in order to empower them to participate in service planning and delivery;

- To tackle deprivation and inequalities including by improving access and connectedness for communities
- To maximise the use of collective resources to achieve best outcomes, demonstrating a shift to prevention and the re-allocation of resources between CPP members where this represents best value.

The CPP Community Learning and Development planning process will:

- utilise the District framework across the Highland Partnership, to assess community capacity and resilience, and to identify and support those communities where the Partnership understands the greatest benefits can be achieved in addressing health and social inequalities;
- engage with young people and youth organisations to map, develop and enhance formal and informal youth work provision across the Partnership;
- engage with adult learners and the informal and formal adult learning community to map, develop and enhance learning across the Partnership; and
- engage with community groups and individuals to develop community capacity focusing initially on those communities which face the greatest challenges.

The Plan will be the Improvement Plan for the CPP Community Learning and Development Strategic Partnership. Its implementation will be described in local District Delivery Plans, and in For Highland's Children (for young people), the Change and Improvement Plan (for adults, including older people), and other Partnership delivery plans.

The Plan will be iterative, and will develop through:

- the engagement and activity of each District partnership, including an identified lead officer;
- the progressive mapping of CLD activity on a District by District base, taking account of deprivation and inequalities in communities, and including current youth work and adult learning activity;
- the assessment of needs being met;
- the assessment of needs not being met, including local barriers; and
- consultation with community groups, and others who are representative of community interests.

Community Learning and Development Strategic Partnership

The CLD Strategic Partnership has been established by the Highland Community Planning Partnership. It consists of members of the community planning partnership and its membership is listed in [appendix 1](#).

The purpose of the strategic partnership is to lead the development of the Highland CLD plan, to support the district CLD partnerships in the development of District CLD plans and to review the CLD strategic and district partnership plans on an annual basis.

District Partnerships

There are currently nine district partnerships which bring together The Highland Council, Police Scotland, Scottish Fire and Rescue, NHS Highland and the Highland Third Sector Partnership to consider issues relating to the delivery of health, social care and community safety. The Partnership's role is to:

- Consider issues of service delivery and make sure these are addressed
- Identify local priorities in the delivery of services for children and adults
- Comment on monitoring reports of children and adult services
- Consider the development and implementation of strategic initiatives
- Propose new developments and initiatives
- Provide views on the redesign of local services

Further information on the nine district partnerships can be seen on THC's web-site at: http://www.highland.gov.uk/info/1347/social_care_and_health/388/district_partnerships/3 and a map of the district partnership areas are in [appendix 2](#). The Highland CPP is reviewing its partnership arrangements and as a consequence there might be organisational and structural changes.

As a result of the Highland CPP embedding the delivery of CLD within the District Partnership structure, this remit will be extended to embrace CLD and each of the community planning partners have identified a lead role for CLD within their existing staffing. The remit for the district partnership lead role can be seen in [appendix 3](#). The list of lead roles for each district partnership can be seen in [appendix 4](#).

During 2015-17 locality arrangements for community planning are being reviewed and the CPP Board and Highland Council have agreed to develop several local democratic experiments. During this time the arrangements for some District Partnerships and Council Area Committees are likely to evolve in some areas. The community learning and development function in these localities will continue to operate and ideally be enhanced by new ways of involving people in decisions affecting them locally.

Resources

One of the strengths of CLD in Highland is the range of organisations involved and the expertise that this brings. Resources vary across the district partnerships to reflect local needs and priorities and [appendix 5](#) contains the list of posts which will be involved in the delivery of CLD outcomes in the district partnership areas. Some of the posts listed would not necessarily identify themselves as being CLD post and in addition, there are many volunteers and community groups which make a significant contribution to CLD.

District Partnership CLD Planning Framework

The district partnership CLD planning framework is in [appendix 6](#). In order to structure and facilitate the planning process it has taken "safe; healthy; achieving; and active" headings from the SHANARRI wellbeing indicators and mapped relevant area profile information to them. Implementing this framework will involve the progressive mapping on a District by District basis, taking account of deprivation and inequalities in communities, and including current youth work and adult learning activity; the assessment of needs being met; the assessment of needs not being met, including local barriers; and consultation/engagement with community groups, and others who are representative of community interests.

Priority Individuals and Groups

In developing district partnership CLD plans, district partnerships will take account of information on deprivation, fragility and need for their areas. There are four sources of information which will be particularly important for district partnerships in assessing priorities for their areas:

- the Scottish Public Health Observatory: <http://www.scotpho.org.uk/comparative-health/profiles/online-profiles-tool>;

- the Scottish Index of Multiple Deprivation: <http://simd.scotland.gov.uk/publication-2012/>
- the Rural Socio-Economic Performance (SEP) index: <http://www.hutton.ac.uk/research/groups/social-economic-and-geographical-sciences/mapping-rural-socio-economic-performance>, approved by the CPP Board for understanding which rural communities and rural towns require the most support; and
- Local information and performance data held at Associated School Group and local area level.

The planning framework in [appendix 6](#) includes information from these sources. Key to the planning framework is the inclusion of existing resources, programmes and activities so that existing activity can be taken account of in the preparation of action plans.

There are Highland wide priority areas, in addition to the need to target CLD services within geographic areas, which have been identified by the CPP. The Improvement actions from Highland CPP Development Plan 2014 to 2018 are:

- Partnership Performance Management and reporting;
- Maximise the use of collective resources to achieve best outcomes, demonstrating a shift to prevention and the re-allocation of resources between CPP members where this represents best value;
- Engage in dialogue with communities in order to empower them to participate in service planning and delivery;
- Collaborate on workforce planning and skills development to meet Highland needs, in the context of the Highlands and Islands Skills Investment Plan and our roles as major employers;
- Tackle deprivation and inequalities including by improving access and connectedness for communities; and
- Value and be positive about Highland life to attract people, jobs and investment.

The employability/skills agenda and the equalities agenda are of particular importance to CLD delivery.

The Community Empowerment Act places specific duties on statutory partner bodies, linked to improving outcomes. These include working collaboratively with other partners in carrying out community planning and reducing inequalities. The responsibility for community planning is shared across five public bodies and they are to contribute such funds, staff and other resources as the CPP considers appropriate to improve local outcomes and secure participation of community bodies in community planning. The CPP has begun to identify new areas of partnership effort to implement the Act focusing initially on participation request and asset transfer. During 2015/16 the CPP will identify the implications of the Act and plan accordingly.

In developing action plans, district partnerships will take account of needs which are already being met by mapping local service provision. Sources of information for this will include:

- <https://portal.livingitup.org.uk/>; and
- Information held by partners within district partnership areas.

Barriers to Adequate and Efficient Provision

Partners are working to address barriers to adequate and effective provision and there are examples of community planning partners deploying staff in a way which helps to address rurality, such as HIE

basing staff in remote and rural areas; High Life Highland having a youth worker and active schools coordinator based in all 29 associated school group areas of Highland.

The barriers to adequate and effective CLD provision in Highland are:

- the remote and rural nature of the area meaning that access to services is more difficult in many parts of Highland and that the costs of delivering services can, therefore, be higher;
- agencies have sometimes found it difficult to engage with communities;
- communities can find it difficult to engage with agencies; and
- the complexity of delivering CLD across multiple partners.

In delivering this plan and in the work of the CLD District Partnerships, account will also be taken of the context of diminishing public sector funding.

Consultation with Priority Individuals and Groups

Consultation on the development of CLD district partnership plans will be carried out in line with the community engagement standards by partners and examples of groups and while these will vary from area to area, individuals and groups to be consulted include:

- Local youth forums (which link into the Highland Youth parliament);
- Adult literacy/numeracy learners;
- The Highland Adult Learning Partnership;
- The Highland English for Speakers of Other Languages (ESOL) providers group;
- Development trusts
- Community Councils
- Community interest groups

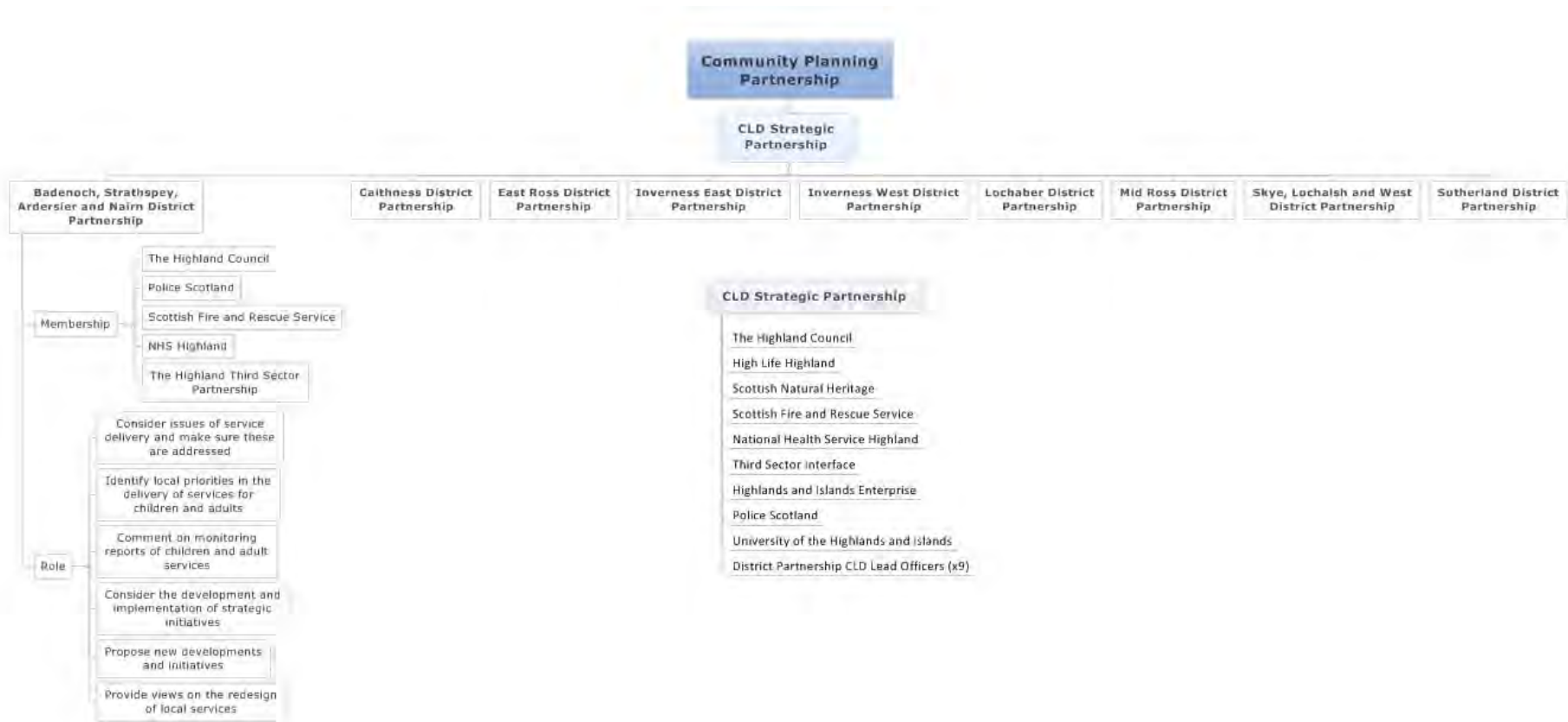
Consultation with Organisations Providing CLD

The providers of CLD in Highland are represented by the CLD Strategic Partnership which has developed this plan with the third sector interface having an advocacy role across a range of third sector organisations. There are a range of resources, individuals and community groups which deliver CLD. They will be consulted through the work of district partnerships as they develop their plans. The needs which have been identified through, for example, the Single Outcome Agreement and their planning frameworks which are relevant to CLD delivery have been built into the district partnership planning framework. This process will be replicated at district partnership level through the CLD planning process where there will be coordination of provision through quarterly district partnership meetings. Outside of these meetings, partners will be allocated lead roles for individual actions and they will coordinate service delivery for their specific actions.

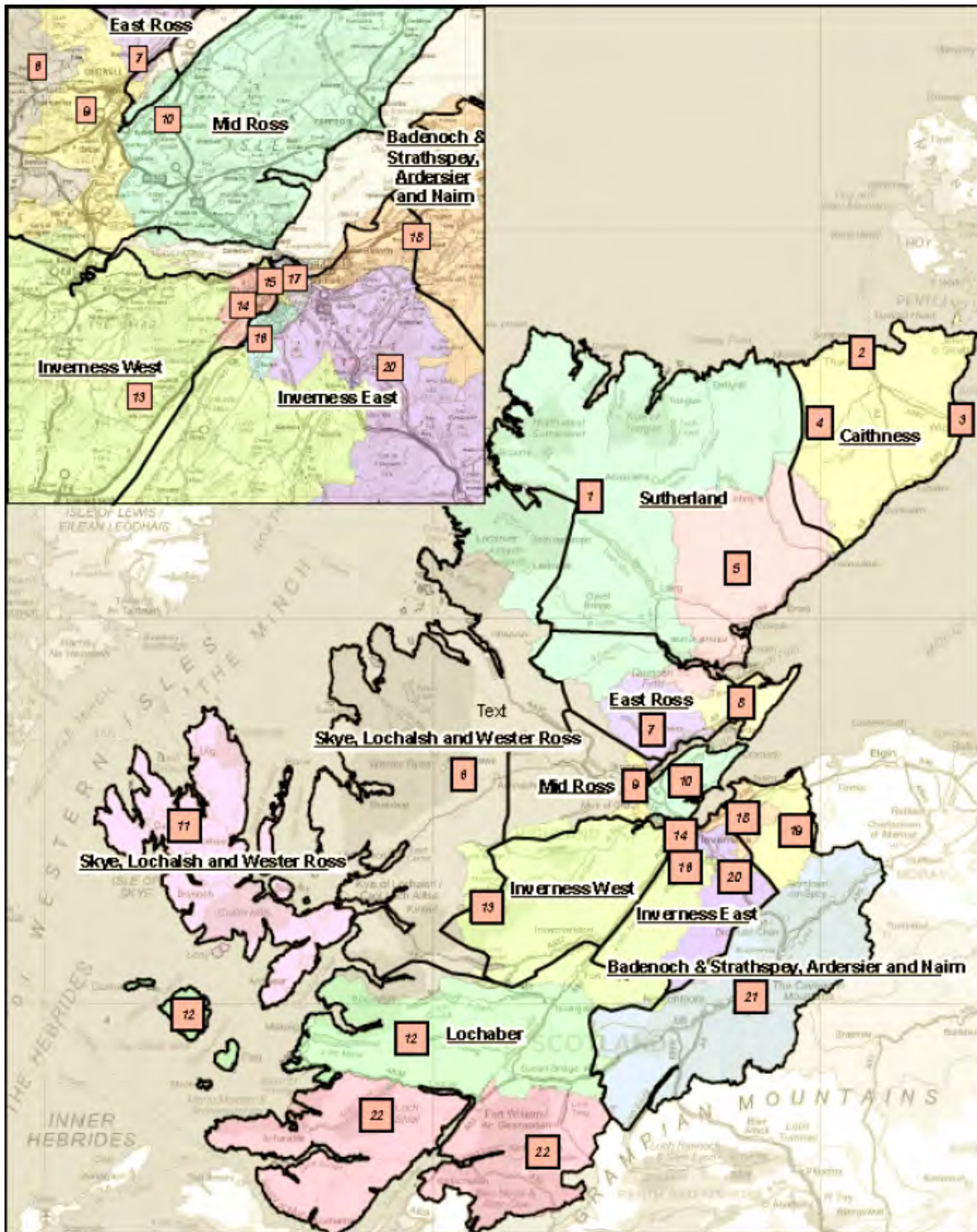
Setting Priorities

As part of the action planning process, District Partnerships will list needs which will not be met. These will be identified as either being priorities for future years or actions to be addressed should resources become available to meet these, either through community empowerment; grant funding or partner agency resources.

Appendix 1 - Community Learning and Development Strategic Partnership Membership



Appendix 2 – Highland District Partnerships Boundaries



Appendix 3 - Role of District CLD Lead

The Highland CPP has agreed that in order to deliver the CLD outcomes, it is necessary to ensure that the District Partnerships support CLD activity at a local level and that each District Partnership should have a named person who will be responsible for ensuring engagement in implementing the CLD plan in localities. The CPP agreed that the named person should be drawn from the full range of partner agencies involved in the CLD Strategic Partnership.

The named person in each District Partnership will:

- Ensure the District Partnership considers CLD in its work
- Ensures a District CLD action plan is produced (this could be a short summary of the CLD priorities for that District)
- Ensures relevant information is shared and utilised within the District Partnership to inform planning of CLD activity and monitoring and reporting on delivery of the CLD action plan
- Ensures that the District Partnership engages with the Highland Strategic CLD partnership
- Supports partners at local level to come together to plan and deliver CLD priorities
- Represent the District Partnership at Strategic Partnership meetings

Appendix 4 – District Partnership CLD Lead Personnel

No.	District Partnership
1.	Badenoch, Strathspey, Ardersier and Nairn District Partnership
2.	Caithness District Partnership
3.	East Ross District Partnership
4.	Inverness East District Partnership
5.	Inverness West District Partnership
6.	Lochaber District Partnership
7.	Mid Ross District Partnership
8.	Skye, Lochalsh and Wester Ross District Partnership
9.	Sutherland District Partnership

Agencies Providing District Partnership CLD Lead Role

High Life Highland
The Highland Council
Highlands and Islands Enterprise
Police Scotland – Area Inspector Caithness
Third Sector Interface
NHS Highland
University of the Highlands and Islands

Appendix 5 – CLD Resources

There are a range of posts and resources across Highland which contribute to the delivery of CLD. Some of these are core CLD resources with their main or sole focus being the delivery of a part of the CLD agenda with others being contributing resources which support the delivery of CLD outcomes. Resources vary across the district partnerships to reflect local needs and priorities. CLD district partnerships will include the following in their planning where they exist in local areas.

Resource	Summary Description
Adult learning staff - High Life Highland	Adult learning staff provide literacy and numeracy learning and English for Speakers of Other Languages (ESOL) classes and support.
Community Account Holders – Highlands and Islands Enterprise	Partners to provide summary descriptions of the post roles for inclusion here.
Community Challenge Fund - Highland Council	
Community Development Officers – NESH	Head of Health Improvement – NESH
Community Development Officers for older people – NESH	The older people’s community development posts were created to support older people to improve their health and wellbeing through a range of initiatives that engage older people in health promoting activity including connecting older people to reduce social isolation.
Community Health Co-ordinators – NESH	The Community Health Co-ordinators are Public Health posts that are focused on working in specific geographical areas to help reduce health inequalities. They use community development approaches to tackle health inequalities in some of our most deprived areas in Highland. The approach is rooted in empowerment values, in ideas of social justice and a belief in “bottom-up” work with communities, building on strengths and assets, promoting social connectedness and building personal and community resilience to improve health and wellbeing and support closing the inequalities gap.
Early Years community capacity building – The Highland Council	Health and Social Care District Managers
Rural community development initiatives supported by HIE (x4) – Highlands and Islands Enterprise	HIE
Rural development funding supported by the EU LEADER programme via Local Area Partnerships	HIE
Support for volunteering and social enterprises – Highland Third Sector Interface	HTSI
Support for Community Councils – The Highland Council	THC Chief Executive’s Service
Youth development staff - High Life Highland and	Youth Development staff deliver THC’s Youth Work Policy objectives: coordinating, integrating

	and developing local provision for all young people; support to partner organisations; engaging with young people and leading on giving them a voice in decisions that affect them; support and development of achievement frameworks; and interventions and targeted developments towards young people in need.
Community Safety Advocates – Scottish Fire and Rescue Service	Community Safety Advocates can provide generic and bespoke safety information to all sections of the community, including groups and individuals, through a risk based approach and where appropriate in partnership with other agencies.
Police Scotland Youth Volunteers	Progress the roll out of the Police Scotland Youth Volunteer scheme throughout the Highlands, specifically targeting those in areas of depravation or affected by serious and organised crime. Actively recruiting those who are involved in low level criminality or in need of additional support. This will assist their development and confidence, divert them away from crime and engage them in activities which support their local communities

Appendix 6 - District Partnership CLD Planning Framework

CLD District Partnership Plan 2015/16 – 2016/17

District Partnership Name:

Lead Officer: [Name/Post]

Partners: [Post Titles/Organisation]

Methodology: [Summary of how district partnership developed plan]

Summary Description of District Partnership Area: [summary based on SIMD and other data, input from partners which leads to highlighting key needs to be addressed]

Four driver diagrams, one each for safe; healthy; achieving; and active. Example to be provided by HTSI