

OrkneyCLD Partners Plan

2021-2024
(2022 update)



Connectivity

We will strive to remove barriers to digital poverty by working together to ensure that people have access to equipment and the skills, knowledge, and confidence to use them safely.

Outcome	Improvement Action	Lead	Implication (risk, cost, resources)	Target Date	Measures	Link to local policies & plans	Link to national policies & plans
1. People have increased accessibility to digital opportunities including support and training to expand their learning and use the internet safely	1a) Support Community Organisations to identify need and investigate opportunities for the development and co-production of Learning Hubs	HIE VAO CLD	Cost, staff, identified need, resource, capacity, on-going revenue requirements, sustainability	September 2024	Needs assessment Number of opportunities identified Number of community spaces available Amount of funding secured for hub development	Local Outcomes Improvement Plan (LOIP) / Connectivity Delivery Group Orkney Digital Strategy (OIC, 2021) HIE Operating Plan 2021	Digital Strategy: A changing nation: how Scotland will thrive in a digital world (SG) Digital Participation: A National Framework for Local Action (SG)
	1b) Co-ordinate service delivery to ensure basic IT support and training is available in the community	CLD VAO Learning Hubs	Lack of uptake, Staff capacity, costs, costs prohibitive to participation, limited trained and experienced, staff to deliver	December 2023	Training programme planned and delivered Number sessions offered Number attending Evaluations Participant feedback (formal / informal)	Local Employability Partnership Action Plan 2020 CLD Plan (OIC)	National Performance Framework Adult Learning Strategy for Scotland 2021-2026
	1c) Collaborate with the local SCAM group to use CLD approaches to coordinate delivery of internet safety training across the community.	Police Scotland Orkney Scam Action Group	Resources including staff and funding, low uptake, lack of awareness.	September 2023	Internet safety messages promoted via: - Social media posts - Media coverage - Training offered - Attendance - Participant feedback (formal / informal)	Orkney Local Police Plan 2020 - 23 Orkney Equalities Outcome Plan 2021-25	Cyber resilience: third sector action plan 2018-2020 Cyber Strategy (Police Scotland, 2020)

Sustainable Recovery

We will work to support sustainable recovery from the pandemic through developing partnership learning opportunities to build peoples skills, confidence and strengthen individual and community capacity and resilience.

Outcomes	Improvement Action	Lead	Implication (risk, cost, resources)	Target Date	Measures	Link to local policies & plans	Link to national policies & plans
<p>2. New and existing third sector organisations receive the support they need to ensure they can sustain delivery and develop to allow their organisations and volunteers to prosper</p>	<p>2a) Develop collaborative approaches in the delivery of voluntary sector support services to help enhance community development opportunities</p>	<p>CLD VAO HIE</p>	<p>Reduction in community groups, volunteers, and community participation, inability to attract funding</p>	<p>September 2024</p>	<p>Number of organisations supported. Number of signposting /referrals to partner agencies Organisation's feedback (formal / informal) Training delivered</p>	<p>LOIP & Sust. Recovery Del Group VAO Work Plan 2021-23 OIC Delivery Plan 2018-23 HIE Operating Plan 2021</p>	<p>Coronavirus multi-purpose community facilities guidance (SG, 2020) Coronavirus CLD sector guidance (SG, 2020)</p>
<p>3. Improve community wellbeing and increased engagement with learning to develop motivation, confidence and soft skills through youth work, adult learning and community development</p>	<p>3a) Work collaboratively with the Community Wellbeing Delivery Group to design and deliver learning opportunities for early intervention support and health & wellbeing programmes / activities to meet local needs</p>	<p>OIC VAO HIE</p>	<p>Capacity, time, resource, experienced and trained staff, consistency of provision, lack of engagement from those who would most benefit from opportunities, lack of awareness. Duplication of effort</p>	<p>September 2024</p>	<p>Number and type of activities offered Publicity produced Number of participants Case studies Participant feedback (formal / informal)</p>	<p>Local Employability Partnership (LEP) Plan 2020-21 OIC Delivery Plan 2018-23 Orkney Equalities Outcome Plan 2021-25</p>	<p>CLD responses to the pandemic, lockdown and initial re-opening (CLDSC, 2020) No One Left Behind: delivery plan (SG, 2020)</p>

Community Wellbeing

We will work to meet local needs through the effective provision of community learning and development opportunities to enhance individual and community capacity and resilience

Outcome	Improvement Action	Lead	Implication (risk, cost, resources)	Target Date	Measures	Link to local policies & plans	Link to national policies & plans
4. Increased opportunities for priority groups identified as needing additional support to achieve positive outcomes	4a) Work collaboratively to support the delivery of outcomes from the Local Child Poverty Strategy with a focus on learning, training, and personal development	NHSO VAO OIC	Lack of engagement, from the people most in need of support, people in need not identified, unrealistic expectations	September 2024	Number of life skills programmes offered Number of participants Participant feedback (formal / informal)	Community Wellbeing Delivery Group Child Poverty Strategy and Action Plan 2021	Community Health and Wellbeing supports and services: framework Getting it right for every child (GIRFEC) update: July 2017 (SG)
	4b) Increase SCLG support to the work of the Refugee Planning Group to ensure CLD approaches and informal ESOL provision and community support underpin outcome delivery	CLD OC VAO	Lack of engagement, from the people most in need of support, people in need not identified, unrealistic expectations. Duplication of support	September 2024	Number of refugees supported Number of activities run Qualifications awarded Participant feedback (formal / informal)	Orkney Equalities Outcome Plan 2021-25 Isles Development Plans	Fairer Scotland Action Plan (SG, 2016)

<p>5. People have increased confidence and opportunities to express their views and influence decision making and service design.</p>	<p>5a) Increase the continuous involvement of young people and other priority groups who are identified as needing support to ensure inclusion of representative voices</p>	<p>VAO HIE OIC</p>	<p>Lack of engagement, missing those within identified target groups, lose momentum to maintain regular contact</p>	<p>September 2024</p>	<p>Number of consultations that demonstrate engagement with those within identified priority groups Number of engagement methods utilised Number of people engaged</p>	<p>Community Wellbeing Delivery Group Communication & Engagement Strategy 2021-24 Strategy for Communication & Comm. Engagement (OP 2018) Integrated Children Services Plan 2021-23</p>	<p>National Standards for Community Engagement (SG, SCDC) Scottish Approach to Service Design (SG, 2019) Community Empowerment (Scotland) Act 2015 Islands (Scotland) Act 2018</p>
<p>6. Increased access to information and support for individuals to promote and sustain positive health and wellbeing</p>	<p>6a) Coordinate and contribute to the delivery of wellbeing activities and mental health awareness to upskill people in the community to promote mental wellbeing and reduce stigma.</p>	<p>NHSO OIC VAO</p>	<p>Staffing, resources, reaching the identified priority groups, information not accessible</p>	<p>September 2024</p>	<p>Number of information /awareness sessions offered Participant feedback (formal / informal)</p>	<p>Orkney Islands Mental Health Strategy 2020-2025 (OHAC 2020)</p>	<p>Volunteering for All: national framework (SG) Mental Health Strategy 2017-2027 (SG)</p>
	<p>6b) Wider promotion of the values of volunteering to health, wellbeing and to the community.</p>	<p>VAO CLD</p>	<p>Lack of awareness, capacity - including time and resources,</p>	<p>March 2024</p>	<p>Number of newly registered volunteers Number placed Volunteer feedback (formal / informal)</p>	<p>Physical Activity Wellbeing & Sport Strategy</p>	<p>Mental health - transition and recovery plan (SG, 2020)</p>

						Enhancing Wellbeing in Our Island Communities : Delivery Plan	
7. Re-engagement of people and communities through adult and family learning	7a) Carry out a scoping exercise to identify current adult learning delivery and needs across Orkney which can be addressed through collaborative approaches	CLD Orkney College (OLGF)	Time, capacity, staff resource, funding, lack of engagement,	March 2023	Orkney Adult Learning Strategy and Plan developed Needs analysis	National Improvement Framework OIC Improvement Plan (2020)	Family Learning Framework (Ed Scot)
	7b) Work collaboratively to plan and deliver Literacy / Numeracy provision to meet local need for individuals, families and communities	CLD Orkney College	Time, capacity, staff resource, funding, inaccessible resources or opportunities	September 2023	Number of participants No of sessions delivered No qualifications gained activities/events Number of new learners Number of new learning opportunities	Local Employability Action Plan 20-21 Orkney Equalities Outcome Plan 2021-25 The Northern Alliance RIC CLD Improvement Plan	Welcoming our Learners: Scotland's ESOL Strategy 2015-2020 (SG, ES) Review of FL in Scotland (2021, ES) Adult Literacies in Scotland 2020 (SG) UK Shared Prosperity Fund
8. Increased engagement of young people through coordinated Youth Work approaches	8a) Increase knowledge and understanding across the partnership of youth work approaches and increase capacity for partners to deliver recognised youth work awards	CLD VAO (Youth Workers Forum) Education SDS	Staff, time, money, reach, lack of engagement	September 2023	Youth Awards leaflet produced and distributed Number of wider achievement awards available for young people Number of young people achieving awards Number receiving training	CLD Youth Work Offer Integrated Children Service Plan 2021-23 Good	National Youth Work Strategy 2014-2019 (SG, ES, YL) National Improvement Framework

						Parenting Plan 2020-25	Youth Work & Employability (Youthlink, 2020)
	8b) Expand targeted youth work opportunities to engage those who would most benefit from youth work activity and support	CLD VAO (Youth Workers Forum)	Staff capacity, time, money, resources, venues for activities to take place, lack of engagement, stigma, not attracting those targeting	September 2023	Number of young people engaged in youth work activities Number of youth work activities arranged Participant feedback (formal / informal)	Child Poverty Strategy 2021 LEP Action Plan 2020-21 Orkney Equalities Outcome Plan 2021-25 The Northern Alliance RIC CLD Improvement Plan VAO Work Plan 2021-23	Youth Work & Curriculum for Excellence (Youthlink, 2021) Youth Work's Contribution to the Scottish Attainment Challenge (Youthlink, 2020)
	8c) Provide training and information sessions on UNCRC for the wider CLD sector	CLD Education	Trained, experienced staff, time, capacity, knowledge, lack of awareness, failure to attract interest/buy in	September 2023	Number of information /awareness sessions offered Participant feedback (formal / informal)	Integrated Children Services Plan 2021-23	United Nations Convention on the Rights of the Child (UNCRC)

Partnership Workforce Development & Planning

We will work to ensure we have a skilled workforce by raising awareness of CLD and strengthening learning opportunities for those working and volunteering in the CLD sector.

Outcomes	Improvement Action	Lead	Implication (risk, cost, resources)	Target Date	Measures	Link to local policies & plans	Link to national policies & plans
9. CLD is recognised and promoted as a profession	9a) Explore and expand opportunities and pathways into and within the CLD profession through collaborative work with the North and Northern Alliances	CLD VAO SDS	Time, staff resource, capacity, lack of uptake and awareness	September 2024	Programme developed and delivered Feedback/evaluation CLD Pathway publication developed Qualifications gained	OIC Council Delivery Plan 2018-23 OHAC Workforce Plan 2020-22	Working with Scotland's Communities 2018 (ES & CLDSC) Growing the Learning Culture in CLD (CLDSC 2015)
	9b) Deliver information sessions to wider partners / partnerships to promote the benefits of CLD and the use of CLD competencies	CLD	Lack of uptake, staff time, resources, accessibility	March 2023	Information sessions delivered Number of participants Participant feedback (formal / informal)	The Northern Alliance RIC CLD Imp Plan	
10. Orkney has a skilled, trained, and confident CLD workforce with a shared understanding of relevant national occupational standards, CLD values and competences	10a) Support the wider CLD workforce to benefit from CLD Standards Council registration	CLD	Time, staff resource, capacity, lack of uptake and awareness	March 2023	Number of new registrations CLD Standard Council sessions arranged Numbers attending sessions	OIC CLD Team Plan 2021-24	Working with Scotland's Communities 2018 (ES & CLDSC) CLD Statement of Values (CLDSC)
	10b) Undertake a needs assessment to identify professional learning needs of our CLD Sector (including H&W, digital access, and training in new learning methods)	CLD VAO	Lack of uptake, staff time and capacity,	July 2023	TNA completed Training needs identified Participant feedback (formal / informal)	The Northern Alliance RIC CLD Improvement Plan North Alliance	Code of Ethics for CLD (CLDSC) CLD Competence framework (CLDSC)
	10c) Work with partners including The North and	CLD VAO	Lack of uptake, staff time, resources,	March 2024	Training opportunities developed to meet identified needs		Northern Alliance Regional Improvement

	Northern Alliance to create a suite of training for CLD workforce to meet the assessment of need		accessibility		Learning events delivered Numbers taking part Participant feedback (formal / informal)		Plan Phase 3
11. Planning and progress is informed by more effective collection, analysis and reporting of data	11a) Improve methods for collaborative data collection in response to the chosen partnership KPI's	CLD VAO SDS	Lack of partner input, staff capacity, buy in	September 2023	Data relevant to planned activities collected, analysed and reported six-monthly Evaluation report Data sharing agreements developed	OIC CLD Team Plan 2021-24 The Northern Alliance CLD Improvement Plan	CLDMS KPI Data Gathering Guidance Document (CLDS, 2020)

Unmet needs over this time (2021-24)

At a time of changing national policy, realignment of priorities and ever decreasing resources, it is clearly evident that not all CLD needs can be met during the lifetime of this plan. This recognition that there will be unmet need over the life of the plan is highlighted in the CLD legislation which requires CLD partners to identify unmet need. Priority areas that may not be met during the life of this plan includes:

- While we have been unable to include specific actions in the plan around climate challenge engagement work to raise awareness and support within the community, we will seek opportunities to weave this into actions where possible/appropriate
- Development of wider accreditation opportunities for adults
- Widening STEM opportunities through CLD activity
- Undertake a Third Sector Skills Survey
- Expanding partnership work with housing partners to explore preventative work around homelessness with young people
- Develop closer links with partners leading on transport and broadband improvements to ensure barriers to participation in learning are reduced
- Identifying resources to fund individual professional qualifications and wider course opportunities for staff within the CLD sector