

Agenda Item	16.
Report No	PEO 17/17

## HIGHLAND COUNCIL

**Committee:** People Committee

**Date:** 23 August 2017

**Report Title:** Community Learning and Development

**Report By:** Director of Care and Learning

### 1. Purpose/Executive Summary

- 1.1 This report asks the People Committee to consider a revised Community Learning and Development Plan which has been updated by the Highland Community Planning Partnership to reflect the new Community Planning arrangements.

### 2. Recommendations

- 2.1 Members are asked to:
- i. note that the Highland Community Planning Partnership has agreed the updated Community Learning and Development Plan for consideration and approval by the Council's People Committee in **Appendix A**;
  - ii. approve the updated Community Learning and Development Plan in **Appendix A**;
  - iii. note that work is underway, through the Highland Community Planning Partnership, to develop the 2018-2021 Highland Community Learning and Development Plan.

### 3. Background

- 3.1 The Requirements for Community Learning and Development (Scotland) Regulations 2013 defines Community Learning and Development (CLD) as follows:  
*“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”.*
- 3.2 CLD encompasses a range of services delivered by a range of partners and includes community capacity building; and learning and development activities with young people and adults. It requires a particular focus on poverty/disadvantage with the regulations referring to the requirement to target services:  
*“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.”*
- 3.3 The Regulations placed a duty on Education Authorities to publish a Community Learning and Development (CLD) plan every three years, and Scottish Government guidance requires that CLD be delivered as part of the Community Planning arrangements in each local authority area. In response to this the Highland Community Planning Partnership (CPP) established a CLD Strategic Group to ensure that CLD services are planned and evaluated within the context of its wider Community Planning activity.

### 4. Highland CLD Plan Update

- 4.1 The original Highland Community Learning and Development Plan 2015-2018 was approved by the Community Planning Partnership and subsequently by the Highland Council’s Education, Children and Adult Services Committee on 27 August 2015. The CPP’s approach to Locality planning has developed since then and at its meeting held on 28 August 2017 the CPP, therefore, agreed an updated Highland CLD Plan 2015-2018 for the consideration of the Council’s People Committee.
- 4.2 The updated plan reflects the establishment of the nine Community Partnership areas and the twenty-four communities which have been identified as priorities for partnership action through the Scottish Index of Multiple Deprivation (SIMD) and the Socio Economic Performance (SEP) index. It is recommended that Members approve the updated Highland CLD Plan 2015-18 in **Appendix A**.

### 5. Highland CLD Plan 2018-2021

- 5.1 The CLD legislation requires the publication of a new CLD plan every three years. The CLD Strategic Group will be considering the process, actions and timescales for developing the 2018-2021 plan at its August 2017 meeting. In developing the new plan the Strategic Group will take account of “CLD Planning: An aspect review of progress made in implementing the CLD Regulations” recently published by Education Scotland.

## **6. Implications**

### **6.1 Resource**

There are no new resource implications as a consequence of this report, as the CLD plan involves using existing resources.

### **6.2 Legal**

The Plan fulfils the Council's statutory responsibilities.

### **6.3 Community (Equality, Poverty and Rural)**

The CLD Plan seeks to help address inequalities, including rural deprivation. These are explicitly addressed in the developing Locality Plans within each Community Partnership.

6.4 There are no new Climate Change / Carbon Clever, Risk or Gaelic implications.

Designation            Director of Care and Learning

Date                    14 August 2017

Author                 Bill Alexander, Director of Care and Learning  
Douglas Wilby, Head of Performance, HLH

## Draft Updated CLD Plan 2015-18

## Highland Community Learning and Development Plan 2015-2018

Update June 2017

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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 Community 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 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 supports the delivery of these wider plans and frameworks and examples of where these will have to be considered by Community Partnerships in planning for CLD delivery include:

- the Community Empowerment (Scotland) Act 2015;
- the Highland Local Outcome Improvement Plan (LOIP); and
- Locality Plans.

## Vision

The Highland CPP planning structures are 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
- help build stronger, more resilient, supportive, influential and inclusive communities.

The CPP Board has six priorities for improving the way that the CPP works together to improve outcomes. Three of these are particularly relevant for CLD. They are:

- **Engage in dialogue with communities** in order to empower to participate in service planning, delivery and evaluation
- **Tackle deprivation and inequalities** improving access and connectedness for communities
- **Maximise the use of collective resources** to achieve best outcomes, demonstrating a shift to prevention and the re-allocation between CPP members where this represents best value

The CPP Community Learning and Development planning process will:

- utilise the Community Partnership framework 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, social and learning inequalities;
- engage with young people and youth organisations to map, develop and enhance 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;
- engage with groups and individuals to develop community capacity focusing initially on those communities which face the greatest challenges.

Twenty-four communities have been identified by the Highland CPP as communities for partnership action using the Scottish Index of Multiple Deprivation (SIMD) and the Socio Economic Performance (SEP) index. These can be seen in [appendix 1](#). The nine Community Partnerships will further prioritise these and develop a Locality Plan for one of the identified communities in each area by October 2017.

This Plan will continue to develop CLD in Highland through:

- the engagement and activity of each Community Partnership, including an identified lead officer for CLD;
- the on-going mapping of CLD activity on a community by community base, taking account of deprivation and inequalities in communities, and including current youth work, adult learning and community capacity building activity;
- an annual assessment of needs being met;
- annual assessment of needs not being met, including local barriers;
- an ongoing dialogue based consultation with community groups and individuals with a focus on those at risk of poor outcomes.

## **Community Learning and Development Strategic Partnership**

The CLD Strategic Partnership was established by the Highland Community Planning Partnership. Its membership is listed in [appendix 2](#). Its purpose is to lead the development and implementation of the Highland CLD plan through:

- supporting the Community Partnerships to develop Locality Plans which include CLD actions and ensure that a CLD approach is taken in the development of Locality Plans;
- supporting engagement with CLD practitioners and communities;

- supporting the monitoring, reviewing and evaluation of the development/implementation of Locality Plans with CLD leads/Community Partnerships;
- adapting the CLD planning framework to fit with strategic plans as they are developed by the Highland Community Planning Partnership;
- monitoring, reviewing and evaluating the CLD strategic plan annually; and
- revising the Highland CLD plan every three years as required by the CLD legislation with this being informed by the Highland Community Planning Partnership and feedback from Community Partnerships which includes community engagement.

## Community Partnerships

There are nine Community Partnerships which bring together The Highland Council, Police Scotland, Scottish Fire and Rescue, NHS Highland and the Highland Third Sector Interface. The Partnerships' 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 Community Partnerships can be seen on THC's web-site at: [http://www.highland.gov.uk/info/20010/community\\_planning/369/community\\_planning](http://www.highland.gov.uk/info/20010/community_planning/369/community_planning) and a map of the Community Partnership areas is in [appendix 3](#).

As a result of the Highland CPP embedding the delivery of CLD within the Community Partnership structure, the remit has been extended to embrace CLD and each of the community planning partners have identified a CLD Lead in each Community Partnership area. The remit for the Community Partnership CLD Lead role can be seen in [appendix 4](#). The list of lead roles for each Community Partnership can be seen in [appendix 5](#).

## 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 Community Partnerships to reflect local needs and priorities and [appendix 6](#) contains the list of posts which will be involved in the delivery of CLD outcomes in the Community Partnership areas. Some of the posts listed would not necessarily identify themselves as being CLD posts and in addition, there are many volunteers and community groups which make a significant contribution to CLD.

## Community Partnership CLD Planning Framework

The Community Partnership CLD planning framework is in [appendix 7](#). 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 community by community 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 Community Partnership Locality CLD plans, Community 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 Community 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> ; and
- Local information and performance data held at Associated School Group and local area level.

The planning framework in [appendix 7](#) 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 requests and asset transfer.

In developing action plans, Community 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 Community Partnership areas.



## **Barriers to Adequate and Efficient Delivery of CLD in Highland**

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;
- the complexity of delivering CLD across multiple partners;

## **Consultation with Priority Individuals and Groups**

Consultation on the development of Community 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 Community 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 Community Partnership planning framework. This process will be replicated at Community Partnership level through the CLD planning process where there will be coordination of provision through quarterly Community 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.

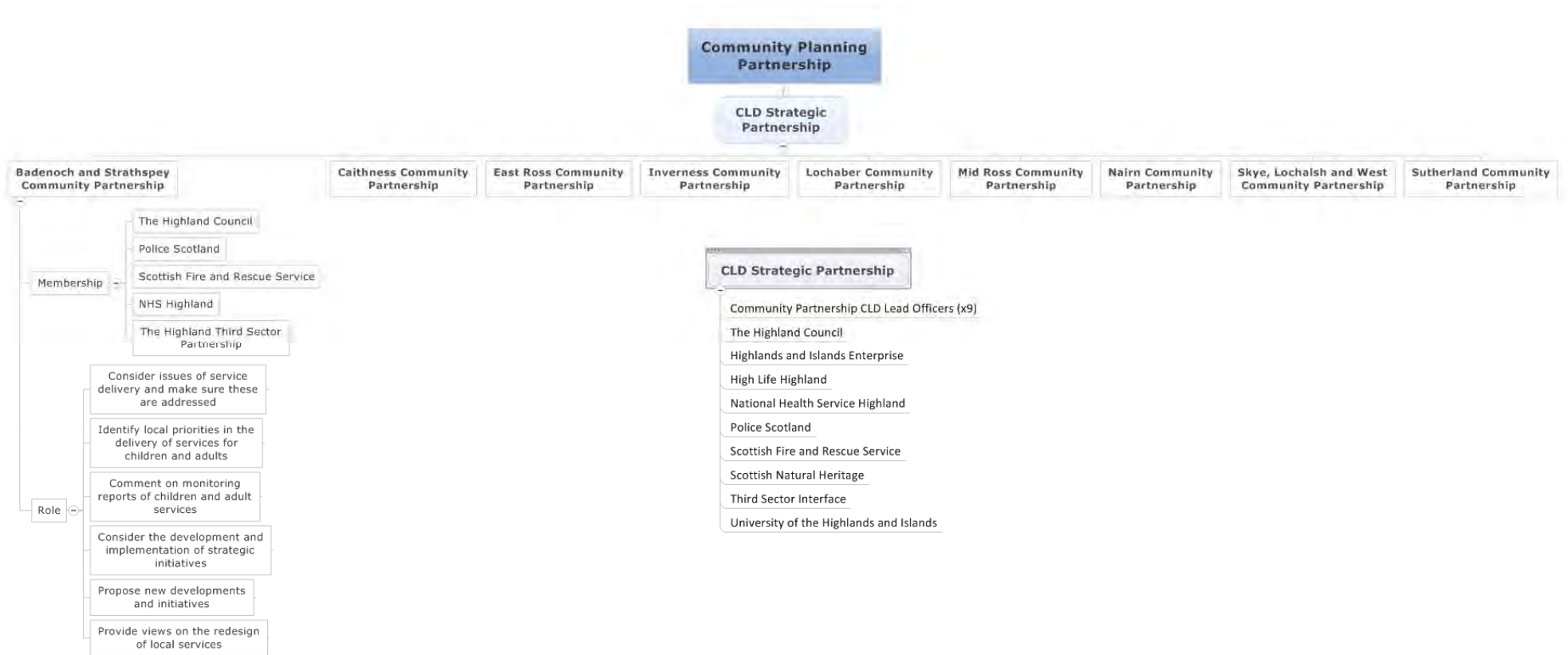
## **Setting Priorities**

As part of the action planning process, Community 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 –Communities identified by the CPP to Target for Partnership Action

<b>Community</b>	<b>Identified through SEP Index</b>	<b>Identified through SIMD</b>
Ardersier	Yes	
Nairn	Yes	
Lybster and Dunbeath	Yes	
Castletown	Yes	
Thurso	Yes	
Wick	Yes	Yes
Alness	Yes	Yes
Invergordon	Yes	Yes
Milton, Kildary and Balintore	Yes	Yes
Tain	Yes	
Fort William	Yes	
Caol	Yes	
Kinlochleven	Yes	
Conon Bridge	Yes	
Muir of Ord	Yes	
Dingwall	Yes	Yes
Kyle of Lochalsh	Yes	
Portree and North East Skye	Yes	
Brora	Yes	
Golspie	Yes	
Helmsdale and Kinbrace	Yes	
Inverness Merkinch		Yes
Inverness Hilton		Yes
Inverness Raigmore		Yes

## Appendix 2 - Community Learning and Development Strategic Partnership Membership



## Appendix 3 – Highland Community Partnerships Boundaries



## **Appendix 4 - Role of Community Partnership CLD Lead**

The Highland CPP has agreed that in order to develop CLD services at a local level it is necessary to ensure those delivering CLD activity are able to coordinate service planning, delivery and evaluation; and that the CLD lead role should be drawn from the full range of partner agencies involved in the CLD Strategic Partnership.

The CLD Community Partnership Lead will:

- provide CLD leadership in line with the Highland CLD Plan within the Community Partnership;
- chair Community Partnership Locality CLD meetings;
- support all relevant agencies and organisations to attend Locality CLD meetings;
- help ensure that relevant local data is shared and utilised by partners for planning services;
- lead the development of an annual Community Partnership Locality CLD Plan;
- lead on the production of an annual CLD evaluation report;
- attend and report to the Highland CLD Partnership; and
- represent the Community Partnership at strategic partnership meetings.

## **Appendix 5 – Community Partnership CLD Lead Personnel**

<b>Community partnership area</b>	<b>Organisation</b>
Badenoch and Strathspey	Highland Council
Caithness	Police Scotland
East Ross	High Life Highland
Inverness	NHS Highland
Lochaber	High Life Highland
Mid Ross	Highland Council
Nairn	Highland Council
Skye Lochalsh and Wester Ross	Skye and Lochalsh Council for Voluntary Organisations
Sutherland	Highlands and Islands Enterprise



## Appendix 6 – 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 Community Partnerships to reflect local needs and priorities. CLD Community Partnerships will include the following in their planning where they exist in local areas.

<b>Resource</b>	<b>Summary Description</b>
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 – NHS	Head of Health Improvement – NHS
Community Dieticians – NHS	Head of Health Improvement – NHS
Community Health Co-ordinators – NHS	Head of Health Improvement – NHS
Community Networkers – Highland 3 <sup>rd</sup> Sector Interface (HTSI)	HTSI
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 deprivation 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 7 - Community Partnership CLD Planning Framework**

**CLD Community Partnership Plan 2015/16 – 2016/17**

**Community Partnership Name:**

**Community Name:**

**Lead Officer:** [Name/Post]

**Partners:** [Post Titles/Organisation]

**Methodology:** [Summary of how Community Partnership developed plan]

**Summary Description of Community 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.