

Orkney

Community Learning & Development Partners Plan 2024 - 2027



Learning and
working
together for
Orkney

Executive Summary

The requirements for Community Learning and Development (Scotland) Regulations 2013, place a duty on all Local Authorities to prepare, consult on and publish a three-year Community Learning & Development (CLD) plan, for the provision of community learning and development in the local area.

Orkney's 3-year Partners Plan for Community Learning and Development is produced by Orkney's Community Learning & Development Partnership, which is a partnership of both public and third sector organisations who are delivering Community Learning & Development provision across Orkney.

The plan, which is based on local needs and meets the requirements of the Scottish Government Regulations for CLD, builds on previous CLD Partners Plans and sets out how we will deliver CLD across Orkney over the next 3 years, ensuring services are planned for and delivered in a strategic and collaborative way.

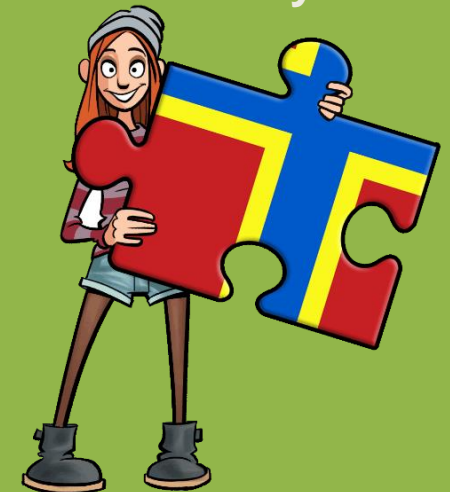
Our partnership vision is to work together to improve the lives and outcomes for people and communities in Orkney through community learning and development opportunities and approaches.

Many developments have been made since the inception of statutory CLD Partnership Plans, including improved governance, strengthened connections and involvement of stakeholders and increased alignment with other partnerships and plans including Orkney's Community Planning Partnership.

This plan supports and develops the shared mission set out in the Orkney Community Plan and incorporated Local Outcomes Improvement Plan 2023-2030 of **'Working Together for a better Orkney'**. To ensure strategic alignment, three of the five priorities in the CLD Partners Plan are taken from the Orkney Partnership's agreed priorities: Sustainable Development, Cost of Living and Local Equality. In addition, the CLD Partners Plan 2024-27 has selected Health and Wellbeing and Workforce Development as additional priority areas.

What is the CLD Partners Plan?

Orkney CLD Partners Plan is published by the CLD Partnership to help partners plan together to avoid duplication, strengthen co-ordination and improve understanding of the needs of the community.



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What is Community Learning and Development?

The role of Community Learning and Development (CLD) is to support individuals, groups, and communities to make a positive change in their lives or in their community by using a range of different approaches. CLD covers a broad range of practice including youth work, community-based adult learning, family learning, volunteer development and community development.

The 2018-21 Guidance Note on Community Learning & Development Planning states that “*CLD supports primarily disadvantaged or vulnerable groups and individuals of all ages to engage in learning, personal development, and active citizenship with a focus on bringing about change in their lives and communities.*”

The Community Learning and Development Strategic Guidance emphasises the important role CLD must play in the future delivery of public services, it’s contribution to early intervention and prevention and its ability to empower people both individually and collectively to make positive changes to their lives through learning.

The CLD Standards Council developed A code of ethics for CLD. Together with agreed values and principles and a Competence Framework, it provides the foundation for improving standards in CLD and for strengthening the identity of CLD as a profession.

The CLD Standards Council identified the values which are key to CLD practice across all its settings as:

- **Self-determination** – respecting the individual and valuing the right of people to make their own choices.
- **Inclusion & equity** – valuing equality of both opportunity and outcome, and challenging discriminatory practice.
- **Empowerment** – increasing the ability of individuals and groups to influence issues that affect them and their communities through individual and/or collective action.
- **Working collaboratively** – maximizing collaborative working relationships in partnerships between the many agencies which contribute to CLD, including collaborative work with participants, learners, and communities.
- **Promotion of learning as a lifelong activity** – ensuring that individuals are aware of a range of learning opportunities and can access relevant options at any stage of their life.



What is Community Learning and Development (CLD)?

CLD is a way of working with individuals and communities which helps empower individuals and groups to address issues of importance to them and promotes learning and social development.



Why do we need a CLD Partners Plan?

Orkney Islands Council has a statutory duty (Community Learning & Development (Scotland) Regulations 2013) to produce a plan with partners every 3 years to secure “adequate and sufficient provision of Community Learning & Development (CLD) in our area”.

The CLD Regulations (Scotland) 2013 aim to: -

- Ensure communities across Scotland, particularly those which are disadvantaged, have access to the CLD support they need.
- Strengthen the coordination between the full range of CLD providers.
- Reinforce the role of communities and learners in assessment, planning, and evaluation processes.
- Make Community Learning & Development’s role and contribution more visible.

The plan provides a clearly defined framework for coordinating, planning, and delivering CLD with partners. The requirement affects all public, voluntary, third sector, private sector agencies and community partners who contribute to work supporting:

- **Improved life chances for people of all ages, through learning, personal development, and active citizenship; and**
- **Stronger, more resilient, supportive, influential, and inclusive communities**

The joint CLD Partners Plan 2024-27 facilitates how community learning and development will be taken forward by partners in Orkney. By aligning our CLD Partners Plan to the priorities identified by the Orkney Planning Partnership Board, the work of the CLD Partnership will complement that of the Orkney Partnership with strong governance arrangements providing a conduit for progressing key actions, sharing information and for alerting community planning to emerging priority issues.

As with previous versions, the plan will be monitored, reviewed and evaluated regularly, and reported on and updated annually, to ensure it remains relevant and responsive to new and emerging needs. This annual update will provide a clear review with partners, learners, and the community to ensure that the plan is being progressed and that it remains reactive to developing needs. Future versions of this plan will be adapted to address new needs identified in the community and to implement any new policy areas or changes to the statutory requirements following the independent review of CLD that is currently underway.

Why do we need a CLD Partners Plan?

The plan will enable all partners to integrate and improve planning, delivery and evaluation of community learning and development and therefore improve opportunities and outcomes for learners and communities.



The Community Learning & Development (CLD) Partnership

The CLD Partnership, currently led by the Council's Head of Service for Community Learning, Leisure and Housing, is a partnership of public and third sector organisations all working with a CLD focus.

Current partners include Orkney Islands Council, Highlands and Islands Enterprise, UHI Orkney, Voluntary Action Orkney, NHS Orkney, Police Scotland, and Skills Development Scotland.

As an inclusive and effective partnership, the work of the CLD Partnership is guided by 4 overarching principles:

- Working collaboratively to improve outcomes for individuals, families and communities
- Sharing ownership, resources, and data to improve planning, monitoring and evaluation
- Developing self-evaluation and quality assurance to ensure continuous improvement
- Ensuring CLD staff and volunteers have the skills, confidence and training required to respond to local needs through appropriate workforce development.



What does the CLD Partnership do?

It is the task of the CLD Partnership and this plan to ensure that people in Orkney, especially those that are disadvantaged, have appropriate access to the CLD support they need.

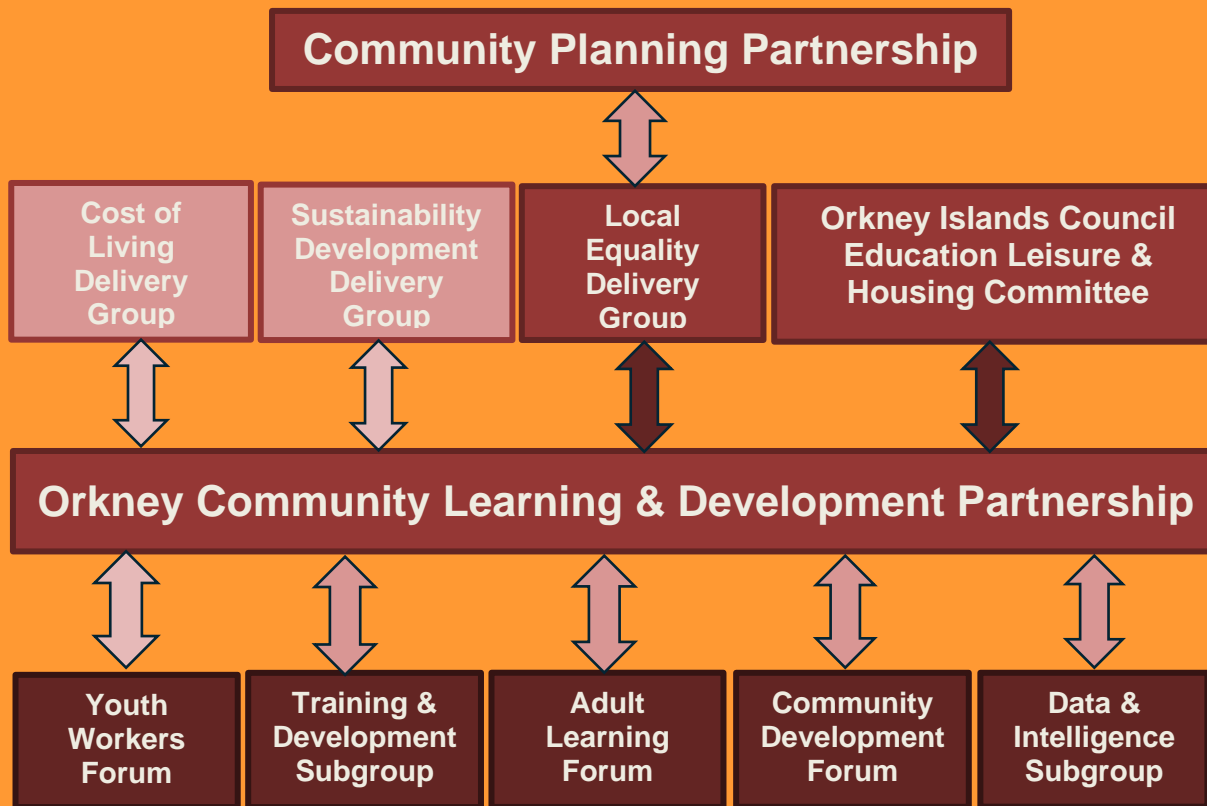


Governance Arrangements:

The Community Learning & Development Partnership has strong and effective governance arrangements in place and strengthened connections with stakeholders, through regular summarised updates, learner and community representatives sitting on the partnership, more formal reporting procedures and formal links with other partnerships including our community planning partnership, Orkney Partnership.

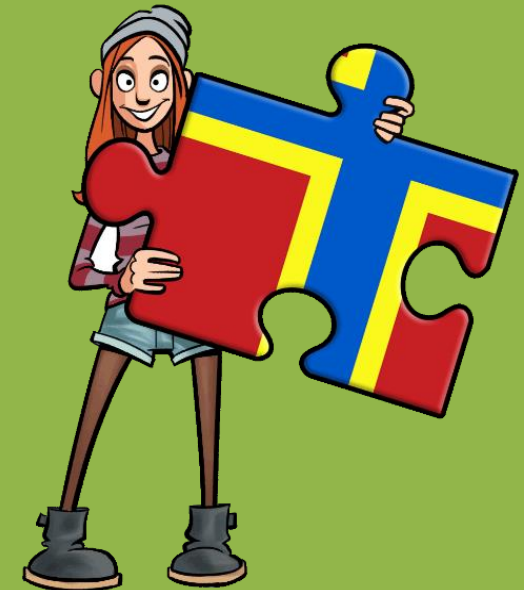
Rather than producing a static plan for the next 3 years this will be a dynamic plan which will adopt a more fluid and organic approach to reflect the challenges and opportunities that are presented throughout the three-year period, ensuring it remains relevant and responsive to changing needs.

The CLD Partnership assumes overall responsibility for delivering on the outcomes and actions detailed in the plan. The plan will be reviewed quarterly, and an annual report will be submitted to the Orkney Islands Council, Education, Leisure & Housing Committee and to the Orkney Partnership Local Equality Delivery Group. The Orkney Partnership and Orkney Islands Council have both endorsed this approach recognising the critical role of the CLD sector in Orkney.



How will the plan be monitored?

The strategic direction for the CLD Partnership and the actions outlined in the partners plan have been developed, prioritised and will be delivered, monitored, and evaluated both internally and externally throughout the three-year period.



Community & Learner Engagement

The priorities agreed in the CLD Partner Plan 2024-27 sets out our shared vision, values and priorities over the next three years and are based on a full understanding of local needs.

A collective understanding of community and learner needs was developed, and stakeholder input into the plan was assured, through a range of methods, including one-to-one sessions, focus group activities, initial findings taken from Orkney Matters 2, and a specific CLD consultation for Orkney residents, strategic partners, CLD practitioners, community groups, adult learners and young people.

In addition to this, partners also used several other methods to clearly identify need and ensure a clear focus on continuous improvement for the CLD Partnership:

- A full appraisal and self-evaluation of the CLD Partners Plan 2021-24
- In-depth data review and analysis to determine priority areas
- Partners workshop to identify and prioritise the actions for the plan
- CLD Partnership Working Group developed to ensure collaborative approaches to CLD Planning
- Incorporation of actions in response to the recent HM Inspection of CLD in Orkney
- Consideration of the local and national policy context
- An Equalities Impact Assessment has been undertaken to ensure the plan, proposed actions and processes are fair and do not present barriers to participation or disadvantage anyone
- An Island Communities Impact Assessment has also been completed to ensure consideration of impacts on the Isles

To ensure coproduction with learners and communities, engagement is embedded and not just an annual exercise, partners have allocated seats on the CLD Partnership for the following representatives:

- An adult learner
- A young person
- Development Trusts
- Community Associations

With all 4 positions filled, the Partnership is more representative of CLD stakeholders and has a greater understanding of local needs and can also more accurately represent wider CLD delivery across Orkney.

Who had a say in the plan?

The priorities have been identified through direct engagement with learners and the local community, local research and analysis of relevant data and partner knowledge in their CLD related field of expertise.



Review of last CLD Partners Plan 2021-2024

Over the 3-year cycle from September 2021 to September 2024, the CLD Partnership worked on a total of 34 key objectives overall, of which all 34 were fully met.

Key successes over the 2021-2024 period included:

- CLD delivered digital skills training and allocated 532 people with digital devices, 455 with mifi through 57 organisations
- 30 projects to reduce social isolation and enhance wellbeing were supported by the Communities Mental Health & Wellbeing Fund
- Community Benefit Adult Learning funding allowed free community learning classes for targeted groups and individuals
- CLD Street Work Project led to sustained partnership work to deliver free Friday activities for young people
- Partners delivered a range of activities to support people in poverty
- CLD partners supported a variety of environmental projects including COP26 Ambassadors, green space initiative, outdoor volunteering and community growing projects
- The Community Development Forum was established to improve community development coordination and collaboration
- Police Scotland and the CLDE Service jointly delivered sexual exploitation training across Secondary schools in Orkney
- Collaboration to expand English Speakers of Other Languages provision and a Language Café established
- Extensive and varied youth work opportunities have supported young people to achieve positive outcomes
- A sector-based training needs analysis was completed, and an extensive training programme developed for staff and volunteers
- An array of health & wellbeing activities and early intervention support was delivered through adult learning, youth work and community development
- Community, adult learner and young person representative have been appointed to sit on the CLD Partnership

What about the last CLD Plan 2021-2024?

Findings from internal review and self-evaluation alongside external scrutiny and inspection of CLD has provided valuable information to ensure we learn and continue to improve as we start to deliver on the 2024-2027 CLD Partners Plan.



Policy Context

Alongside local data, information and consultation, this plan also considers several strategic policies and plans, both local and national, listed at the end of this document, which relate to the needs of groups, individuals, and communities in Orkney. Although not an exhaustive list it illustrates the diverse range and depth of Community Learning & Development practice.

The updated CLD planning guidance (2024) highlights five interrelated themes for CLD plans to be effective:

1. **Involvement** - Co-producing the plan with learners and communities
2. **Shared CLD Priorities** - Assessing need and setting priorities for CLD with partners
3. **Planning** - Integrating the CLD Plan within the current and evolving national policy context
4. **Governance** - Reviewing, monitoring, and reporting on progress and impact
5. **Workforce Development** - consideration of how partners will develop the CLD workforce in their area

Locally, the Orkney CLD Partners Plan has links to several other partnership strategies and plans including the Community Plan, Integrated Children's Services Plan, Local Employability Partnership Plan, Local Child Poverty Action Plan, Physical Health & Wellbeing Strategy and more. To ensure alignment and avoid duplication, actions which are being progressed through other plans will not be detailed in the CLD Partners Plan, but focused work by the CLD Partnership is ensuring CLD representation on other key partnerships, to further cultivate a wider understanding of the CLD Plan and the importance of adopting CLD approaches.

The CLD Partnership is committed to supporting and fully contributing to collaborative CLD work, both regionally across the North, and nationally. The CLD Partnership will support professional engagement and capacity building opportunities through existing structures such as Learn North and future structures emanating from the CLD Review. Further details about the work of Learn North are included in Appendix 3.

Policies that affect CLD both nationally and locally continue to change and evolve. As we progress through the 3-year period, the plan will be reviewed and updated to reflect new and relevant policies. Amongst these will be the long-awaited National Youth Work Strategy, which has yet to be published, and the findings and future outcomes of the Independent Review of CLD provision in Scotland, which has recently been published.

Learning: For All. For Life is the report from the independent review of CLD, undertaken by Kate Still. The report has been considered by the CLD Partnership and several actions relating to the findings of the report have been incorporated into this plan. Future updates of the plan will incorporate any further requirements that result from the consideration of the report and recommendations by Scottish Ministers and the Convention of Scottish Local Authorities (CoSLA).

How does this plan link with other plans and policies?

CLD works across several strategic plans and priorities. By aligning to the local Community Plan, it reflects the priority areas of need highlighted by the public and will assist in achieving the high-level outcomes agreed



Orkney Context

Understanding the challenges in Orkney allows us to build a CLD Plan relevant to need. The total population of Orkney in 2021 stood at 22,540, an increase of 0.6% from 2020 compared to an increase of only 0.3% across Scotland. In Orkney, life expectancy is higher than across Scotland, but the demographic profile has aged significantly in recent years. Between 2001 and 2021, the 0 to 15 age group saw the largest percentage decrease (-6.9%). The 75 and over age group saw the largest percentage increase (+72.7%). Between 2018 and 2028, the population of Orkney Islands is projected to increase from 22,190 to 22,311, however there is a worrying trend of depopulation from the outer isles into the mainland of Orkney.

Orkney is often seen as a rural idyll, however alongside the positive statistics, there are challenges facing our remote, rural island communities in relation to housing, hidden poverty, and access to services. The rurality of Orkney can pose many challenges for service users in participating in activities or accessing the services they require, and also for providers in planning and delivering services.

Rural and island poverty has its own set of characteristics and presents its own set of unique challenges that may not be experienced across Scotland. Rural households can face an increased cost of living between 10% to 40% compared to those in urban Scotland. More than 30.5% of households in Orkney live in fuel poverty and 21.8% are in extreme fuel poverty, compared to 24.4% and 11.9% respectively across Scotland.

Children in poverty has increased from 18.2% to 20.1% in 2021-22.

Due to the scattered pattern of poverty in Orkney, there are individuals and families in all areas experiencing Multiple Deprivation, but the Scottish Index of Multiple Deprivation (SIMD) does not adequately reflect this. 54% of Orkney's population live in the 15% most access deprived, compared to 15% across Scotland. Orkney does not have any data zones in the most deprived 10% in Scotland but, many islands fall into decile 4, quantile 2, with Kirkwall West falling into decile 3, quantile 2.

The number of homelessness applications has risen steadily from 132 in 2021-22 to 144 in 2023-24.

In 2021 the annual participation measure listed 93.4% of 16–19-year-olds were in education, training or employment. This rose to 93.9% in 2022 and rose again to 96.4% in 2023.

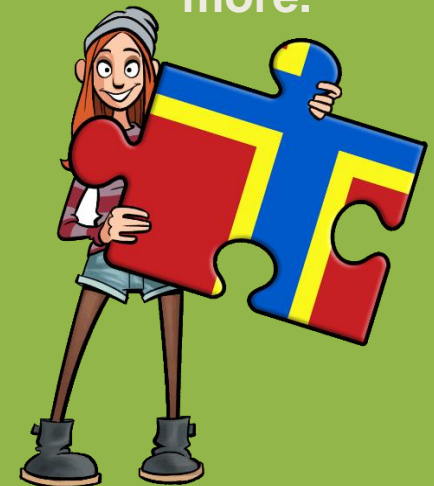
Orkney was ranked as Scotland's safest area in 2022-23 with just 165 crimes per 10,000 people, compared to 528 per 10,000 nationally.

In terms of health, death from suicide and alcohol related hospital admissions are slightly higher in Orkney than nationally.

Whilst Orkney had a strong economy with very high employment levels it has a relatively low wage economy with underemployment rather than unemployment tending to be a factor.

What other information was used when creating the plan?

Alongside partner, learner and community input, this plan considers a broad range of evidence gathered from local and national information including data on population, health, crime, unemployment, living costs, education, the economy and much more.



Plan principles, targets and identified barriers

Rather than looking at CLD in its entirety, the new plan focuses on 5 identified priority areas. Three are aligned to the Community Plan priority areas, which the CLD Partnership can help progress to maximize impact. This plan focusses on what the CLD Partnership is going to work on together to achieve over the next three years. This plan has a strategic focus, designed to address areas of work that are not currently being achieved and that partners cannot do on their own. The objective is to strengthen collaborative working to coordinate and align the work of partners to achieve positive CLD outcomes for the people of Orkney.

As an inclusive and effective partnership, the work of the CLD Partnership, over the lifetime of this plan will be guided by some key overarching principles:

- **Work collaboratively to meet local needs with a clear focus on continuous improvement**
- **Challenge inequalities and promote equity of opportunities and access to services**
- **Provide achievement opportunities (to reduce the attainment gap) and improve life chances for all**
- **Ensure CLD principles and values are understood, promoted and embedded in partnership plans and practice**

Targeted groups and individuals

Throughout the planning process we have sought to identify individuals, groups and communities that we must seek to support through CLD approaches. This is not an exhaustive list but will include:

- **Those who are experiencing poverty or hardship**
- **Those that are socially / geographically isolated**
- **Those facing significant barriers to participation and inequality of provision**
- **Community groups and organisations working to make a positive difference**

Key barriers to participation

CLD partners and stakeholders have identified the main barriers to participation as:

Transport

Digital accessibility

Structural

Childcare

Cost

Confidence

Health conditions

Capacity

Stigma

Awareness

Language / cultural barriers

Geography

What is the focus of this CLD plan?

By concentrating on areas of work that require collaboration and partnership approaches, that individual organisations cannot achieve alone, the CLD Partnership is stronger than the sum of its parts.

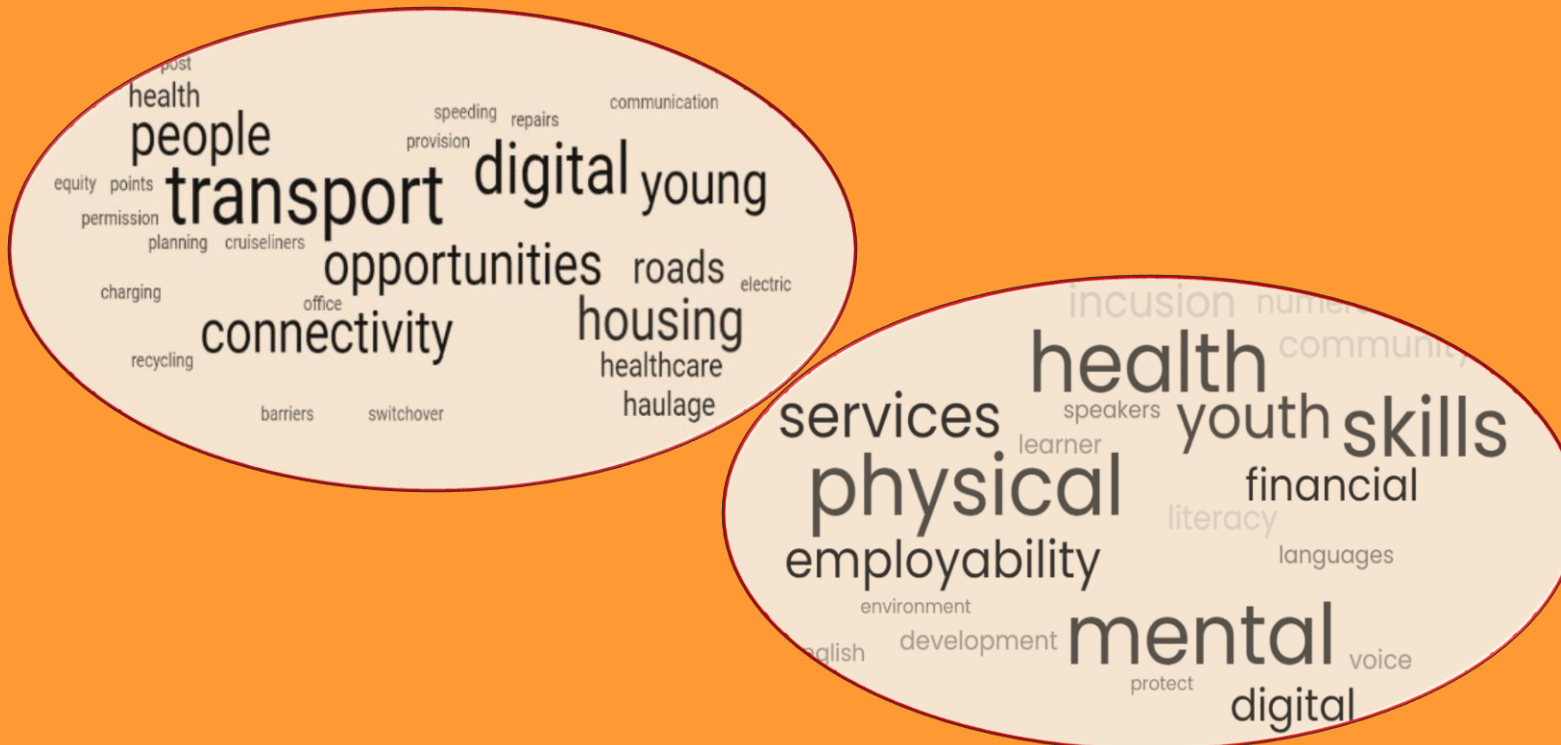


2024-2027 Community Priorities

It is vital that this plan is positioned around and aligned with other priorities and plans to improve efficiency and ensure planning and delivery is coordinated. The new CLD Plan is working alongside many other partnerships to avoid duplication or gaps in service delivery.

The CLD Plan is aligning to the Orkney Community Plan 2023-30 and will report directly into the Local Equality Delivery Group, although the plan has actions in all three priority areas. CLD partners will also work alongside the Orkney Children Services Strategic Group, responsible for the Integrated Children's Services Plan, the Local Employability Partnership responsible for the LEP Delivery Plan and many more.

In the recent consultation activity undertaken which has supported the identification of priority areas for this CLD Plan, including Orkney Matters 2, there was an emphasis on transport, opportunities for young people, digital connectivity, healthcare, housing, haulage costs, roads and recycling. From a CLD perspective the main issues coming up through consultation included: support with mental and physical health, youth services, employability skills, digital skills, financial inclusion, literacy and numeracy support, community development support, community / learner voice and English for speakers of other languages provision.



How does this plan link to Community Planning?

The CLD Partners Plan will focus on the priority areas in the Community Plan alongside Health & Wellbeing and Workforce Development, underpinning the importance of using CLD approaches to address and progress these priorities.

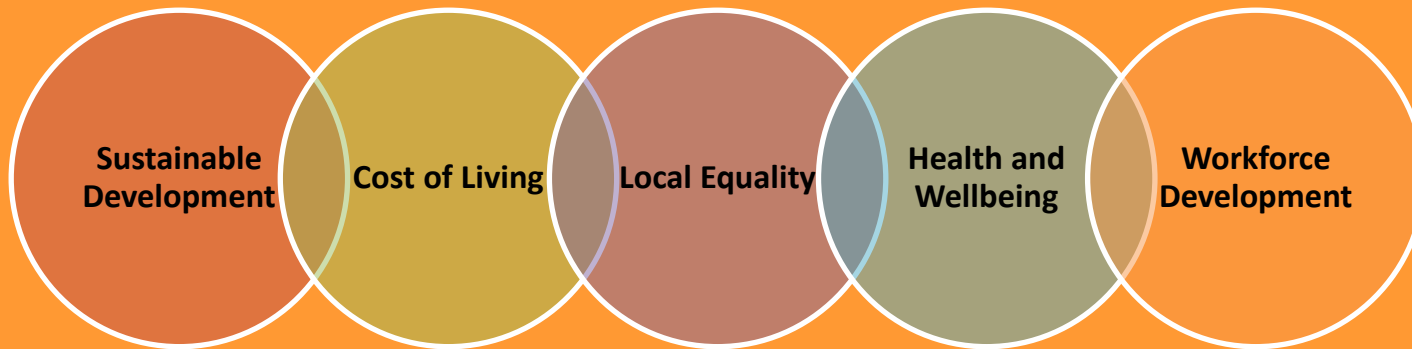


CLD Plan 2024-2027 Priority Areas

Having considered the results of extensive community consultations and having reviewed CLD input to other policies and plans, the CLD Partnership also completed an in-depth analysis of local and national data and took on board the findings of community and learner appraisals, self-evaluation and external inspection which took place in March this year.

To reflect what people said, the CLD Plan new priority areas are:

- **Sustainable Development** - Supporting sustainable development and increasing people's skills, confidence and capacity
- **Cost of Living** - Supporting individuals and families to address immediate need and tackle the underlying causes of poverty
- **Local Equality** – Ensuring residents in all parts of Orkney have equal opportunities, enhanced individual and community capacity and resilience
- **Health & Wellbeing** – Contributing to improved mental and emotional health, physical health and improved lifestyles for individuals, families and communities
- **Workforce Development** – Strengthening learning opportunities for those working and volunteering across the CLD sector in Orkney



Further information on how the CLD Partnership will progress in these priority areas is available in the detailed Action Plan which can be viewed at the end of this document in Appendix 1. The actions are focused on providing realistic but challenging aims which can only be achieved by working in partnership using CLD values and approaches.

What are the key priorities for this CLD Partners Plan?

The 5 priority areas for the CLD Partners Plan 2024-2027 are:

- Sustainable Development
- Cost of Living
- Local Equality
- Health & Wellbeing
- Workforce Development



Monitoring & Evaluation

The information gathered by the CLD Partnership has been used to develop the CLD Partners Plan for the next 3 years, which is attached in Appendix 1. The Partners Plan contains outcomes we aspire to, actions we will take to make improvements to current provision and practice and it identifies unmet needs and gaps in provision which are important areas of work which cannot be met in the timescale of this plan.

The strategic direction for the CLD Partnership and the actions outlined in the partner's plan have been developed and prioritised and will be delivered and evaluated through this partnership over the next 3 years. Working together through the plan will ensure more coordinated delivery and support to improve life chances for people of all ages, through learning, personal development and active citizenship and help develop stronger, more resilient, supportive, influential, and inclusive communities.

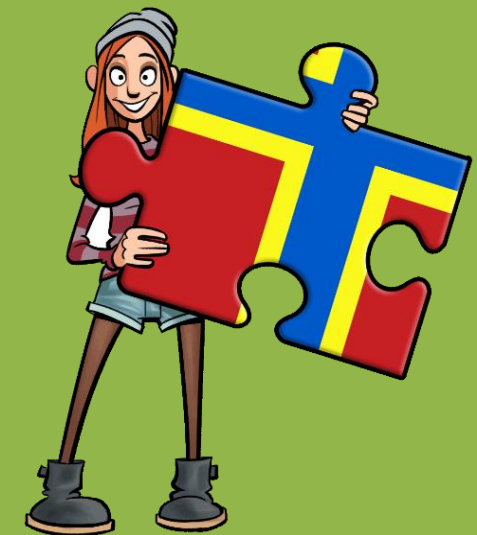
We are working in rapidly changing times, so it is imperative that the plan is updated regularly to ensure the CLD workforce continues to be responsive to emerging needs and also to ensure our plans and ambitions align with updated policies and frameworks, both local and national, to provide the CLD support and services needed. Although this is set out as a 3-year plan we will revisit this plan annually to reflect any changes in the planning and review process.

The CLD Partnership will continue to use regular monitoring, review, and self-evaluation to measure progress, inform future planning and to ensure support and challenge is embedded as part of the planning cycles of developing and improving CLD planning. The CLD Partners Plan will be monitored and updated quarterly by the CLD Partnership, and a report submitted to Orkney Islands Council's Education, Leisure & Housing Committee and Orkney Partnership's Local Equality Delivery Group, annually. A summary and progress update will also be disseminated widely to partners and stakeholders each year and will feed into other relevant partner plans.

CLD activity cross the local authority is also evaluated using 'How Good Is Our Community Learning and Development', a framework that includes a common set of quality and performance indicators for use in self-evaluation by partners and in external reviews and inspections undertaken by His Majesty's Inspectors of Education. A cyclical plan of self-evaluation has been developed to ensure partners are always working to progress the plan and work towards an effective improvement agenda.

How will the CLD Partnership maintain quality assurance?

By working together and ensuring a high standard of *practice*, the CLD Partnership will jointly progress the identified actions and participants will experience consistency based on shared values.



CLD Partners Plan

2024-2027



Sustainable Development

We will work to support sustainable development through partnership learning opportunities to build peoples skills, confidence and strengthen individual and community capacity and resilience to benefit everybody in our communities, with nobody left behind.

Outcome	Improvement Action	Lead	Target Date	Milestones	Evidence
1. Increased capacity and resilience of community groups and organisations to deliver what is needed for their communities and ensure these organisations prosper.	1a) Extend the offer of Tri-Community Exchange (TRICE) meetings for anchor organisations in communities that have Community Councils, Development Trusts and Community Associations.	CLDE HIE (Community Development Forum)	September 2026	Session at Annual Halls Event. Discussion with Community Councils. Discussion with Development Trusts. 3 new TRICE meetings arranged by Sept 2025. 3 new collaborative community development projects by September 2026.	Number of meetings offered and arranged. Number of attendees. Number of resulting shared actions. Evaluations & feedback. Minutes.
	1b) Streamline, promote and coordinate the delivery of governance health checks and policy reviews for community organisations.	VAO CLLD (Community Development Forum)	April 2026	Promotion of opportunity. Funding secured for health checks. 3 Health check delivered.	Number of views of media posts. Correspondence. Amount of funding secured. Number of health checks completed. Feedback.
	1c) Promote and support community organisations to develop local development action plans / place plans as required.	HIE CLLD (Community Development Forum)	September 2027	Promotion of opportunity by September 2026. 3 Plans developed by September 2027. 4 New projects undertaken by September 2027.	Publicity. Correspondence with community organisations. Number of plans developed. Feedback.
	1d) Undertake an audit of area-based community development support provision to improve coordination, approaches and best practice.	Democratic Services HIE (Community Development Forum)	September 2025	Working group established by January 2025. Review completed by Sept 2025. Action plan developed for improved alignment.	Minutes and agendas. Review completed. Improvement action plan.
2. Increased coordination and expansion of youth achievement opportunities and pathways to ensure young people progress and reach their full potential.	2a) Undertake a strategic review of youth accreditation and awards offered by CLD partners to ensure effective delivery of appropriate awards based on need.	CLDE VAO (Youth Workers Forum)	September 2026	Working group established by January 2025. Review completed by September 2025. Improvement plan developed. Annual youth awards data collection system established. Increase in youth awards offered by September 2026.	Minutes and agendas. Youth Awards Review. Improvement plan. Increase in youth awards offered. Annual data of all youth awards. Number of accredited opportunities. Number of non-accreditation opportunities. Number of qualification gained.
	2b) Work with Education and wider CLD partners to explore opportunities to better track the achievements of young people.	Education CLDE VAO (Youth Workers Forum)	September 2026	Working group established by March 2025. Review of current tracking system completed by Sept 2025. Improvement plan developed by Sept 2025. Pilot new system in 2 schools by Sept 2026.	Working Group minutes and agendas. Review of current tracking systems. Improvement plan. Improved tracking system developed and tested in 2 pilot schools.

Sustainable Development (continued)

We will work to support sustainable development through partnership learning opportunities to build peoples skills, confidence and strengthen individual and community capacity and resilience to benefit everybody in our communities, with nobody left behind.

Outcome	Improvement Action	Lead	Target Date	Milestones	Evidence
3. Increased coordination and expansion of adult learning opportunities and pathways to ensure learning is lifelong, life-wide and learner centred.	3a) Development of the Adult Learning Forum to review and coordinate adult learning provision in Orkney.	CLDE UHI Orkney VAO Orkney Library & Archive	September 2027	Adult Learning Forum established and meeting 3 times a year. Review of current adult learning provision across Orkney completed by September 2026.	Adult Learning Forum minutes, agendas and meeting schedule. Review of current adult learning provision.
	3b) Create a baseline and increase the wider accreditation opportunities for adults.	CLDE UHIO (Adult Learning Forum)	September 2026	Adult learning provision baseline created by September 2025. Increase in wider accreditation opportunities by a minimum of 4 by September 2026.	Collect annual baseline data on: Number of adult learners Number of new adult learners Number of accreditation opportunities Number of non-accreditation opportunities Number of qualifications gained Number of ESOL learners
	3c) Develop opportunities for a collaborative adult returners learning programme.	UHI Orkney CLDE	September 2026	Meetings established. Adult returns learning programme created. Course advertised. Course runs by September 2026.	Minutes and agendas. Adult returns learning programme. Publicity. Course completed. Numbers attending. Feedback and evaluations.

Cost of Living

We will support individuals, children, and families through this difficult time, committing time, energy, and resources to work towards the elimination of poverty throughout Orkney. Addressing both immediate need and longer-term initiatives to combat persistent poverty.

Outcome	Improvement Action	Lead	Target Date	Milestones	Evidence
4. Improved confidence and skills, for priority groups identified as needing additional support to achieve positive outcomes.	4a) Develop a partner's baseline and increase free learning opportunities including delivery of life skills courses, financial literacies and budgeting.	NHSO CLDE Sport & Leisure	September 2026	Expand the baseline of free learning provision by Dec 2024. Increase free learning by 10% by September 2025.	Partnership baseline developed. Number of life skills courses delivered. Number of participants. Participant feedback. (formal / informal)
	4b) Access and disperse grant funding that supports community organisations to undertake activities to alleviate poverty and help tackle the cost-of-living crisis.	VAO HIE CLLD CLDE	September 2026	Identify funding opportunities. Communications to raise awareness of funding. Number of poverty alleviation projects supported. Positive outcomes recorded delivered.	Amount of funding available. Number of funding applications submitted. Number of applications that are successful. Amount of funding dispersed. Number of projects delivered. Positive outcomes resulting from projects. Feedback and evaluation. Project reports.

Local Equality

We will work to address the continuing disadvantage experienced by some of our communities when trying to access services, facilities, and opportunities. Helping 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	Target Date	Milestones	Evidence
5. People have increased confidence and opportunities to express their views and influence decision making and service design.	5a) Promote and embed the continuous involvement of those with lesser heard voices and priority groups within consultation and in matters that affect them.	VAO HIE OIC (Community Development Forum)	September 2027	Support the progress of the 4 stands of the Community Engagement Project. Utilise full results of Orkney Matters 2 (OM2) for updated CLD plans. Learner and community reps of CLD Partnership. CLD approaches to consultation training session delivered to partner agencies.	Number attending OM2 sessions. Numbers attending Lesser heard voices element of OM2. Evaluation / feedback. Number of lived experience groups evaluations and feedback Numbers attending training.
	5b) Provide strategic leadership and direction in the development of a relevant, coordinated and representative youth voice structure.	CLDE VAO (Youth Workers Forum)	September 2026	Task group created. Develop youth engagement and participation infrastructure and action plan by March 2025. Co-produce with young people a Chamber Debate to influence partnership plans by December 2024. Strategic leadership and support for an active Youth Leader Action Group.	Records of meetings. Youth engagement infrastructure. Action plan agreed and delivered. Chamber Debate report. Young people in influencing roles. YLAG funded projects.
6. A fair and just society, moving towards a greener more sustainable economy in a way that is fair for everyone.	6a) Support Community Organisations with planning to meet new legislation requirements, e.g. Producing Climate Action Plans or Fair Work Action Plans.	HIE VAO Development Trusts (Community Development Forum)	September 2025	Raise awareness of Climate action plans. Provide required support to community organisations. 2 new Climate Action Plans published. 2 new Fair Work Plans published. Delivery on actions.	Community Climate Action plans developed.
7. Reduction in barriers and increased opportunities for lifelong learning and development to keep the CLD offer as local as possible.	7a) Work collaboratively to increase the opportunities for those in marginalised communities, including the ferry linked isles, to participate in training and development opportunities and reduced isolation.	CLDE Development Trusts Community Associations (Adult Learning Forum)	September 2026	Training programme offered in 2 isles communities by September 2025. Report published and shared following CLDE Isles training programme. Sessions with local Community. Organisations to identify need. Coordination through CLD Partnership.	Island Training Report. Number of sessions arranged. Number of islands supported. Number of attendees. Number of qualifications achieved. Evaluations and feedback. Meeting minutes and agendas.
	7b) Work collaboratively with communities in targeted areas to sustainably address the inequality of youth work provision in the ferry linked isles.	CLDE VAO Development Trusts Community Associations	September 2027	Develop a pilot project to establish youth club provision in an area with no current provision by March 2025. Funding secured. Service level agreement created. Extend to another area by September 2027.	New youth work provision created. Funding secured. Numbers attending. Number of additional new posts. Evaluation /feedback. Nightly reports. Annual report.

Health and Wellbeing

We will work together to provide required support through the delivery of targeted interventions to improve health and wellbeing, build trusted relationship, increase confidence, improve resilience and develop new skills.

Outcome	Improvement Action	Lead	Target Date	Milestones	Evidence
8. Increased awareness and support for individuals to promote and sustain positive mental health and wellbeing.	8a) Coordinate mental health training and awareness to upskill people in the community, reduce stigma and promote an understanding of mental wellbeing.	VAO NHS CLDE (Training Subgroup)	September 2026	Deliver 3 See Me training sessions for parents by September 2025. Deliver 2 collaborative Save a life training sessions across the community by September 2026. Investigate opportunities for staff and volunteer Mental Health First Aid training.	Programme of training developed. Number of sessions delivered. Number of participants. Participant feedback.
9. Improved health and wellbeing outcomes and increased engagement with learning to develop motivation, confidence, and skills through youth work, adult & family learning and community development.	9a) Expand, develop and deliver wellbeing and learning opportunities and support including accredited options.	NHSO CLDE VAO Development Trusts Community Associations	September 2027	Establish a baseline of wellbeing and learning opportunities delivered by April 2025. Sustain this level in 2025-26. Pilot 2 new accredited learning opportunities including National 2 food, Health & Wellbeing courses by September 2027.	Number of opportunities delivered. Number of new opportunities offered. Numbers of accreditation. Number of participants. Case studies. Participant feedback. Annual Reports.
	9b) Increase collaborative family support provision across Orkney.	CLDE Sport & Leisure UHI Orkney Education	September 2025	Minimum of 4 family learning opportunities delivered by Sept 2025. Consider sustainability of family support provision in remote areas. Train a minimum of 2 volunteers in family learning opportunities. Establish a family engagement team. Arrange training for parents on SeeMe and Solihull by September 2025. Professional engagement event by December 2024.	Family Learning offer developed. Number of Family Learning opportunities offered. Number of families engaged. Outcomes for families. Attendance at events. Evaluation / feedback.
	9c) Identify and test a shared approach to measuring improvements to mental health and wellbeing outcomes through CLD activity.	CLDE (Data Subgroup)	September 2026	Data collection process developed. Inclusion of additional baseline data. Increased input to shared KPI's. Data collected, analysed and reported annually. Health & wellbeing outcomes recorded across CLD.	Minutes of meetings. Data sharing protocols developed. Number of partners inputting to KPI's. Progress against identified KPIs.

Workforce Development

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.

Outcome	Improvement Action	Lead	Target Date	Milestones	Evidence
10. Increased visibility and awareness of CLD as a recognised profession.	10a) Explore and expand opportunities and pathways into and within the CLD profession through collaborative work with regional and national partners.	CLDE VAO SDS (Training Subgroup)	September 2027	CLD training opportunities identified. CLD qualifications progressed. CLD Pathway publication developed. Increase CLD Standard Council membership in Orkney by 2 to from 12 to 13 Associate members and from 4 to 5 registered members.	Number of training opportunities shared across the network. Number of people completing CLD qualifications. Number of CLD qualified staff. CLD Pathway publication developed. Increase in registrations with CLDSC.
	10b) Raise the profile and awareness of CLD through joint training and increased promotional activity.	CLDE (Training Subgroup)	September 2026	CLD promotional activity locally. Ensure CLD representation and promotion at all relevant levels. Explore regional CLD marketing opportunities. Increased inputs on social media on the CLD plan.	Number of CLD promotional activities. CLD representation on key strategic partnerships. Publicity produced. Numbers participating in training. Evaluation and feedback. Number of views on social media.
11. Orkney has a skilled, trained, and confident CLD workforce with a shared understanding of relevant national occupational standards, CLD values and competences.	11a) Deliver a training programme for the CLD workforce and volunteers, based on the needs identified through the recent training needs analysis.	VAO CLDE NHSO (Training Subgroup)	September 2025	Programme of training is developed and delivered. Training offered. Universal Evaluation undertaken after every training session. Review evaluation findings.	Number of training courses delivered. Attendance numbers. Number of organisations benefiting. Participant feedback. Annual progress report.
	11b) Undertake a training needed audit of the CLD sector.	VAO CLDE NHSO (Training Subgroup)	September 2026	Training needs assessment created and disseminated by September 2026. Identify training requirements across the sector. Identify possible trainers and people willing to share good practice.	Needs assessment designed. Number of respondents. Publicity to promote the training needs assessment. Numbers willing to deliver training sessions.
12. Effective and consistent gathering, analysis and reporting of data for planning and reporting on outcomes.	12a) Improve the quality of the data that we are sharing across the partnership to better understand local CLD needs and outcomes.	CLD (Data Subgroup)	September 2026	KPI data collection process developed. Inclusion of additional baseline data. Increased input to shared KPI's. Data collected, analysed and reported annually. Social value engine pilot undertaken by September 2025.	Minutes of meetings. Data sharing protocols developed. Number of partners inputting to KPI's. Progress against identified KPIs. Social Value engine finding across pilot area.

Unmet needs during this period (2024-27)

At a time of changing national policy, realignment of priorities and ever reducing 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 needs over this 2024-27 period is stipulated as a requirement in the CLD legislation. Priority areas of work that are recognised as important and which partners are keen to pursue, but may not be able to due to limited resources and capacity include:

- Develop partnership work with Housing partners to explore opportunities around tenant participation
- Creation of a collaborative family learning strategy and plan
- Increased access to affordable childcare including breakfast club and after school provision.
- Whilst we have been unable to include as many specific actions in the plan around climate challenge as we would have liked, engagement work to raise awareness and support within the community continues and we will seek to weave related opportunities into other actions in this plan where possible

Appendix 2 – Policy Context – Strategic Fit

The Orkney CLD Plan sits within a much wider planning and reporting landscape and has links to a number of other partnership plans and reporting structures.

Policy	Priority Themes	Priority actions where CLD will contribute
Orkney Community Plan and Local Outcomes Improvement Plan (LOIP) 2023-2030	<ul style="list-style-type: none"> • Sustainable Development • Cost of Living • Local Equality 	1a, 1b, 1c, 1d, 2a, 2b, 3a, 3b 3c, 4a, 4b, 5a, 5b, 6a, 7a, 7b, 8a, 9a, 9b, 9c
Orkney Islands Council Plan 2023-2028	<ul style="list-style-type: none"> • Growing our economy • Strengthening our communities • Developing our infrastructure • Transforming our Council 	1a, 1b, 1c, 1d, 2a, 3a, 3b, 3c, 4b, 5a, 5b, 6a, 7a, 7b, 8a, 9a, 9b, 10a, 10b, 11a
Orkney Children Services Plan 2023-26	<ul style="list-style-type: none"> • Child Protection • Mental Health & Wellbeing • Involving children & Young People • Reducing Poverty and disadvantage 	2a, 2b, 4a, 4b, 5a, 5b, 7a, 7b, 8a, 9a, 9b, 10b, 11a, 11b
Orkney Local Employability Partnership No One Left Behind Delivery Plan 2022-2025	<ul style="list-style-type: none"> • Young Person's Guarantee • No One Left Behind • Employer engagement, job creation Collaborative employability services 	2a, 2b, 3a, 3b, 3c, 4a, 4b, 5a, 7a, 8a, 9a, 9b, 10a, 10b, 11a, 11b
National Improvement Framework – Orkney Education Service Plan	<ul style="list-style-type: none"> • Inclusion & Wellbeing • Learning & Achievement • Systems & Processes 	2a, 2b, 3a, 3b, 3c, 4a, 5b, 7b, 8a, 9a, 9b, 10b, 11a, 11b

Appendix 3 – Learn North



Who we are?

Learn North is managed in a voluntary capacity by representatives of organisations involved in Community Learning and Development (CLD) delivery across the widespread geography of the North of Scotland. This includes the council areas of Aberdeen City, Aberdeenshire, Moray, Highland, Shetland, Orkney, Western Isles and Argyll & Bute. We welcome Community Learning and Development practitioners from third sector and local authority services.

Professional Learning support for Partnership CLD Plans

Learn North aims to strengthen access to continuing professional learning for staff and volunteers involved in CLD practice; to identify gaps in provision of learning opportunities; and to design and deliver programmes and activities by working collectively to share resources; avoid duplication and enhance joint approaches. Within the north we network with a national professional learning group plus the CLD leads group, Education Scotland and The CLD Standards Council. A core output of this collaboration has been the Winter Learning Festival which celebrates and shares practice, and is organised by the regional professional learning networks, Education Scotland and CLD Standards Council.

Learn North builds a culture of collaboration, sharing of expertise and creation of local and regional networks to improve the professional learning offer.

Professional Learning support is provided and accessed by both Education Scotland and CLD Standards Council.

We also benefit from a CLD Standards Council grant of £2000 which is applied for annually, and they provide representation and support to Learn North.

Our Offer will enhance practitioner skills and ability to deliver CLD that will ¹*“empower people, individually and collectively, to make positive changes in their lives and their communities, through learning”*.

At all times we will work in line with our CLD specific focus as set out in the Scottish Government’s National Performance Framework.

In Spring 2024, Learn North commissioned a survey to support identification of professional learning needs in the North. We will respond to the data of the survey to reflect our professional learning priorities. Initial reading of the survey findings has led the partners to commit to the following priorities:

- Improve access to professional learning resources that will enhance digital practice and engagement
- Develop peer review systems on community learning and development themes
- Invite graduate students that have completed CLD research to share their learning
- Share learning from 2023 / 24 Progress Visits
- Encourage sharing of initiatives to illuminate good practice in themes of CLD as part of the Winter Festival Programme.

Unmet Need

In this challenging financial landscape, our grant clearly does not meet our needs. The original purpose of the partnership was to create equity and reduce isolation of professional learning for our staff and volunteers, valuing our skills and expertise in the North. There is no scope within this budget and Local Authority funding to support face to face learning opportunities, which enable more cohesive partnerships and aspirations.

We would be keen to support survey respondents’ request for a clear pathway to qualifications and influence any development on this that a national body may take.

We are mindful that following the outcome of the National CLD Review we may need to temper our priorities.

Appendix 4 - Links / bibliography

CLD Drivers

[Strategic Guidance for Community Planning Partnerships](#)

[The Requirements for Community Learning and Development \(Scotland\) Regulations 2013](#)

<https://www.gov.scot/publications/community-learning-development-guidance-2024-2027/>

[Community learning and development plans: guidance - 2021 to 2024](#)

[How good is our CLD \(HGIOCLD?\) 4th edition](#)

[PDF file: CLD Planning 2021 - 2024 - FAQs](#)

CLD Managers Scotland reference sheet/checklist CLD Planning <https://cldmanagersscotland.wordpress.com/>

[‘Improving Life Chances and Empowering Communities’](#). (Education Scotland)

[CLD statement of values \(CLDSC\)](#)

[The Code of Ethics \(CLDSC\)](#)

[The CLD Competence framework \(CLDSC\)](#)

[WorkingwithScotlandsCommunities2018.pdf](#) (ES & CLDSC)

KPI Guidance (CLDMS) <https://cldmanagersscotland.files.wordpress.com/2021/04/2021-03-31-cldms-kpi-paper.pdf>

[Independent](#)

Learning: For all. For Life - Review of CLD <https://shorturl.at/rdUKX>

Local Plans & Strategies

Orkney NIF Return 2022-25 (OIC) [Orkney NIF Return 2022-25 \(OIC\)](#)

Orkney Community Plan & LOIP 2023-30 (Orkney Partnership) [The Orkney Partnership | The Orkney Partnership \(orkneycommunities.co.uk\)](#)

Orkney Integrated Children's Services Plan for 2023 – 2026 <https://rb.gy/0nb007>

Orkney Local Employability Partnership Plan 2022-2025 - [Orkney Employability Partnership](#)

Voluntary Action Orkney Delivery Plan 2023-2026 (VAO) <https://rb.gy/iv8u1z>

Orkney Local Police Plan 2020–23 (Police Scotland) <https://www.scotland.police.uk/spa-media/y2vduxju/orkney-local-policing-plan-2020-23.pdf?>

Orkney Islands Council Delivery Plan 2023-28 <https://shorturl.at/Faacq>

HIE Operating Plan 2023-28 <https://shorturl.at/1yLpK>

Orkney CLD Progress Visit Report 23/04/24 (Education Scotland) [Community Learning And Development In The Orkney Islands Council Area | Inspection Report | Education Scotland](#)

Wider policy context significant for CLD

United Nations Convention on the Rights of the Child (UNCRC) [United Nations Convention on the Rights of the Child](#)

Getting It Right for Every Child (Education Scotland) [Getting it right for every child \(GIRFEC\) - gov.scot \(www.gov.scot\)](#)

The Promise

New Scots refugee integration strategy 2018-2022 <https://www.gov.scot/publications/new-scots-refugee-integration-strategy-2018-2022/>

Adult Learning Strategy 2022-27 <https://shorturl.at/6tTta>

Withers Review [Fit for the Future: developing a post-school learning system to fuel economic transformation - gov.scot \(www.gov.scot\)](#)

[National Standards for Community Engagement - Participation handbook - gov.scot \(www.gov.scot\)](#)

Community Empowerment (Scotland) Act Summary (SG) <https://www.gov.scot/publications/community-empowerment-scotland-act-summary/>

Community Empowerment: Empowering our Islands (SG) <https://www.gov.scot/policies/community-empowerment/empowering-our-island-communities/>

Children & Young People Act 2014 (SG) <https://shorturl.at/PrXsh>

[National Guidance on Part 12: Services in relation to Children at Risk of Becoming Looked After, etc - gov.scot \(www.gov.scot\)](#)

Opportunities For All - Post-16 transitions Policy and Practice Framework (SG) <https://dera.ioe.ac.uk/20678/1/00456919.pdf>

The National Improvement Framework (ES) <https://education.gov.scot/education-scotland/what-we-do/implementing-the-national-improvement-framework>

Curriculum For Excellence (Education Scotland) <https://shorturl.at/BZ7Xx>

Best Start Bright Futures [Executive Summary - Best Start, Bright Futures: tackling child poverty delivery plan 2022 to 2026 - gov.scot \(www.gov.scot\)](#)

Curriculum for Excellence [Refreshed Curriculum Narrative](#)

Pupil Equity Funding - [revised PEF Guidance](#)

Scottish Attainment Challenge - <https://www.gov.scot/publications/scottish-attainment-challenge-framework-recovery-accelerating-progress>

No One Left Behind - [Annex A – Discussion guides - No One Left Behind and the Young Person's Guarantee: implementation evaluation - gov.scot \(www.gov.scot\)](#)

Youth Work and Employability (Youthlink) <https://www.youthlinkscotland.org/media/5048/200831-youth-work-and-employability-final.pdf>

Food Insecurity and Learning Loss Pilot Evaluation Report https://www.youthlinkscotland.org/media/5659/food-insecurity-report_proofed.pdf

Youth Work's Contribution to the Scottish Attainment Challenge (Youthlink) <https://rb.gy/7cb2il>

Mental Health Strategy 2017-2027 (SG) <https://www.gov.scot/publications/mental-health-strategy-2017-2027/>

Public Health Priorities for Scotland (SG) <https://www.gov.scot/publications/scotlands-public-health-priorities/>

Family Learning - [Family learning](#)

Family Learning Framework (ES) <https://education.gov.scot/improvement/Documents/FamilyLearningFrameworkApril18.pdf>

Review of FL in Scotland (ES) <https://education.gov.scot/improvement/documents/family-learning-report-full-document.pdf>

A changing nation: how Scotland will thrive in a digital world(SG)<https://www.gov.scot/publications/a-changing-nation-how-scotland-will-thrive-in-a-digital-world/>

[Learning for Sustainability - gov.scot \(www.gov.scot\)](#)



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