

Orkney

2025 Progress and Evaluation Report of the Community Learning and Development Partners Plan 2024-2027



**Orkney
Community
Learning &
Development
Partnership**



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Introduction

Orkney Islands Council has a statutory duty under the 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 plan should provide a clearly defined framework for coordinating, planning and delivering CLD with 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.**

CLD is delivered by many partners within Orkney including Orkney Islands Council (OIC); Highlands and Islands Enterprise (HIE); UHI Orkney; Voluntary Action Orkney (VAO) and the third sector organisations it represents; NHS Orkney (NHSO); Police Scotland; Skills Development Scotland (SDS); Development Trusts; and other independent groups and charitable organisations who sit on the Orkney Community Learning and Development Partnership. A full list of the CLD Partnership members can be found at the end of this document.

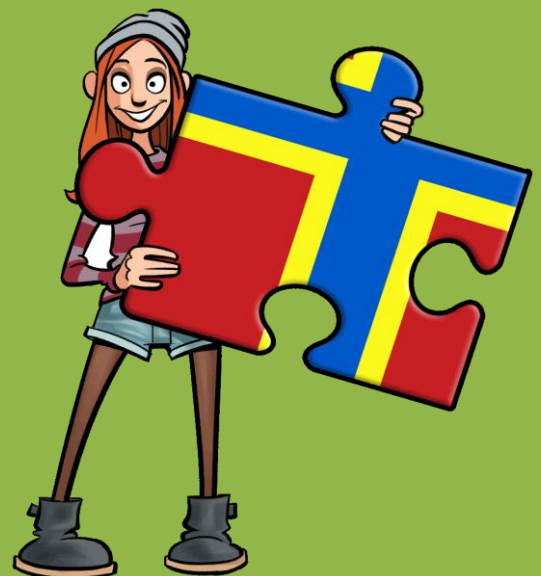
All partners involved in the delivery of CLD aim to deliver these objectives through:

- community development
- youth work, family learning and other early intervention work with children, young people and families
- community-based adult learning, including adult literacies and English for speakers of other languages (ESOL)
- learning for vulnerable & disadvantaged groups in the community
- learning support and guidance in the community
- volunteer development

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.

What is Community Learning and Development (CLD)?

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



Quality Assurance

Orkney's 3-year partnership plan for Community Learning and Development (CLD), was produced by Orkney's CLD Partnership, which is a partnership of public, private and third sector organisations who are delivering CLD support and activities across Orkney.

The CLD Partners Plan 2024-25 was developed, through community and learner consultation and engagement, to ensure CLD services are planned for, and delivered in, a strategic and collaborative way to meet local needs.

Many developments have been made since the requirement for a CLD partnership plan was introduced back in 2015, including improved governance, increased stakeholder involvement and more formal links with other partnerships including Orkney's Community Planning Partnership and Children Service Strategic Group.

The plan is monitored, reviewed and evaluated regularly throughout the year to ensure effective progress is made on key actions in the plan. A formal report on progress and an updated version of the plan is presented to the Community Planning Partnership and the Education, Leisure & Housing Committee annually, to ensure appropriate scrutiny and quality assurance.

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

Ensuring CLD principles and values are understood, promoted and embedded in partnership plans and practice

By maintaining this standard of practice across settings, participants will experience improved and more consistent practice, whether they are involved in youth work, volunteering, adult learning or community development.



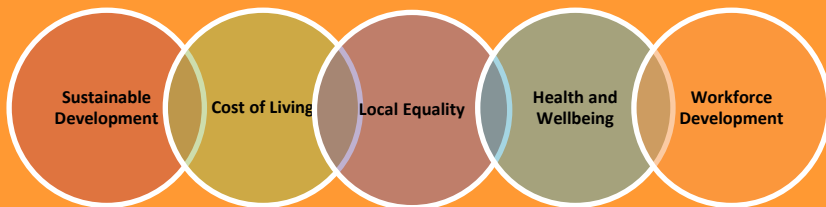
What is the purpose of community learning and development?

The purpose of CLD is recognised as supporting people, individually and collectively, to make positive changes in their lives and in their communities, through learning.



Overview of the CLD Plan during 2024-2025

In September 2024, a new three-year CLD Partners Plan for Orkney was 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.



Although it is for a 3-year period, the plan is reviewed and updated annually to ensure it remains relevant and responsive to emerging needs.

Significant progress has been made on many of the actions in the first year of this plan. From the 25 actions set out in the plan, 10 actions have been completed (blue), 9 are on target to be completed on time (green), and 6 actions are partially completed (amber).

Key successes over this year included:

- The creation of the Community Development Forum has worked effectively to improve community development support, coordination and collaboration
- An array of health and wellbeing opportunities and early intervention support have been delivered through adult learning, youth work and community development
- The number of free learning opportunities offered through the Community Learning Development & Employability Service (CLDE) increased from 28 in 2023-2024 to 39 during 2024-2025
- Amalgamating resources has increased the opportunities for and delivery of required training and professional development across the sector
- Across the CLD sector, partners have secured and dispersed substantial amounts of funding to support poverty alleviation and help tackle the high cost of living.

In accordance with the regulations, the plan also identifies needs that may not be met during the lifetime of the plan. Encouragingly, during this first year, some progress has been made on 3 out of the 4 unmet need actions, including actions focused on childcare and climate challenges.

BRAG code:

Blue	Action is complete
Red	Action not achieved / Action not on track with major issues
Amber	Action partially completed / Action mainly on track with some minor issues
Green	Action is on track

What has happened in the last year?

During 2024-2025 the CLD Partnership worked collaboratively to progress all 25 actions in the plan, alongside their other work priorities.

Actions were monitored and reviewed at regular intervals throughout the year to ensure adequate progress was being made through partnership approaches.



Progress Report on CLD Partners Plan during 2024-2025

Sustainable Development

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

Key action	BRAG	Progress made 2024-25
1a) Extend the offer of Tri-Community Exchange (TRICE) meetings for anchor organisations in communities that have Community Councils, Development Trusts and Community Associations		The established Community Development Forum, which is a subgroup of the CLD Partnership, coordinates community development support and opportunities across Orkney. One area of work undertaken by this group was to offer Tri-Community Exchange (TRICE) meetings for the key anchor organisations in a community, namely the Development Trust, Community Association and Community Council. During 2024-2025, four TRICE meetings took place, with 38 attendees in total. Hoy and Westray both had one meeting each, and Sanday have had two. Several key projects and developments have come from these meetings, including joint action on some pertinent local issues, joint resilience planning sessions and input from all three organisations on the development of a new island plan. CLD Partners promoted the TRICE offer at the Development Trust Winter Conference and the offer has since been highlighted to South Ronaldsay & Burray Development Trust, who have recently reformed. As a follow-on from these meetings, Community Led Local Development (CLLD) and Highlands & Islands Enterprise (HIE) have undertaken more in-depth sessions with some community organisations as required.
1b) Streamline, promote and coordinate the delivery of governance health checks and policy reviews for community organisations		The Community Development Forum held a specific meeting to confirm with partners the governance and policy support processes in place for community organisations locally. Governance health checks and policy reviews are now a standing item on Community Development Forum agendas, to ensure strengthened coordination and collaboration around this priority. During 2024-2025, Voluntary Action Orkney completed 3 full organisation health checks. Over this same period, Community Local Led Development (CLLD) awarded funding to another 2 community groups, to enable governance and policy health checks to be undertaken by the Impact Hub. CLLD and HIE are also working with the Development Trust Association Scotland (DTAS) to secure additional support for Development Trusts.
1c) Promote and support community organisations to develop local development action plans / place plans as required		During this period, the Council's Development & Marine Planning Service Manager delivered a presentation on Place Plans to the CLD Partnership. The Community Development Forum completed an audit of Place Plans and Local Development Plans across Orkney. 5 Place Plans have been completed, 3 are currently underway, and several communities are considering developing one for their area. The Orkney Fund have recently ringfenced funding for the production of Place Plans. There are currently 9 Island Development Plans in place, all at different stages of delivery. The Orkney Community Planning Partnership (OCCP), through the Equality Delivery Group, has developed the Ferry Linked Isles Locality Plan 2024-2026, which compliments the different island plans by concentrating on issues of common concern (for example transport and connectivity).

Progress Report on CLD Partners Plan during 2024-2025

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Key action	BRAG	Progress made 2024-25
1d) Undertake an audit of area-based community development support provision to improve coordination, approaches and best practice		The Community Development Forum agreed to take this action forward for the CLD Partnership. An audit was undertaken to identify what community development support is currently available across Orkney. This audit has provided partners with a clear understanding of the type of support available and importantly the coverage of that support. This work helps identify potential gaps in community development provision, or areas where more support is required, and it allows the Community Development Forum to formulate any additional actions to ensure communities are getting the right community development support and that partners are working effectively together and not duplicating the support available.
2a) Undertake a strategic review of youth accreditation and awards offered by CLD partners to ensure effective delivery of appropriate awards based on need		The Youth Workers' Forum, who now have a representative sitting on the CLD Partnership, agreed to take forward this action. The Youth Workers Forum held a workshop style meeting for members, to identify all the accreditation and awards schemes on offer for young people in Orkney. It has been agreed that a booklet will now be produced by the Youth Workers' Forum, in line with the national 'Amazing Things' booklet, which will help people identify more easily what youth awards and accreditation opportunities are on offer and where to find out more information. The Annual Youth Awards Ceremony held in March is jointly organised by Voluntary Action Orkney and Community Learning Development & Employability Service (CLDE) with support from the Youth Workers Forum. This annual event demonstrates not only the amazing work and achievements of young people but also the volume and high standard of youth work, accreditation and achievement opportunities that are available in the County. During 2024-25, the CLDE Service supported young people to achieve 385 accredited awards. A Youth Services review was also undertaken during this time and presented to the Education, Leisure and Housing Committee in September 2024. This review clarified the offer from the CLDE Youth Service across both targeted and universal provision, including accreditation opportunities.
2b) Work with Education and wider CLD partners to explore opportunities to better track the achievements of young people		CLDE staff regularly attend the Council's Education Service Managers meetings to ensure relevant areas of joint working are progressing effectively. Tracking young people's achievements has been agreed as a joint priority going forward. An initial meeting was held between the CLDE Service and Education Scotland's Attainment Advisor for the Local Authority, to identify opportunities for progressing this action. A pilot project is currently being developed, initially between the CLDE Service and Stromness Academy, to improve the tracking of young people's attainment out with school, to develop a more holistic picture of pupils' interests and achievements. CLD Partnership members were invited to attend a session with Skills Development Scotland (SDS), regarding e-portfolio building and the recent developments to the My World of Work website which will further support tracking practices.

Progress Report on CLD Partners Plan during 2024-2025

Sustainable Development

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Key action	BRAG	Progress made 2024-25
3a) Creation of the Adult Learning Forum to review and coordinate adult learning provision in Orkney		As direct links have now been developed with the already established Youth Workers Forum, to support the progression of youth related actions in the CLD Partners Plan and the Partnership have created a successful Community Development Forum which has taken ownership of Community Development related actions, the CLD Partnership agreed that an Adult Learning Forum should also be developed. This Adult Learning Forum will be focused on reviewing, coordinating and developing adult learning provision across Orkney. Due to staffing challenges, it has been difficult to get a meeting schedule established, however initial membership has now been agreed, and a date has been set for an initial meeting. Once formed, this forum will take a lead on all the adult learning related actions within the CLD Partners Plan.
3b) Create a baseline and increase the wider accreditation opportunities for adults		The Council's CLDE Service collects key performance data on accreditation opportunities. During 2024-25, 772 adults engaged in CLDE activities with 82 accredited awards achieved and 26 non-accredited awards completed. In 2023-24 The Learning Link offered numeracy and literacy qualifications at National 3 and 4. By 2024-25 the number of SQA courses delivered through The Learning Link has increased having received approval to also offer National 2,3 and 4 in English for Speakers of Other Languages (ESOL) and National 2 in Food Health and Wellbeing. The Learning Link are also investigating the possibilities of offering Adult Achievement Awards locally and have arranged meetings with Falkirk Council to discuss their implementation and success. Once established, it is envisaged that the Adult Learning Forum will collect partnership wide data on local accreditation opportunities.
3c) Develop opportunities for a collaborative adult returner learning programme		The University of the Highlands & Islands Orkney (UHI Orkney) and the Council's Community Learning Development & Employability Service (CLDE) have worked together to design an Adult Returners programme for delivery in Autumn 2025. This 6-week evening programme entitled "Passport to Learning" will focus on supporting adults to develop the skills and confidence needed for returning to education, including skills identification and goal setting; research methods; communication; and digital skills. In addition, 2 Sector-based Work Academy Programmes (SWAPs) have been delivered in construction and hospitality. These 6-to-8-week programmes were developed through the Local Employability Partnership to incorporate accredited learning into practical tasters of the work and skills needed in different industries. No One Left Behind funding has also enabled UHI Orkney to offer an outreach service, delivering qualifications out in the community. CLDE continued their needs-based offer of free accredited courses in the Isles. Following success in Eday, a training weekend was delivered in Shapinsay where 10 Food Hygiene Certificates and 9 Emergency First Aid at Work qualifications were completed. Similar training weekends are now planned for Westray, Stronsay & Sanday. Accredited training sessions are also planned with the Blide Trust.

Progress Report on CLD Partners Plan during 2024-2025

Cost of Living

We will support individuals, children, and families by 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.

Key action	BRAG	Progress made 2024-25
4a) Develop a partner's baseline and increase free learning opportunities including delivery of life skills courses, financial literacies and budgeting support		A vast range of free one-to-one and group work activities have been delivered by CLD partners through adult learning, youth work and community development, to support people to build their skills, resilience and confidence and enable them to improve their outcomes. The CLD Partnership, with additional funding from NHS Orkney, and the CLDE Service, jointly funded a 3-day training course, encompassing Elementary Food Hygiene Elementary Food and Health and Confidence to Cook Train the trainers, with 9 people now trained to deliver Confidence to Cook programmes locally. The number of free learning opportunities delivered by the CLDE Service increased from 28 in 2023-2024, to 39 in 2024-2025. In addition to the usual offer, new learning opportunities included: an accredited health & wellbeing course; the Solihull Programme; navigation courses; Growing Together Conference; financial literacy and budgeting programmes; St Andrew's first aid training; a digital roadshow with Digital Voice, AbilityNet & the Council's Trading Standards and much more. NHS Orkney deliver the HENRY Programme (Health Exercise & Nutrition for the Really Young) for parents and carers, which can be delivered as an 8-week programme or as individual workshops. Across the Leisure and Culture Service, a variety of free opportunities are offered, including Young Ambassadors, Young Leaders and Sports Leadership Programmes, Junior Curator Programme, Bookbug, the Lend and Mend Hub and free sports coaching and officials training. Voluntary Action Orkney (VAO) delivered 13 training events including cyber resilience training and trustee training. VAO also provided financial support for 74 individuals from 28 groups or organisations, funded through the Multiply Initiative. Development Trusts organise and offer a wide range of free learning opportunities, including Sanday Development Trust relaunching the Skills for Sanday initiative which provides training and skills opportunities. Community Led Local Development, Crown Estates and the Youth Local Area Action Group (YLAG) funding has supported many projects which provide free learning opportunities, including growing and food security projects; Orkney Science Festival activities; Stronsay Youth Summit and Loch of Ayre Walkway Association free yoga and arts workshops. Orkney Community Planning Partnership's Islands Cost Crisis Emergency Fund also funded Home Start to train young families to cook healthy meals on a budget.

Progress Report on CLD Partners Plan during 2024-2025

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Key action	BRAG	Progress made 2024-25
4b) Access and disperse grant funding that supports community organisations to undertake activities to alleviate poverty and help tackle the cost-of-living crisis		Across the CLD sector, partners have dispersed significant amounts of funding to support the community in alleviating poverty and tackling the high cost of living. Development Trusts provide various grants including Winter Fuel Grants in Westray, Rousay, Egilsay & Wyre and Sanday. Sanday Development Trust also have a crisis fund to provide essential support for residents. The Crown Estates Fund awarding funding to 14 projects that focused on alleviating poverty, totaling £110,494.75. Projects included community facilities; youth-focused programmes, growing projects; community participation activities; sailing club equipment to reduce the cost of participation and free stationery for UHI Orkney students. Through the Local Employability Partnership, £100,000 was procured out to the third sector to secure an employer engagement service with Employability Orkney and a supported volunteering project with Voluntary Action Orkney. In addition, Voluntary Action Orkney also received £10,000 from the Multiply Initiative to provide financial training and numeracy support for community organisations. Highlands & Islands Enterprise disperses grant funding to support community led and economic development opportunities which create benefits for the local community, including job creation and income generation. The Leisure & Culture Service also dispersed grant funding through the Culture Fund and Playpark Renewal Fund during this period. Community Council's receive an annual grant to provide funding for community benefit and to meet local need. The Scottish Government Community Mental Health & Wellbeing Fund which is managed through Voluntary Action Orkney dispersed £74,807 for delivery in the 2024-25 period. From a total of 28 applications for the Round 3 allocation, 18 had "to help alleviate poverty" as 1 of up to 3 key priorities. The Community Planning Partnership part fund Orkney Money Matters to ensure more families get financial support to claim entitlements and manage their finances and debts. The Community Planning Partnership also distributed £218,000 from the Islands Cost Crisis Emergency Fund in 2024-2025 to support poverty alleviating activities including: Age Scotland Orkney winter fuel grants, which helped 166 households stay warm and access benefits; The Youth Café distributed free self-care items to over 120 young people; Stronsay Island Development Trust ran weekly winter hubs and hot meal events, reaching over 80 individuals, the School Participation Fund benefited 251 children, CLDE provided free food and alternative activities for 250 different young people and Orkney Charitable Trust supported 390 children with festive grants. CLDE also received funding from Orkney General Charitable Trust for free Friday afternoon activities for young people.

Progress Report on CLD Partners Plan during 2024-2025

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.

Key action	BRAG	Progress made 2024-25
5a) Promote and embed the continuous involvement of those with lesser heard voices and priority groups within consultation and in matters that affect them		During 2024-2025, it was agreed that rather than having a separate service users' group, the CLD Partnership would invite four community and learner representatives to be full members of the CLD Partnership. The Partnership has a young person's representative, an adult learner representative, a representative from the Development Trusts and a representative from Orkney's Community Associations. This development has ensured that community and learner voices are central to the strategic planning and coordination of CLD activities across Orkney. In addition, several CLD partners have service user panels in place, including Orkney Islands Councils Armchair Panel for Housing Services, the Youth Forum informs youth work practice and the Third Sector Forum shapes voluntary sector support. The Jedi Council, who have direct experience of employability support services, attends and contributes vital support to the Local Employability Partnership. Members have developed an online user-friendly 'Pathways to Employment' resource to promote local employment support. Youth voice in Orkney is evident through a variety of channels including the Youth Forum, Scottish Youth Parliament, the Young Islanders, Pupil Councils, Orkney Islands Council Chamber Debate and the Youth Local Action Group (YLAG). In terms of involving the wider community, the Development Trusts Winter Conference, NHS Orkney Corporate Strategy consultation, Community Council's Conference for Chairs and Vice Chairs, the Annual Halls Event and Orkney Matters 2, are all good examples of active engagement and consultation practices. Orkney Matters 2 was undertaken between May–October 2024, with 243 people participating. In total, 158 people took part in the community meetings and 85 participated in the arts based lesser heard voices engagement project. The CLD Partnership succeeded in their commitment to have CLD sector representation at every meeting. Development Trusts work closely with the local community and existing groups to determine their work and priorities. Local Place Plans are a key opportunity to engage with a diverse range of community voices within local communities.

Progress Report on CLD Partners Plan during 2024-2025

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Key action	BRAG	Progress made 2024-25
5b) Provide strategic leadership and direction in the development of a relevant, coordinated and representative youth voice structure		Lots of work is taking place in regard to youth voice activity in Orkney, but there remains a challenge in coordinating that strategically. Nationally there a number of youth engagement and youth voice initiatives, with limited coordination and collaboration between programmes. Due to challenges nationally, Scottish Youth Parliament are making important changes and adaptations to make the programme more sustainable going forward. The term of current members of the Scottish Youth Parliament has been extended until November 2026. CLDE secured funding from the General Charitable Trust to support Members of Scottish Youth Parliament (MSYP) travel. The Youth Forum has undertaken a lot of promotional activities over the last year. This has seen their membership grow from 8 to 13 members. CLDE staff support the Youth Forum and regular meetings have been re-established between the Youth Forum and Orkney Islands Council's Leader and Convener. The Orkney Youth Forum have been involved in numerous consultations, both locally and nationally. In June this year, the CLDE Service organised the Youth Chamber Debate, which provided young people with the opportunity to discuss and debate key topics of current relevance with senior officials. The views and opinions of young people will now be used to progress work on mobile phone use in schools, mental health services for young people and the provision of accessible activities in Orkney. Young people also participated in the Orkney Matters 2 community events and 29 young people, under the age of 16, participated in the lesser heard voices' element of the project. The Youth Local Action Group (YLAG) was formed to consider youth-based funding applications to Community Led Local Development. A panel of young people decide on the best way to spend a fund of £27,000. One young person from the YLAG will also take part in a European Rural Youth Parliament event later this year. Many Development Trusts provide youth-based provision and initiatives. Sanday Development Trust have created a youth work group, with representation from CLDE and Education. Community Led Local Development (CLLD) funded a successful Stronsay Youth Summit in March 2025. Following on from this, a number of Development Trusts have worked collaboratively to secure additional Community Led Local Development funding to employ someone to explore ways of reducing inequality and improving access to youth work provision and extracurricular activities for young people in the isles.

Progress Report on CLD Partners Plan during 2024-2025

Local Equality

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Key action	BRAG	Progress made 2024-25
6) Support Community Organisations with planning to meet new legislation requirements, e.g. Producing Climate Action Plans or Fair Work Action Plans.		Highland & Islands Enterprise are working with a number of Development Trusts to produce Climate Action Plans. Community Energy Scotland have also received funding from Scottish Government to employ someone to support this work. To date, 6 plans have been submitted to Scottish Government for consideration and 1 has already been approved – The Hoy Carbon Neutral Islands Plan. The CLD Partnership has circulated numerous opportunities, including webinars and training. The Annual Halls' Event 2024 ran sessions on the Rural Energy Hubs Project (Community Energy Scotland) and on the Highlands and Islands Climate Hub, who support community led climate action across the region. Halls were also signposted with the recently re-opened Community & Renewable Energy Scheme (CARES) funding. Community Led Local Development have funded a series of fair work training sessions for community organisations. Voluntary Action Orkney delivered a training session on Fair Work and supported several organisations who are applying to the Community Mental Health & Wellbeing fund to produce Fair Work Action Plans, where appropriate. Voluntary Action Orkney also provided templates and training materials to ensure fair work requirements are met by other partners. The Local Employability Partnership arranged two Flexibility Works sessions on fair work during 2024-2025. One breakout session for local employers and businesses was delivered during the biannual Careers Fair in October with 8 local employers attending. An additional online session was held in March which 5 local employers attended. Development Trusts Boards and employees have also received Fair Work training and are working to the principles of being a Fair Work Employer.

Progress Report on CLD Partners Plan during 2024-2025

Local Equality

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Key action	BRAG	Progress made 2024-25
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 reduce isolation		Community Led Local Development and Crown Estates funding have been used to fund a range of projects over the last year which provide training and development opportunities for marginalised communities, including growing projects, capacity building for community groups and community activities. VAO also received funding to complete a feasibility study of the Island Wellbeing project. The Development Trusts' Winter Conference, held in Kirkwall in February had over 70 participants and was a great success. Community Councils utilise some of their funding allocation to support training and development opportunities. Development Trusts also subsidise a variety of training and development opportunities. The Orkney Community Planning Partnership have supported various activities to ensure that children and families with limited income, can participate fully in opportunities, both in and out of school, including the School Participation Fund and free snacks for CLDE led activities. The CLDE Service deliver an Orkney wide service, providing CLD support and provision across the local authority. The CLDE Service continue to work in partnership with communities to deliver an Isles training offer, providing a range of free training, based on local need. So far, Eday and Shapinsay have both benefited from this offer. During this reporting period, training was organised in Shapinsay with 10 people completing a Level 2 Food Hygiene Course and 9 people achieving a First Aid at Work qualification. Shapinsay also benefited from a digital roadshow run by The Learning Link, Digital Voice, Abilitynet and Trading Standards. The Learning Link also delivered a family learning activity day in Eday and the Employability Service provided funding support in Stronsay and Eday. Youth Services delivered programmes from the 'Youth Work Offer' in the isles and have also introduced a youth club hub structure which has extended provision in the isles. CLDE continues to work with Orkney Blide Trust to deliver a weekly group for care-experienced young people and their friends. They also run a parents group providing essential support and training for families requiring enhanced support. The CLDE Service have worked in partnership with UHI Orkney to ensure consistent English for speakers of other languages (ESOL) provision and support is provided locally. The Learning Link now offer a range of formal and informal ESOL opportunities and qualifications, supporting 19 ESOL learners during 2024-2025. NHS Orkney are undertaking an isles roadshow, visiting 6 islands over the summer to promote their services and the Public Health Service offer support in person and digitally to improve accessibility. Sport and Leisure Services manage a range of facilities across Orkney including healthy living centers, swimming pools and play areas. The Outdoor Education Service and Active Schools provision is offered to all schools, and the Sports Development Officer develops opportunities in the Isles.

Progress Report on CLD Partners Plan during 2024-2025

Local Equality

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Key action	BRAG	Progress made 2024-25
7b) Work collaboratively with communities in targeted areas to sustainably address the inequality of youth work provision in the ferry linked isles		The CLDE Service have introduced a youth hub structure to ensure as many young people as possible have access to a youth club. This structure has allowed the creation of a new youth club in Stronsay, as well as continuing existing provision in Westray, Sanday and Hoy, although Sanday Youth Club currently has some staff vacancies. Youth Services have also developed Youth Work Offer which is delivered in schools across Orkney. In March, the CLDE Service supported the Stronsay Development Trust to run a Community Led Local Development funded Youth Summit. Youth Services are also working with Sanday Development Trust to review youthwork provision on the island. A number of Development Trusts from the north isles have secured funding from Community Led Local Development to work together to improve young people's access to extracurricular activities. Individuals can also apply to the Community Council or Development Trust in their area, for funding towards youth work provision in the isles.

Progress Report on CLD Partners Plan during 2024-2025

Health and Wellbeing

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

Key actions	BRAG	Progress made 2024-25
8) Coordinate mental health training and awareness, to upskill people in the community, reduce stigma and promote an understanding of mental wellbeing		Extensive work has been undertaken by the CLD Partnership Training Subgroup to develop and deliver a suite of mental health awareness training, providing a pathway of various levels of required guidance and support. Three staff from partner organisations have been trained to deliver the NHS 'Safe a Life' suicide prevention training, which raises awareness of mental health, self-harm and suicide prevention. This training is delivered online by NHS Orkney twice a year and now the CLD Partnership are supplementing this with in-person delivery, which is open to the whole community. 2 in-person 'Save a Life' training sessions were delivered during this period, training 16 people. Local mental health awareness training and support has increased significantly in the last 12 months, with UHI Orkney now providing Scottish Mental Health Awareness Training locally, and Relationship Scotland Orkney have secured funding to train staff and deliver ASSIST training (Applied Suicide Intervention Skills Training). 15 local employers attended two-day mental health first aid training funded by the Local Employability Partnership. NHS Orkney are delivering 'Mentally Healthy Workplace' training to raise mental health awareness for employers and managers. The Suicide Prevention Taskforce has developed a suicide prevention app and is organising a suicide prevention event. The CLDE Service worked with the Blide Trust and Penumbra to support Self Harm Awareness Training to be delivered to 75 people in total over 4/5 days. The Learning Link now runs an accredited Health and Wellbeing course, and Youth Services deliver See Me training. Mental health was a topic of discussion at the recent Chamber Debate, and this is going to be followed up with a mental health focused Youth Conference later this year. Youth Services also worked with SAMH Scottish Action for Mental Health (SAMH) to promote positive mental health and wellbeing throughout the Island Games where they engaged with 711 people. SAMH have also worked with the Sport & Leisure team and local sports clubs. 18 projects received £75,000 from the Community Mental Health & Wellbeing Fund in 2023-24 with projects delivered during the 2024-2025 period. This year, Voluntary Action Orkney dispersed an additional £75,000 to 22 organisations for projects taking place during 2025-2026. The Social Value Engine is now going to be used to demonstrate the wider impact generated from this funding.

Progress Report on CLD Partners Plan during 2024-2025

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

Key actions	BRAG	Progress made 2024-25
9a) Expand, develop and deliver wellbeing and learning opportunities and support, including accredited options		Across the partnership an array of opportunities and activities are delivered to support positive health and wellbeing outcomes. A key development has been the creation of the Physical Activity & Wellbeing Strategy, which is taking a partnership approach to improving health and wellbeing. A Sports Development Officer role was jointly funded by Sport Scotland and the Community Led Local Development fund. An Outdoor Education post was also supported. The Council's CLDE Service delivers a range of health and wellbeing opportunities through one-to-one and groupwork methods. The number of wider achievement opportunities offered through the CLDE Service increased from 15 last year to 34 in 2024-2025. This included expansion of both formal and informal English speakers of other languages (ESOL) provision, various digital skills groups, youth achievement groups, Fireskills Employability Award, Confidence to Cook, Solihull training, community learning programmes, Communications course, Sector Based Work Academies, Get Ready for Volunteering programme, Navigation courses, Driving Theory and much more. The number of young people receiving accreditation through CLD activity increased from 246 in 2023-24 to 385 in 2024-25. The CLDE Service and Voluntary Action Orkney jointly run the Annual Halls event, providing needs led training for Community Associations. Voluntary Action Orkney also delivers a variety of training and support including Board and Trustee training for organisations and Saltire, youth volunteering awards. NHS Orkney deliver behaviour change training for staff and partners to encourage health behaviour change conversations in the community. They also deliver the 'Control It' programme for pre-diabetic or type 2 diabetics, where individuals can now self-refer to this education programme. HENRY (Health, Exercise & Nutrition for the Really Young) is a programme for parents and carers which can be delivered in person or digitally. NHS Orkney also provide a specialist smoking cessation service and a vaping support service. The Crown Estates Fund and the Community Led Local Development Fund have funded a range of projects focused on wellbeing and mental health support including projects from Orkney Blide Trust, The Connect Project and Womens Aid Orkney.

Progress Report on CLD Partners Plan during 2024-2025

Health and Wellbeing

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

Key actions	BRAG	Progress made 2024-25
9b) Increase collaborative family support provision across Orkney		Family support and provision are provided across all areas of the CLDE Service. Additional family learning activities during 2024-2025 included: a family learning event in Eday, a Help with Homework course offered in the Spring Community Learning Programme, holiday programmes, family learning training and support delivered through Burray Parent Council and delivery of the Solihull training programme with the Council's Early Learning & Childcare Service. The NHS HENRY programme was also delivered for the young parents' group. In 2024-25 the CLDE Service secured Whole Family Wellbeing funding to expand early intervention and prevention approaches, developing a whole systems approach. This enabled the CLDE Service to employ 3 additional staff in the Youth Service's Family Engagement Team, to provide bespoke holistic support to families and young people requiring additional support. CLDE organised 2 large family-focused events during the first year of this plan. The annual Sunday Funday held in July, in partnership with the Yard Nursery, comprised of a variety of fun family learning activities including planting flower baskets, rock painting, and a numeracy scavenger hunt. A quieter session for invited families took place prior to the public session. Throughout the day over 100 individuals attended, despite the poor weather. A family fun day held was held in the Picky Centre in June this year, with support from the Council's Leisure & Culture Service. This was a great success with 481 children, young people, parents and families attending from a variety of geographic locations including the ferry linked isles. This consisted of 280 children/young people varying in ages from 6 weeks to 18 years old and 201 parents and carers. A varied selection of free activities was on offer including bouncy castles, giant floor games, a dinosaur hunt, bubble tea, an interactive museum corner, build your own cathedral, all-abilities boccia and much more. Through the Conversation Corner the CLDE Service gathered 173 different comments and responses regarding what is good about their local community, areas for improvements and ideas on how to achieve improvements. The Community Led Local Development funded community playparks, equine training and a Togetherness Project in Stronsay in this period, supporting a range of family support opportunities. In addition, Sanday Development Trust have developed a nursery garden area at Heilsa Fjord for families to enjoy. Orkney Community Planning Partnership helped establish and part fund Orkney Money Matters, an initiative between Orkney Citizens Advice Bureau, Orkney's Fuel Poverty Charity – THAW (Tackling Household Affordable Warmth), Orkney Foodbank, Scottish Welfare Fund and others, to ensure that more families get financial advice to claim financial entitlements and manage their finances and debts.

Progress Report on CLD Partners Plan during 2024-2025

Health and Wellbeing

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

Key actions	BRAG	Progress made 2024-25
9c) Identify and test a shared approach to measuring improvements to mental health and wellbeing outcomes through CLD activity		The CLD Partnership has developed a data and intelligence subgroup to start to consider ways of better gathering and collating statistics across the Partnership. The challenge is that each partner organisation gathers and collates different data at different times, for different purposes. Community Led Local Development use the Social Value Engine to monitor and report on the social impact and return on investment from the projects they fund. From 2025-2026 it has been agreed that mental health and wellbeing will be a measure reported on through the Social Value Engine tool. Community Led Local Development have recently awarded funding to Voluntary Action Orkney to pilot the use of the Social Value Engine with the Community Mental Health & Wellbeing Fund which will enable the collection of mental health and wellbeing outcomes data, which can also be shared across the Partnership.

Partnership 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.

Key actions	BRAG	Progress made 2024-25
10a) Explore and expand opportunities and pathways into and within the CLD profession through collaborative work with regional and national partners.		A vast selection of CLD-related training opportunities are continually shared across the Partnership, including an Associate Assessor session and CLD stakeholder engagement sessions run by Education Scotland. The CLD Standards Council Professional Induction Programme was also shared. The number of people registered with the CLD Standards Council in Orkney has increased from 12 last year to 19 in 2024-2025. Voluntary Action Orkney and the CLDE Service are both partners on Learn North, which is a regional partnership focused on training for the CLD sector. The CLDE Service are committed to supporting the development of staff and sustaining the professionalism of the CLD sector by funding varying levels of CLD related qualifications, including 3 work-based degrees. One member of staff has recently achieved a CLD Certificate, and 3 staff have completed the level 6 Professional Development Award (PDA) in youth work. The CLDE annual youth worker training programme is open to all partners and delivers a range of training for the youth work sector. For the second year in a row, the CLDE Service has also taken on a young person for work experience to promote CLD as a worthwhile career option for young people to consider. Several CLD partners also attend various events including Careers Fair and in-school events to showcase the CLD profession as a worthwhile career. Staff from the CLDE Service sit on the CLD Standards Council Executive Committee and the CLD Managers' Scotland Executive Committee. Both these positions ensure that the voices of the CLD sector in rural areas, and specifically Orkney, are represented nationally. The CLD Partnership was also invited to speak at a national CLD event in Glasgow, following the successful inspection of the CLD Partnership last year.

Progress Report on CLD Partners Plan during 2024-2025

Partnership 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.

Key actions	BRAG	Progress made 2024-25
10b) Raise the profile and awareness of CLD through joint training and increased promotional activity		The strong and effective governance structures in place for the CLD Partnership ensures that the partners plan is visible, monitored and scrutinised effectively, with the plan and update reports going through Orkney Islands Council's Education, Leisure & Housing Committee and the Community Planning Partnership annually. Each year a summary of the progress and evaluation report is also created in leaflet form to increase awareness within the local community about the work of the CLD Partnership. The CLD Partnership and the various subgroups consistently use the CLD Partnership logo to brand their joint work and activities, including the programme of training delivered by the CLD Partnership, which has helped raise the profile and gain recognition for the collaborative work of the Partnership. The CLDE Service are committed to increasing awareness and recognition of CLD within the community through presence at public events, with 2677 people reached and engaged through one-off promotional events during 2024-2025.
11a) Deliver a training programme for the CLD workforce and volunteers, based on the needs identified through the recent training needs analysis		The CLD Partnership training subgroup delivered 6 training opportunities since September 2024, providing training for 62 individuals. This included Save a Life training, Confidence to Cook training the trainers, Scottish Mental Health First Aid training and Neurodiversity Awareness training. Since undertaking the training needs analysis in 2023, 20 training courses have been planned in total. From this, 16 have been delivered with only 1 still to be delivered, due to increased demand. Due to the unavailability of tutors, 3 sessions had to be cancelled, including one which was scheduled to be delivered by Education Scotland. The CLDE annual youth worker training programme is open to all partners, delivering a range of training to build the skills and confidence of those working in the youth work sector. Sessions this year included food hygiene, drugs awareness, child protection, youth engagement and young people and decision making. 55 people attended across the 10 training opportunities offered. The CLDE Service also worked with the Blide Trust to support Penumbra Self Harm Awareness training for 75 people. The Local Employability Partnership worked with UHI Orkney to deliver Scottish Mental Health First Aid to 15 employers. Education also delivered training on emotion coaching, Attention Deficit Hyperactivity Disorder (ADHD) and are offering training on the new positive relationships, learning & behaviour policy which has been introduced.

Progress Report on CLD Partners Plan during 2024-2025

Partnership 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.

Key actions	BRAG	Progress made 2024-25
11b) Undertake a training needed audit of the CLD sector		This action is planned for next year however, the CLD training subgroup has agreed to start looking at this later this year. The training needs analysis will be completed and a training plan developed during Spring 2026. It has been agreed that a review of the previous training needs analysis and the training programme that was developed to meet local needs will also be circulated, with the training needs survey, allowing the CLD sector to see the effective work that has taken place to meet continuous professional development and training needs. The Training subgroup will also review the updated CLD partners' plan to ensure any training needs required to meet current actions are included in the new training programme.
12) Improve the quality of the data that we are sharing across the partnership to better understand local CLD needs and outcomes		The data and intelligence subgroup previously agreed that the following 4 key performance indicators will be gathered and shared collectively across the CLD Partnership. - The number of groups receiving capacity building support - The number of people reached through one off engagement - The number of people taking part in influencing and engagement activities - The number of people with improved mental health and wellbeing outcomes Additional work is now required to work up proposals on how this data is gathered collectively and shared. Over this period CLD Managers Scotland have revised the national key performance data required for submission annually, focusing on more outcome-based indicators. The data subgroup is also working collaboratively on the use of the Social Value Engine to demonstrate the value of CLD input. Community Local Led Development already use the Social Value Engine and Voluntary Action Orkney has received funding for a license to pilot the use of the Social Value Engine for the Communities Mental Health & Wellbeing Fund. Projects will be monitored and reported through the Social Value Engine, which will measure the non-financial impact of these funding streams.

Progress Report on CLD Partners Plan during 2024-2025

Unmet needs during this period (2024-2027)

At a time of changing national policy, realignment of priorities and ever reducing resources, it is clear 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:

Key actions	BRAG	Progress made 2024-25
Develop partnership work with Housing partners to explore opportunities around tenant participation		Although highlighted as an unmet need, some partnership work with Housing partners has progressed over this period. A variety of housing projects are being developed by Development Trusts across Orkney. Orkney Islands Council's Housing Service has a Tenant Participation Officer, an established Armchair Panel and Grieveship Residents Association, which all feed directly into housing related policies and decisions. The Housing Service also has a Joint Residents Panel with Orkney Housing Association. In addition, CLD partners are now regularly inputting into the Council tenant's monthly newsletters, increasing awareness of support and opportunities available through the CLD Sector.
Creation of a collaborative family learning strategy and plan		This action to create a collaborative family learning strategy and plan was not directly progressed by the CLD Partnership during this period. However, there has been an increase in the family learning opportunities and activities offered.
Increased access to affordable childcare including breakfast club and after school provision		The Council's Early Learning & Childcare Service are working closely with the Local Employability Partnership who are funding childminder training and registration for 7 individuals, through the Scottish Childminding Association (SCMA). A Breakfast Club runs in Papdale Primary School as part of the CLDE Pupil Engagement Service, funded through the schools Pupil Equity Funding. Education has also secured £35,000 from the Bright Start Breakfast fund to adapt the breakfast club model to work in a rural context. Although not additional childcare, 6 island communities in Orkney have been identified for this complimentary breakfast offer.
Climate challenge related opportunities and actions		Green Grant funding is offered through Highlands & Islands Enterprise. Community Local Led Development have funded an environmental ranger in Rousay and a number of growing projects and agriculture related projects in 2024-2025. Community Energy Scotland secured Crown Estate funding to install electric vehicle charging points and develop a car sharing scheme at Kirkwall Pier, Tingwall Pier and Stromness Pier. Development Trusts across Orkney are involved in a wide range of climate challenge related work, including the Orkney Sea Bank project, conservation work and food growing schemes.

CLD Partners Plan, Review and Evaluation 2024-2025

The Community Learning and Development Plan is continuously monitored, reviewed and evaluated throughout the year.

Alongside quarterly monitoring and the annual review of the plan, the CLD Partnership also undertake cyclical self-evaluation activities, including the use of the How Good Is Our Community Learning and Development 4 (HGIOCLD4), a framework that includes a common set of quality and performance indicators.

Each year the CLD Partnership focus on different quality indicator areas. This year the CLD Partnership focused on the following four quality indicators from the How Good Is Our CLD 4 framework: 1.2 - Improvements in equality, diversity and inclusion; 4.1 - Delivery of community development; 5.1 - Vision, culture and direction and 6.2 - Securing improvement.

The findings from this monitoring and evaluation work are fed into the updated version of the CLD Plan, along with the vital input from partners, learners and the wider community.

Recent evaluation and self-evaluation activity identified the following strengths and areas for improvement:

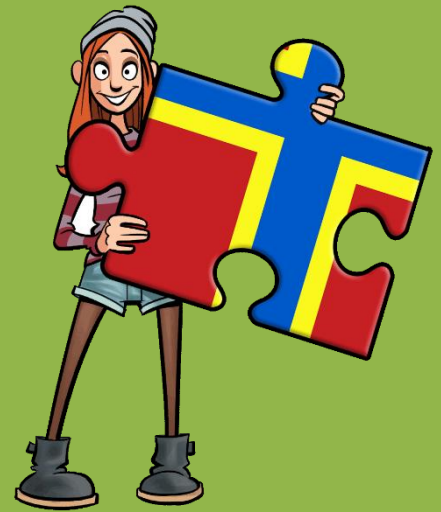
Key strengths:

- Improved use of data to inform planning and progress
- Increased collaboration, including sharing of resources to improve and increase delivery outcomes
- Focused approach of the Partnership to reduce inequalities and improve outcomes
- Robust planning, monitoring, evaluation and governance
- High levels of joint training and development opportunities

Areas for development:

- Continue to improve the sharing of data across the Partnership to monitor outcomes & evidence impact
- Raise awareness of CLD and the work of the CLD Partnership through increased promotional activity
- Continue to lobby against cuts across the CLD sector and the continued reliance on short term funding which negatively impacts on CLD delivery
- Streamline the number of partnerships and plans that exist to declutter the strategic landscape.

The findings of the monitoring and evaluation work alongside input from service users and the public, have supported the creation of the updated CLD Partners Plan for the remaining two year. All completed actions have been removed, remaining actions updated, and 3 new actions have been added to meet identified needs, including an action around community safety, an action to support the implementation of the Physical Activity and Wellbeing Strategy and one action focused on increasing awareness of CLD in the community.



Glossary of frequently used acronyms and abbreviations

Within the context of this document, the acronyms used stand for:

ADHD – Attention Deficit Hyperactivity Disorder
ASSIST – Applied Suicide Intervention Skills Training
CARES – Community & Renewable Energy Scheme
CES – Community Energy Scotland
CLD – Community Learning & Development
CLDE – Community Learning, Development & Employability Service
CLDSC – CLD Standards Council
CLLD - Community Led Local Development
CPD – Continuous Professional Development
DTAS – Development Trusts Association Scotland
DofE – Duke of Edinburgh Award
DYW - Developing the Young Workforce
DYA – Dynamic Youth Awards
ELH – Education, Leisure & Housing
ECH - Education, Communities & Housing
ESOL - English for Speakers of Other Languages
HENRY – Health, Exercise & Nutrition for the Really Young
HIE – Highlands & Islands Enterprise
HGIOCLD4 – How Good Is Our Community Learning and Development 4
IT - Information Technology
KPI – Key Performance Indicators
LEP – Local Employability Partnership
MSYP - Member of Scottish Youth Parliament
NHSO – National Health Service, Orkney
NOLB – No One Left Behind
OCPP – Orkney Community Planning Partnership
OHAC – Orkney Health & Care
OIC – Orkney Islands Council
OPAWS – Orkney Physical Activity & Wellbeing Strategy
PDA – Professional Development Award
QR Code – Quick Response Code
SAMH – Scottish Action for Mental Health
SCMA – Scottish Child Minders Association
SQA - Scottish Qualification Authority
SVQ - Scottish Vocational Qualification
SDS – Skills Development Scotland
SWAPS – Sector based Work Academy Programme
THAW – Tackling Household Affordable Warmth
TRICE - Tri-Community Exchange
UHIO – University of the Highlands & Islands Orkney
VAO – Voluntary Action Orkney
YAA – Youth Achievement Awards
YLAG - Youth Local Action Group
YWF - Youth Workers Forum



Glossary of frequently used terms

Within the context of this document, the terms used mean:

Adult Learning - In its broadest sense, adult learning encompasses all 16+ post- compulsory education, taking place in a variety of settings including community venues, workplaces, colleges, universities, online and at home. It is life-long, life- wide, and learner-centered. It includes community-based adult learning, which is built around learner needs, is flexible and delivered in local community settings. It is one strand of Community Learning and Development.

Community Development - Community Development is a process where people come together to take action on what's important to them. It helps communities to organise, and identify the issues they want to address, or the opportunities they want to explore. This can be done by communities of place or communities of interest. Community Development is about making a fairer, just and more inclusive society and includes building the skills of community groups and organisations. It is one strand of Community Learning & Development.

Community Learning and Development (CLD) - CLD is a field of professional practice that enables people to identify their own individual and collective goals, to engage in learning and take action to bring about change for themselves and their communities. Education Authorities in Scotland have a statutory duty to secure CLD provision with young people, adult learners and community groups/ organisations in their area. CLD methodologies may also be used by practitioners in other sectors to engage with communities.

Family Learning - Family Learning encourages family members to learn together, with a focus on intergenerational learning. Family Learning activities can also be specifically designed to enable parents to learn how to support their children's learning.

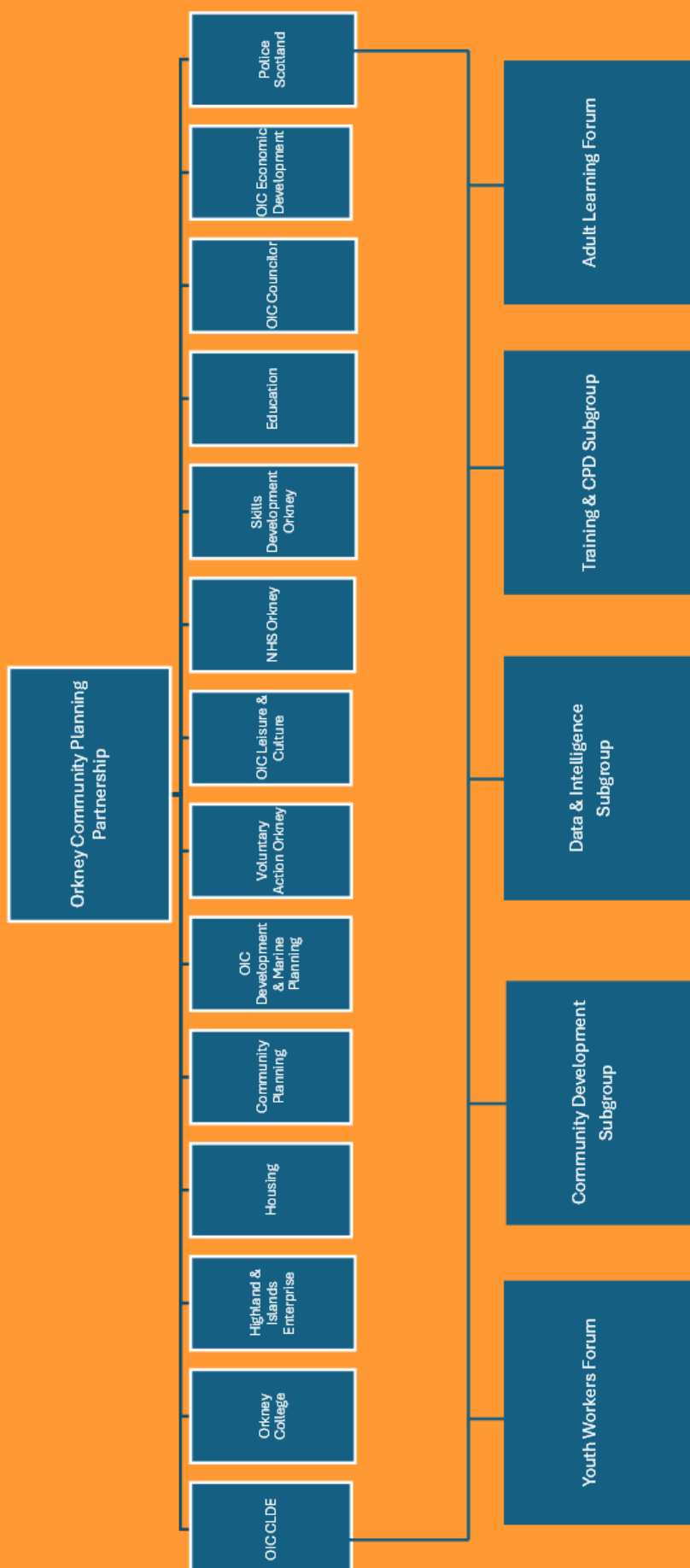
Learners - This term covers any recipient of the services of a partnership or partner delivering CLD provision. It includes, but is not limited to, people you may call, clients, customers, children, young people, adults, stakeholders, families, volunteers, community activists and community members.

Workforce Development - This includes all the learning and development activities that both staff and volunteers engage in. It includes but is not limited to training, career long professional learning, shadowing, mentoring, coaching, secondment, undertaking awards/qualifications.

Youth Work - Youth Work is non-formal educational activities which help older children and young people to learn about themselves, others and society. Youth work activities involve enjoyment, challenge and learning. It supports young people in their personal, social and educational development and to influence decisions about their lives and their communities. It takes place in a range of settings, such as youth centers, schools or outdoors; and is delivered by youth workers, many of whom are volunteers. It is one strand of Community Learning and Development.



CLD Partnership Membership





**POLICE
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POILEAS ALBA

**Skills
Development
Scotland**

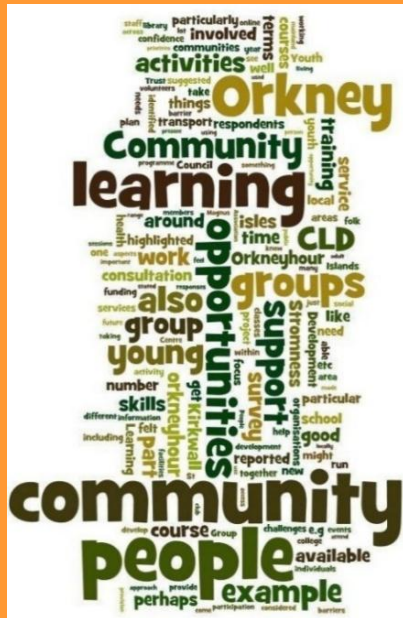
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Highlands and Islands Enterprise
Iomairt na Gàidhealtachd 's nan Eilean



The Orkney Partnership
Working together for a better Orkney



Orkney Community Learning & Development Partnership

