

Item: 5

Education, Communities and Housing Committee: 9 September 2026.

Community Learning and Development Partners Plan.

Report by Director of Education, Communities and Housing.

1. Overview

- 1.1. This report presents the 2026 Orkney Community Learning and Development Partnership Plan Progress and Evaluation Report, for noting, together with the revised Orkney Community Learning and Development Partnership Plan 2024-2027, for approval.
- 1.2. The Scottish Government Strategic Guidance for Community Planning Partnerships 2012 sets out the main purpose of Community Learning and Development as “empowering people, individually and collectively, to make positive changes in their lives and in their communities, through learning”.
- 1.3. The Requirements for Community Learning and Development (Scotland) Regulations 2013 place a statutory duty on local authorities to produce a plan every three years outlining how they will co-ordinate and secure “adequate and efficient” Community Learning and Development (CLD) provision in the local authority area, with other sector partners.
- 1.4. Overall responsibility for CLD planning sits with the local authority as Education Authority but includes a range of partners active in the planning, delivery and evaluation of CLD provision. In Orkney, CLD planning is conducted through the Community Learning and Development Partnership, a multi-agency partnership comprising Orkney Islands Council, NHS Orkney, Police Scotland, UHI Orkney, Voluntary Action Orkney, Highlands and Islands Enterprise and Skills Development Scotland.
- 1.5. The CLD Partners Plan affects all partners involved in CLD delivery which covers a broad range of practice including youth work, adult learning, family learning, volunteering support and community development.

- 1.6. The Orkney Community Learning and Development Partnership Plan 2024-27 was created by the Community Learning and Development Partnership and recommended for approval by the Education, Leisure and Housing Committee on 11 September 2024, insofar as it related to the Council.
- 1.7. The 2026 Progress and Evaluation Report of the Orkney Community Learning and Development Partners Plan 2024-27, attached as Appendix 1, summarises what has been achieved during the previous 12 months.
- 1.8. An updated version of the Orkney Community Learning and Development Partners Plan is attached as Appendix 2.

2. Recommendations

- 2.1. It is recommended that members of the Committee:
 - i. Note the 2026 Orkney Community Learning and Development Partnership Plan Progress and Evaluation Report, attached as Appendix 1, insofar as it relates to the remit of this Council.
 - ii. Approve the revised Orkney Community Learning and Development Partnership Plan 2024-2027, attached as Appendix 2, insofar as it relates to the remit of the Council.

3. Review of the Community Learning and Development Plan 2024-27

- 3.1. During the second year, the CLD Partners Plan 2024-27 was regularly monitored, reviewed and evaluated to ensure effective progress was being made, as detailed in the 2026 Progress and Evaluation Report, attached as Appendix 1.
- 3.2. From the 19 actions set out in the plan, 9 actions have been completed, 9 actions are on track for completion within the set timescales and one action is partially completed with some minor issues or delays.
- 3.3. Key successes over the 2025/26 period include the following:
 - The Community Development Forum has strengthened effective collaboration and coordination of community development support.
 - CLD partners delivered a wide range of extracurricular opportunities and early intervention support.
 - An Adult Learning Forum has been created to better coordinate adult learning opportunities across Orkney.

- An array of free learning activities was delivered by CLD partners through adult learning, youth work and community development.
 - A new CLD sector training needs analysis is underway.
 - Following the first training needs analysis, 22 training opportunities were organised providing localised training for 234 people.
 - CLD partners secured and dispersed substantial amounts of funding to support community priorities.
 - Across 15 Community Local Led Development funded projects in 2025/26 the social return on investment was £3.37 for every £1 spent.
- 3.4. Through regular monitoring, evaluation and scrutiny, partners identified key strengths and areas for improvement which have been incorporated into an updated version of the Community Learning and Development Partners Plan to ensure it remains relevant and adaptable to new and emerging needs.
- 3.5. Nine completed actions have been removed from the revised version of the plan. Nine actions have been carried forward into the final year of the plan's cycle, with language and timescales updated to ensure the plan remains relevant and effective. No new actions have been added to the plan. The revised plan is attached as Appendix 2.

For Further Information please contact:

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Implications of Report

1. **Financial:** None arising directly from this report. Any additional costs that might arise from the plan would have to be funded within existing resources.
2. **Legal:** Scrutiny of this report assists the Council to meet its statutory duties.
3. **Corporate Governance:** Not applicable.
4. **Human Resources:** None arising directly from this report.
5. **Equalities:** The Equality Impact Assessment undertaken last year has been updated accordingly and attached as Appendix 3 to this report.
6. **Island Communities Impact:** The Island Communities Impact Assessment undertaken last year has been updated accordingly and attached as Appendix 4 to this report.
7. **Links to Council Plan:** The proposals in this report support and contribute to improved outcomes for communities as outlined in the following Council Plan strategic priorities:
 - ☒ Growing our economy.

☒ Strengthening our Communities.

☐ Developing our Infrastructure.

☐ Transforming our Council.

- 8. Links to Local Outcomes Improvement Plan:** The proposals in this report support and contribute to improved outcomes for communities as outlined in the following Local Outcomes Improvement Plan priorities:

☒ Cost of Living.

☒ Sustainable Development.

☒ Local Equality.

☐ Improving Population Health.

- 9. Environmental and Climate Risk:** An action to raise awareness and support for climate challenge activities and opportunities has been moved from the unmet needs section into the updated plan for delivery this year.

- 10. Risk:** Not applicable.

- 11. Procurement:** Not applicable.

- 12. Health and Safety:** Not applicable.

- 13. Property and Assets:** Not applicable.

- 14. Information Technology:** Digital skills training and support are central elements within Community Learning and Development support and provision.

- 15. Cost of Living:** The cost of living remains a priority area in the Community Learning and Development Partners Plan 2024-2027.

List of Background Papers

[CLD Partners plan 2025 Update](#)

[Minute of Education, Leisure and Housing Committee, 11 September 2024](#)

[Scottish Government Strategic Guidance for Community Planning Partnerships \(2012\): Community Learning and Development](#)

[Community Learning and Development: Guidance for 2024 to 2027](#)

Appendices

Appendix 1: 2026 Progress and Evaluation Report – Community Learning and Development Partners Plan 2024-2027.

Appendix 2: Updated Community Learning and Development Partners Plan 2024-2027 (2026).

Appendix 3: Updated Equality Impact Assessment.

Appendix 4: Updated Island Communities Impact Assessment.

Orkney

2026 Progress and Evaluation Report of the Community Learning and Development Partners Plan 2024-2027



**Orkney
Community
Learning &
Development
Partnership**



2026

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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.

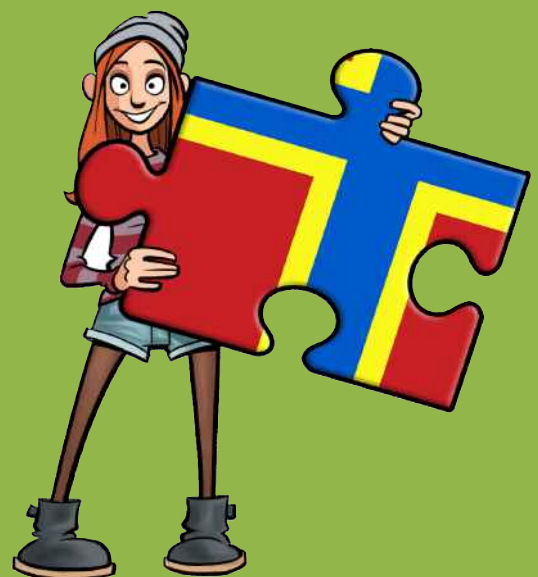
All partners involved in the delivery of CLD aim to deliver these objectives through:

- 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 plan for the 2024-27 period 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, Communities & 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.



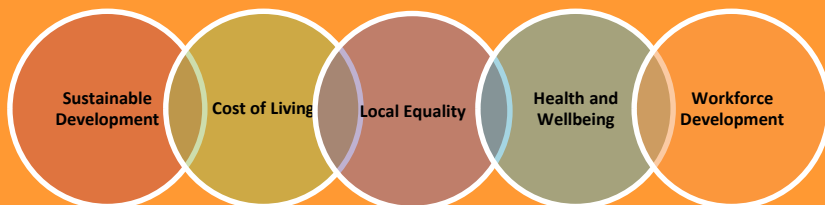
What is the purpose of community learning and development?

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 2025-2026

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 year two of this plan. From the **19** actions set out in the plan, **9** actions have been completed (blue), **9** are on target to be completed on time (green), and **1** action remains partially completed with some minor issues (amber).

Key successes over this year included:

- *The Community Development Forum ensured that more effective collaboration and support is in place for local community development.*
- *CLD partners delivered a range of extracurricular opportunities and early intervention support.*
- *An Adult Learning Forum has been created to better coordinate adult learning opportunities across Orkney.*
- *An array of free learning activities were delivered through adult learning, youth work and community development.*
- *A new CLD sector training needs analysis is underway.*
- *Following the first training needs analysis, 22 training opportunities were organised for 234 people.*
- *CLD partners secured and dispersed substantial amounts of funding to support community priorities.*
- *Across 15 CLLD funded projects in 2025-26 the social value engine estimated a return on investment of £3.37 for every £1 spent.*

In accordance with the regulations, the plan also identifies needs that may not be met during the lifetime of the plan. Encouragingly, during this time, further progress has also been made on the 4 unmet need actions, including further collaboration with the Housing Service, work on childcare and climate challenges, and increased family learning activities although a joint strategy has not been completed.

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 2025-2026 the CLD Partnership worked collaboratively to progress all 19 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 2025-2026

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	Progress made during 2025-26
1) Promote and support community organisations to develop local development action plans / place plans as required	CLD partners have provided an array of support to community organisations to help fund, progress and develop projects and development opportunities. The Community Development Forum, a subgroup of the CLD Partnership, is focused on improving and coordinating community development support in Orkney. An audit of area-based community development support was completed to clarify support available and identify gaps and areas of duplication. Initially, the Community Development Forum took the lead in coordinating the fast-moving progress of Place Plans across Orkney. Work to monitor the development of Place Plans is now led by a specific Place Plan Partnership Group comprising of a range of partners including Planning; Economic Development; CLDE; Orkney Health & Care and The Orkney Fund. Place Plans have been completed in 5 areas including Dounby, Stenness and Birsay. Kirkwall and Stromness already have Place Plans and work is underway to update both these plans. A further 10 communities are underway with creating Place Plans, 2 areas have just received funding and are starting the process, 3 areas are in the process of looking for funding and 3 other community areas have no current plans to develop Place Plans. The Community Local Led Development fund (CLLD) has provided £35,000 in funding towards the development of 5 Place Plans during 2025-26. The writing of Place Plans or Development Plans cannot be the end of the story. Communities need to be assured that CLD partners will be on hand to support and work with the community on delivering some of the actions identified in these plans. The Community Development Forum will continue to work collaboratively to ensure the sharing of resources and effective support for local communities.
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 have a representative on the CLD Partnership, are progressing this priority. During 2025-2026 the Youth Workers Forum designed a questionnaire to map awards delivered for young people locally. Due to a limited response to the Microsoft Forms survey, partners are now being contacted individually, including uniformed organisations, to clarify what youth accreditation opportunities are available and how young people can get involved. This will then be compiled into an online booklet detailing local accreditation opportunities. It is hoped this will be hosted on a local site such as Growing Up In Orkney, with links to the Awards Network for more information on the awards. https://www.awardsnetwork.org/awrads/organistions The Annual Youth Awards Ceremony, held in March each year, is jointly organised by Voluntary Action Orkney and Community Learning Development & Employability Service (CLDE), with support from the Youth Workers Forum. This event demonstrates the amazing work and achievements of young people and the volume and high standard of youth work, accreditation and achievement opportunities that are available in Orkney. On the night, 100 young people were present, to received 25 different types of awards. During 2025-26 the CLDE Service supported young people to achieve 305 accredited awards.

Progress Report on CLD Partners Plan during 2025-2026

Sustainable Development

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Key action	Progress made during 2025-26
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 in a bid to improve the tracking of young people's attainment and achievement. Significant work has taken place with schools to raise awareness of accredited awards. CLDE Youth Services are working with Stromness Academy to further develop the tracking of achievement. For the first time, Youth Services are delivering the Participatory Democracy Certificate (PDC) with some senior pupils. Stromness Academy are now utilising some of their Pupil Equity Funding to employ a Pupil Engagement Worker for a few hours each week to support with attendance and wider achievement opportunities. Youth Services staff also worked in partnership with Papdale Primary School to pilot the early stages of a Youthlink Scotland tracking achievement project. Following on from that a new national Youth Work Skills Track project is now to be piloted nationally testing a new digital tool designed to help young people and youth work organisations recognise, evidence and articulate the skills developed through youth work. A member of the CLDE Service has also worked with Skills Development Scotland and Education Scotland nationally, on the creation of a digital learner profiling platform, to better recognise young people's achievements.
2c) *Develop partnership solutions to reduce antisocial behaviour and keep the community safe through learning, early intervention and prevention approaches in the local community	Police Scotland data showed a slight increase in local antisocial offences from 56 in 2023-24 to 61 in 2025-26. As a result, Orkney Islands Council and Police Scotland are preparing a community safety focused bid for the Orkney Fund. CLD partners have also offered a range of diversionary activities and support in the local community during this time. CLDE have worked with Community Justice to offer any required support. Sport & Leisure coordinated a programme of Summer of Sport activities. Housing has an anti-social behaviour policy and acceptable behaviours contract. Community Local Led Development (CLLD) and Crown Estates Community Led Development Fund (CECLDF) have funded a range of extracurricular activities in the community, including projects from the Orkney Youth Choir, Rowing Club, Westside Cinema, Sailing Club and various play park projects. CLDE, in partnership with the Picky Centre and Action for Children, offered free Friday afternoon activities during 2025-26. 206 different young people attended the Picky sessions with an average attendance of 50 young people per week. 85 different young people attended the Stromness drop-ins, with an average of 24 attending each week. CLDE offer a wide range of opportunities and activities including the Fireskills Course and Best of You Programme. They also ran the Safe Islanders event, which is delivered to all S1 pupils. CLDE staff also undertake street work, engaging with young people including at key events such as the County Show and the Saturday night of Stromness Shopping Week, to support with the safety and wellbeing of young people. CLDE have arranged No Knives Better Lives training and have also secured 10 spaces with the Ocean Youth Trust, sailing programme, which aims to reach those involved in, or at risk of becoming involved in anti-social / risky behaviours.

Progress Report on CLD Partners Plan during 2025-2026

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	Progress made during 2025-26
3a) Development of the Adult Learning Forum to review and coordinate adult learning provision in Orkney	The Adult Learning Forum has been established, and the group have met a number of times. At the first meeting, which included representatives from CLDE, UHI Orkney, and Orkney Library, it was agreed to undertake an audit of what adult learning provision is available across Orkney. The Adult Learning Forum are looking to focus on the relevant adult learning actions in the CLD Partners Plan, namely, to create a baseline and increase the wider accreditation opportunities for adults. Going forward, the group are keen to apply for funding as a group and have each partner take a different level of responsibility in project development and delivery.
3b) Create a baseline and increase the wider accreditation opportunities for adults	This action is being progressed by the Adult Learning Forum who are looking to collect partnership wide data on local accreditation opportunities. The Council's CLDE Service collects key performance data on accreditation opportunities. During 2025-26, 737 adults engaged in CLDE activities with 108 accredited awards achieved. Wider achievement opportunities offered by CLDE increased by 18% from 34 in 2024-25 to 40 opportunities during 2025-26. The Learning Link offered 32 qualifications in 2025-26, an increase on the 18 offered in 2024-25. Two Sector-based Work Academy Programmes (SWAPs) were delivered in hairdressing and administration during this period. 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. In total 13 individuals engaged with the programmes. 6 out of the 13 participants, gained their Emergency First Aid at Work qualification, whilst 5 of the individuals completed a Personal Development Unit; Practical Abilities at SCQF level 5. No One Left Behind funding has also enabled UHI Orkney to continue their outreach service, delivering qualifications out in the community rather than in the confines of the UHI Orkney campus. CLDE also continued their needs-based offer of free accredited and non-accredited training offer for the ferry linked Isles. Following success in Eday and Shapinsay, the recent Westray training event supported 66 participants, with 23 people receiving accreditation. Training visits to Stronsay and Sanday have also been scheduled for later this year.
3c) Develop opportunities for a collaborative adult returner learning programme	UHI Orkney and the Council's CLDE Service worked together to design an adult returners programme, which was delivered in September 2025. This 4-week evening programme entitled 'Passport to Learning' focused on supporting adults to develop the skills and confidence needed for returning to education and learning, including skills identification and goal setting; communication; and digital skills. The 4 people who completed the course provided very positive feedback on the informal and informative nature of the course. Participants appreciated the opportunity to find out about possible learning opportunities and about the support available, to help them decide on the best next steps for them.

Progress Report on CLD Partners Plan during 2025-2026

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	Progress made during 2025-26
4) Develop a partner's baseline and increase free learning opportunities including delivery of life skills courses, financial literacies and budgeting	An initial baseline has been created. 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. Orkney Library offered 12 different free learning opportunities over this period including: Yap and Yarn; Book Clubs; Nature Events; Writing Groups; Gaming Sessions; Mindfulness Sessions and Palaeography. The number of free learning opportunities delivered by the CLDE Service increased from 39 in 2024/25, to 43 in 2025/26. In addition to the regular offer, new learning opportunities included: Kindred Clothing, Fast Track courses, Creative Writing, Planning for the Future, Best of You Programme, Safe Islander, SAMH - Ahead of the Game, the Picky Family Day and much more. CLDE also continued with the visits to different isles to deliver free training, based on local need. Skills Development Scotland (SDS) and Developing the Young Workforce (DYW) run the Bridge Programme, which 4 people completed. The Communities Mental Health and Wellbeing Fund, managed by Voluntary Action Orkney, supported many projects which provided free learning opportunities in the community. Voluntary Action Orkney delivered 5 free training events including cyber resilience training and trustee training. Multiply funding, procured through Voluntary Action Orkney, provided financial support to over 25 community organisations through a mix of one-off assistance, multi-session training and ongoing advisory support. Multiply funding enabled tailored, responsive financial and numeracy skills support to address the needs of community organisations, increasing confidence in strengthened financial governance and improved organisational resilience, leaving participants better equipped to manage finances independently and to make informed financial decisions. 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 an agri-support and training roadshow, music and culture projects, Community Hubs and Loch of Ayre seating and activity programme which included birdwatching, yoga and art workshops. Orkney Community Planning Partnership's Islands Cost Crisis Emergency Fund also funded free baby weaning and paediatric first aid training.

Progress Report on CLD Partners Plan during 2025-2026

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	Progress made during 2025-26
5a) Promote and embed the continuous involvement of those with lesser heard voices and priority groups within consultation and in matters that affect them	To ensure that community and learner voices are central to the strategic planning and coordination of CLD activities across Orkney, the CLD Partnership has community, young people and learner representatives as members of the CLD Partnership. In addition, partners use a variety of methods to engage with service users and the community including user group panels; surveys; focus groups; stakeholders' groups; and service user attendance at Board meetings. A new Membership and Engagement Officer role has been created at Voluntary Action Orkney. The Youth Forum informs youth work practice, and the Third Sector Forum helps shape voluntary sector support. The Jedi Council attend and provide valuable support to the Local Employability Partnership, including the development of an online 'Pathways to Employment' resource. Members also participated in a consultation with Scottish Government. Youth voice in Orkney is evident through a variety of channels including: the Youth Forum; Scottish Youth Parliament; the Young Islanders Network; Pupil Councils; and the Youth Local Action Group (YLAG). CLDE organised a Youth Conference, focused on Mental Health, in response to feedback from young people at the Chamber Debate earlier in the year. In terms of involving the wider community, the CLDE Picky Family Day, allowed for consultation and engagement with 481 individuals who attended. The vast number of Place Plans that have been developed, based on community consultation and engagement, are a good example of active engagement and consultation practices, helping ensure the local community are central in highlighting, and addressing, the matters which affect them. Following Orkney Matters 2, a "You Said We Did" report has been developed to ensure feedback is provided to highlight what has happened on the important issues and priorities raised by the community since that consultation in 2024. More recently, the Community Planning Equality Group has worked with 12 community representatives from the non-linked isles to start developing a new Locality Plan for the ferry linked isles, based on local needs, the plan will be focused on community resilience.
5b) Provide strategic leadership and direction in the development of a relevant, coordinated and representative youth voice structure	Whilst there are lots of routes and opportunities for young people to be heard, there is a lack of youth voice coordination both locally and nationally and the landscape is getting ever more saturated and disjointed. Greater strategic buy-in is required from partners to ensure that youth voice structures are more coordinated and representative of young people in Orkney, and that the voices and opinions of young people are not dilute. The Youth Forum are currently focused on increasing membership and improving engagement with young people across Orkney. The Youth Forum also received funding to distribute to youth-led community projects. The Youth Leader Action Group (YLAG) receives some Community Local Led Development funding to allow a small group of young people to allocate funding to relevant youth related projects.

Progress Report on CLD Partners Plan during 2025-2026

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	Progress made during 2025-26
5b) continued. Provide strategic leadership and direction in the development of a relevant, coordinated and representative youth voice structure	The Young Islanders Network, is another group of young people, supported by Youth Scotland, to build a network for young people to ensure the National Islands Plan works for young islanders. There are two elected members of the Scottish Youth Parliament, committed to ensuring young people are heard by the decision makers of Scotland and who campaign on the issues which matter most to Scotland's young people. Both were involved in engagement on free ferry travel. There are also other groups including the Rural Youth Parliament, Rural Youth Action Network and more. CLDE organised a variety of events to engage and gather the views of a wider range of young people, including the Youth Conference and the Chamber Debate. CLDE are currently investigating funding opportunities to employ a Youth Participation Officer, to better coordinate all the different youth voice structures that are being developed locally.
6) 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	CLDE Youth Services have a "Youth Work Offer" that is accessible to all P7+ across Orkney. This year, as well as delivery on the mainland, the team delivered youth work programmes in Rousay, Westray and Stronsay. CLDE also delivered an Isles training weekend in Westray, delivering training to 66 people, including: sewing sessions; digital skills; Level 2 Food Hygiene; Emergency First Aid at Work (UHI Orkney); a DJing course; and family learning opportunities. The Learning Link also delivered digital skills to Westray Development Trust staff to allow them to run a Digital Hub on the island. The Employability Team worked with Sanday Development Trust to establish a post supported by an Employer Recruitment Incentive. As young people from Westray could not get in for the Youth Conference in Kirkwall, Youth Services arranged for SAMH to visit Westray, to deliver Mental Health Awareness sessions for the young people there. CLDE have a variety of youth clubs running across communities in Orkney, although recruiting to some posts continues to be a challenge. A number of Development Trusts now have specialist conference cameras, which improves opportunities to access meetings and training online. During 2025-26, Round 4 of the Community Mental Health & Wellbeing Fund funded 22 projects. This year, the funding was allowed to fund some projects for two years rather than just one. The total amount of £89,500 has so far funded 12 projects for 2 years, and 7 projects were awarded 1-year funding. The fund will be reopened for applications in September 2026. Funded projects included: equipment purchases; small capital improvements; support for lunch clubs; wellness sessions; gentle exercise and peer tech training for older people; social activities; activities for the LGBTQ+ community; counselling support; and mental health support staff. Various CLD partners are also working on an addressing depopulation project which is focused on the ferry linked isles access to activities and opportunities on the mainland.

Progress Report on CLD Partners Plan during 2025-2026

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		Progress made during 2025-26
6) continued. 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 supported a range of projects over the last year which provide training and development opportunities for marginalised communities, including Place Plans; restoration works at Burnmouth Bothy; Longhope Sailing Club; Papay Heritage Centre Viking Exhibition; and various community and craft hubs. The Orkney Community Planning Partnership supported various activities through the Island Cost Crisis Emergency Fund, 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, free snacks for CLDE led activities, sewing and upcycling sessions and a Warm Hub in Stronsay. CLDE provide community development support to all geographical areas of Orkney. This included working with Westray Community Association on a kitchen refurbishment, North Walls Centre Committee on their MUGA project and supporting Flotta Community Association to apply for Cost-of-Living funding to sustain their Senior Warm Hub. 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. CLDE continues to work with Orkney Blide Trust to deliver a weekly group for care-experienced young people and their friends. 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 Summer of Sports programme has provided a range of opportunities across Orkney.

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		Progress made during 2025-26
7a) Increase collaborative family support provision across Orkney		Family support and provision are provided across all areas of the CLDE Service. During 2025-26 the number of family learning opportunities offered by the CLDE Service increased by 50% with the Service providing 15 different family learning opportunities compared to 10 opportunities offered last year. Family learning activities during 2025-26 included: family pop-up picnics; holiday programmes; the Solihull training programme for Dads; Parent Council sessions; Sewing Together; the Picky Family Day; Sunday Funday, in collaboration with The Yard; Binscarth Woods Family Learning activity days; Westray training weekend family sessions; Kirbister Farm Family Day; Science of Food; and The Body family activity days.

Progress Report on CLD Partners Plan during 2025-2026

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	Progress made during 2025-26
7a) <i>continued.</i> Increase collaborative family support provision across Orkney	Specific and holistic family support is provided through the Family Engagement Team utilising early intervention and prevention approaches. CLDE staff also ran The Nest baby group, which supported parents with personal and parenting support. CLDE Employability staff arranged Neurodiversity training as a direct result of the feedback received from parents, which highlighted a lack of training and support for parents and carers following an Autism or attention deficit hyperactivity disorder (ADHD) diagnosis within their family. 55 parents/carers and 36 volunteers/professionals attended the training. Community Local Led Development and Crown Estates funding supported a range of family learning opportunities including outdoor community spaces, the Youth Achievement Group, Cosy Café and other community hub projects.
7b) Identify and test a shared approach to measuring improvements to mental health and wellbeing outcomes through CLD activity	The CLD Partnership has a Data & Intelligence subgroup which is considering improvements in the gathering and collating of information and 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 also provided 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 from projects funded through this scheme. This can also be shared across the Partnership. Based on feedback from young people at the Youth Chamber Debate, this year's Youth Conference focused on mental health awareness and support, with a strong focus on early intervention and prevention.
*7c) Work with all partners, including the Integrated Joint Board, to deliver on the joint actions from the Orkney Physical Activity and Wellbeing Strategy	Limited progress has been made on the delivery of specific priorities in the Physical Activity and Wellbeing Strategy. However, partners continue to develop and deliver specific activities and programmes linked to physical activity and wellbeing. These include: - GP referral pathways - NHS Orkney/ Pickaquoy Centre Trust and Orkney Islands Council - Roll out of the Good Boost Programme - Summer of Sport Activities - Completion of Manse Park play area - Delivery of Bike Ability programme across primary schools Partners will have to revisit the current priorities of the Physical Activity and Wellbeing strategy to ensure the priority actions are still correct, and to agree next steps.

Progress Report on CLD Partners Plan during 2025-2026

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	Progress made during 2025-26
8a) Explore and expand opportunities and pathways into and within the CLD profession through collaborative work with regional and national partners	Nationally, the number of qualified CLD professionals is falling steadily and it is becoming increasingly difficult to fill qualified CLD positions. Due to this, and in an effort to futureproof CLD, and maintain the highest standards, the CLDE Service has put significant effort into the “grow our own” approach. CLDE currently have 3 staff working towards their CLD degree, another has achieved their CLD Diploma, and 4 staff have completed the Professional Development Award in Youth Work. One member of the team is now undertaking a CLD related qualification through UHI Orkney, and another member of staff is looking to complete their CLD postgraduate qualification which will start later this year. The CLD Partnership is working with the CLD Standards Council and CLD Managers Scotland, to improve the clarity and effectiveness of CLD pathways. We are fortunate in Orkney to have a member of the CLDE Service appointed to the CLD Managers Scotland Executive Group. Another member of staff sits on the CLD Standards Council, as Executive Committee Vice Chair, and also as Chair of the Risk and Resourcing Group. A third member of the team has recently been selected to become a CLD Associate Assessor for His Majesties Inspectors of Education. This representation nationally, ensures the voices of the sector in rural areas and specifically Orkney, are well represented nationally. The number of people registered with the CLD Standards Council in Orkney has increased from 19 last year, to 20 in 2026. During 2025-26, several CLD partners attended various community and in-school events, to showcase the CLD profession as a worthwhile career. A vast and varied selection of CLD-related training opportunities are continually shared effectively across the Partnership, including the CLD Standards Council Professional Induction Programme, an online Reflective Practice course and Making CLD Partnership Working More Effective programme through Scottish Community Development Scotland, which was funded through Learn North. Voluntary Action Orkney and CLDE are both partners on Learn North, which is a regional partnership focused on training and support for the CLD sector. Education Scotland have also developed nine professional learning activities which has been shared with CLD partners and are free to attend.
8b) *Use different methods to increase awareness of the CLD sector and the outcomes that can be achieved through CLD delivery	The governance structures in place for the CLD Partnership ensures that the partners plan is visible, monitored and scrutinised effectively. Each year a summary of the progress and evaluation report is created in leaflet form to increase awareness in the 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, 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. During 2025-2026, 2920 people were reached through one-off promotional events. Short films are being produced by CLDE to help demonstrate the impact and positive outcomes that can be achieved through adult learning and youth work. Short films have already been produced by the Local Employability Partnership. The use and reach of Facebook is improving, but young people have stressed that many people their age, do not use it, and so they struggle to find out about CLD opportunities. The use of other social media platforms has been explored but it raises security concerns for the Council and other public bodies.

Progress Report on CLD Partners Plan during 2025-2026

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	Progress made during 2025-26
9a) Undertake a training needs audit of the CLD sector	In July this year, the CLD training subgroup issued a second CLD sector training needs audit. An analysis of the findings will be undertaken shortly, and a training plan developed, for delivery in the final period of this plan. A report on the previous training needs analysis and the training programme that resulted from the findings, was circulated widely with the new survey. This allows the CLD Partnership to raise awareness of the effective work that has taken place to meet continuous professional development and training needs, locally. https://www.orkney.gov.uk/our-services/community-learning-and-development/
9b) Deliver a training programme for the CLD workforce and volunteers, based on needs identified through a new training needs analysis	Overall, in the period from September 2023 to March 2026 the CLD Partnership Training Subgroup organised 22 training sessions, which were attended by 234 people, helping to meet local demand for training and development, across the CLD Sector in Orkney. Mental health awareness was the most requested training, so a 3-tiered approach was agreed with NHS Orkney staff, comprising of Informed Level (suitable for anyone), Skilled Level (for staff and volunteers likely to be dealing with mental health support) and Enhanced Level (for staff dealing with significant mental health requirements). In total the CLD Partnership delivered 9 training sessions focused on mental health awareness to 76 people. The training subgroups delivered a variety of training to meet the needs identified in the initial training needs analysis. In the last 12 months, the CLD Training Subgroup have organised 6 training sessions including: Save a Life; Mentally Healthy Workplace Training; and Neurodiversity Awareness training. For the next programme the Training Subgroup have agreed to utilise the Ticket Tailor platform to better promote training opportunities. Each year Voluntary Action Orkney and CLDE organise an Annual Halls Event, for all the hall committees in Orkney. Hall committee members themselves, specify the training required. In 2025, training was delivered on the changes to the PVG Scheme, Charities Law, Prevent and Martyn's Law. A total of 28 volunteers from 16 halls across Orkney attended the event. In addition, partners effectively share and circulate information on various training opportunities which can be accessed across the CLD Partnership, including the CLDE Annual Youth Worker Training Programme, which is open to all partners, and delivers a range of training for the youth work sector. Voluntary Action Orkney (VAO) also delivered 5 training events during this period, including cyber resilience training and trustee training.

Progress Report on CLD Partners Plan during 2025-2026

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	Progress made during 2025-26
10) Improve the quality of the data that we are sharing across the partnership to better understand local CLD needs and outcomes	The Data & Intelligence Subgroup are reviewing how data is coordinated and collated collectively. The subgroup is focused on gathering data on the following 4 key performance indicators: • 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 Collaborative meetings have been held with Highlands & Islands Enterprise, Voluntary Action Orkney, Skills Development Scotland and across Orkney Islands Council to ensure similar data is gathered and shared. An audit of community development support has been completed, providing key data and understanding of local community requirements. 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 and Voluntary Action Orkney are currently using the Social Value Engine to demonstrate the social value and impact that various pots of funding are having on the community. Projects are monitored and reported through the Social Value Engine, which allows the non-financial impact of these funding streams to be recorded. During 2025-26, 15 of the projects funded through the Community Local Led Development had a monetary value of £493,243.16 but the value of that is calculated at £1,664,679.20 and the impact is valued at £1,722,942.97. Overall, for every £1 spent the social return equates to £3.37. Going forward, all Third Sector Interfaces (TSI) across Scotland will be reporting on a variety of short- and medium-term outcomes through “Telling Our Story” – the TSI Network Improvement Project which will be shared across the CLD Partnership and may influence what new data is gathered collectively across the CLD sector locally.

Progress Report on CLD Partners Plan during 2025-2026

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	Progress made during 2025-26
Develop partnership work with Housing partners to explore opportunities around tenant participation	Similarly to last year, increased partnership work has taken place with Housing over this time, despite this being detailed in the unmet needs section of the plan. A variety of housing projects continue to be developed by a number of Development Trusts across Orkney. Orkney Islands Council's Housing Service has a Tenant Participation Officer who is meeting with many CLD partners and speaking to a variety of partnership groups, to increase partnership working and promote tenant participation. CLD partners continue to input 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	As anticipated, 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 a clear focus on family learning and as a result there has been an 11% increase in family learning opportunities offered by CLDE in 2025-26, compared to the previous year. CLDE offered a range of family learning activities from the Picky Family Day and family activity sessions in Westray to the regular Sunday Funday. This year CLDE also offered the Solihull training programme specifically for Dads. The number of adults engaged in CLDE family learning in 2024-25 was 104. This increased to 324 in 2025-26 - an increase of over 200%.
Increased access to affordable childcare including breakfast club and after school provision	The Council's Early Learning & Childcare Service continue to work closely with the Local Employability Partnership, who are funding childminder training and registration for 7 individuals, through the Scottish Childminding Association (SCMA). 5 individuals have so far registered for the training. Promotion is underway to fill the two final training slots. A Breakfast Club and after school clubs ran in Papdale Primary School as part of the CLDE Pupil Engagement Team offer, funded through Pupil Equity Funding. Education 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 are currently providing this complimentary breakfast offer.
Climate challenge related opportunities and actions	Green Grant funding is offered through Highlands & Islands Enterprise. Community Local Led Development and Crown Estates Community Led Development Fund, have funded a variety of growing projects and agriculture related projects in 2025-26. Development Trusts across Orkney are involved in a wide range of climate challenge and sustainability initiatives. Eday, Papa Westray, Sanday, Shapinsay and Westray Development Trusts, participated in the Carbon Neutral Islands Replicability Project, and have developed Community Climate Action Plans for their islands. Other Development Trusts are actively engaged in climate action through initiatives such as the Island Community Action Network (iCAN) and the Rural Climate Hubs programme, helping communities to reduce emissions, build resilience and support a just transition to a net zero future. In Sanday, the Trust's Land and Sea project is exploring nature-based approaches to coastal adaptation.

CLD Partners Plan, Review and Evaluation 2025-2026

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 undertakes 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.

The findings from all the monitoring and evaluation work feed 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:

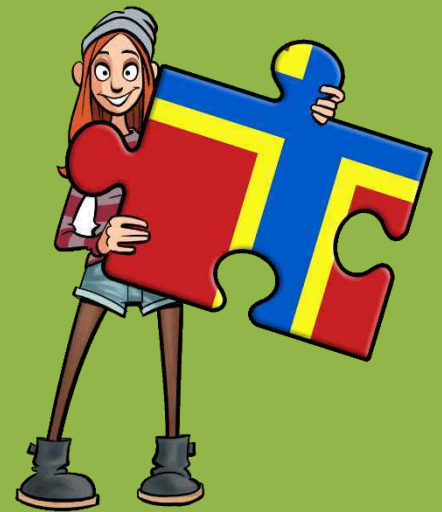
- Improved use of data to evidence progress
- Increased collaboration, including sharing of resources to improve delivery and achieve outcomes
- Focused approach of the Partnership to identify gaps and reduce duplication in CLD provision
- Robust planning, monitoring, evaluation and governance
- High levels of joint training and development opportunities

Areas for development:

- Continue to improve the sharing of data across the Partnership to inform planning
- 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 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 partners, service users and the public, have supported the creation of the updated CLD Partners Plan for the final year of this three-year planning cycle. All completed actions have been removed, and the remaining actions updated.

One additional action has been added to the plan for the final year. The action focused on raising awareness and support within the community for climate challenge activities has been moved, from the unmet need section, into the delivery plan for 2026-27.



CLD Partners Plan, Review and Evaluation 2025-2026

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

ADHD – Attention deficit hyperactivity disorder
ASSIST – Applied Suicide Intervention Skills Training
CLD – Community Learning & Development
CLDE – Community Learning, Development & Employability Service
CLDSC – CLD Standards Council
CLLD - Community Led Local Development
CPD – Continuous Professional Development
CECLDF – Crown Estates Community Led Development Fund
DTAS – Development Trusts Association Scotland
DofE – Duke of Edinburgh Award
DYW - Developing the Young Workforce
DYA – Dynamic Youth Awards
ECH - Education, Communities & Housing
ESOL - English for Speakers of Other Languages
HIE – Highlands & Islands Enterprise
HGIOCLD4 – How Good Is Our Community Learning & Development 4
iCAN - Island Community Action Network
IT - Information Technology
KPI – Key Performance Indicators
LEP – Local Employability Partnership
MSYP - Member of Scottish Youth Parliament
MUGA – Multi Use Games Areas
NHSO – National Health Service, Orkney
NOLB – No One Left Behind
OCP – Orkney Community Planning Partnership
OHAC – Orkney Health & Care
OIC – Orkney Islands Council
OPAWS – Orkney Physical Activity & Wellbeing Strategy
PDC – Participatory Democracy Certificate
PDA – Professional Development Award
QR Code – Quick Response Code
SAMH – Scottish Action for Mental Health
SCQF - Scottish Credit and Qualifications Framework
SCMA – Scottish Child Minders Association
SVE – Social Value Engine
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.

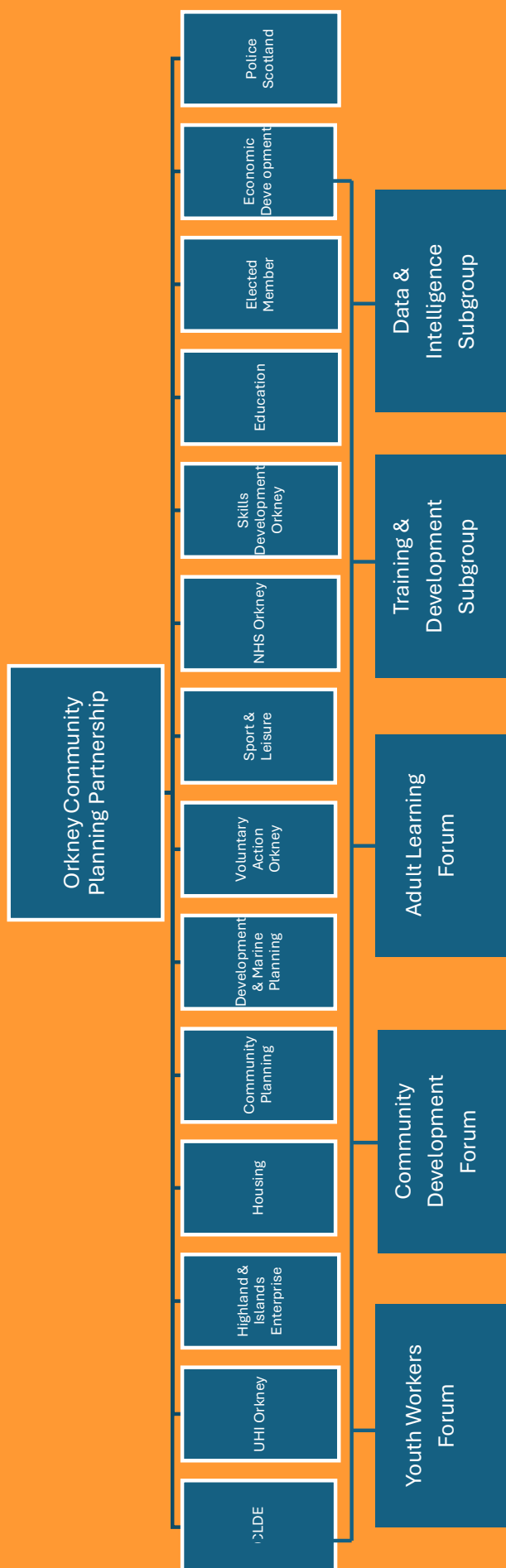
Learners - This term covers any recipient of the services of a partnership or partner delivering CLD provision. It includes, but is not limited to, people you may call, clients, customers, children, young people, adults, stakeholders, families, volunteers, community activists and community members.

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
SCOTLAND**
Keeping people safe
POILEAS ALBA

**Skills
Development
Scotland**

CHI | ORKNEY



Highlands and Islands Enterprise
Iomairt na Gàidhealtachd 's nan Eilean



ORKNEY
ISLANDS COUNCIL



Orkney



The Orkney Partnership
Working together for a better Orkney



Orkney Community Learning & Development Partnership 2026



CLD Partners Plan

2024-2027

(2026 update)



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.

Outcome	Action	Lead	Target Date	Milestones	Evidence
1. Increased coordination and expansion of youth achievement opportunities and pathways to ensure young people progress and reach their full potential.	1a) Undertake a strategic review of youth accreditation and awards offered by CLD partners and create promotional materials to raise awareness of different awards available.	CLDE, VAO, (Youth Workers Forum)	September 2027	- Awards e-booklet created by September 2027 - Annual youth awards data collection established - Increased youth awards offered by Sept. 2027	- Minutes and Agendas - Youth Awards e-booklet - Increase in youth awards - Annual data of all youth awards - Number of accredited and non-accredited awards - Review completed
	1b) 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 2027	- Pilot established by March 2027 - Review of tracking completed by March 2027 - Improvement plan developed by Sept. 2027	- Minutes and Agendas - Review of tracking systems - Improvement plan - Improved tracking system developed in pilot school
	1c) Develop partnership solutions to reduce antisocial behaviour and keep the community safe through learning, early intervention and prevention approaches in the local community.	Police Scotland, CLDE, Education	September 2027	- Partnership projects agreed - Funding secured - Engagement with the local community - Identify baseline of anti-social behaviour	- Projects undertaken - Funding applications - Funding secured - Programme of delivery - Numbers engaged - Feedback and evaluations - Decrease in reported anti-social behaviour

Outcome	Action	Lead	Target Date	Milestones	Evidence
2. Increased coordination and expansion of adult learning opportunities and pathways to ensure learning is lifelong, life-wide and learner centered.	Increase the wider accreditation opportunities for adults.	CLDE, UHIO, (Adult Learning Forum)	September 2027	- Adult learning provision baseline created by December 2026 - Increase in wider accreditation opportunities by September 2027	- Number of adult learners - Number of accreditation and non-accreditation awards - Number of qualifications - Number of ESOL learners
3. Raise awareness and support within the community for climate challenge activities and opportunities.	Weave climate challenge engagement work into CLD opportunities, where possible.	HIE, Development Trusts, (Community Development Forum)	September 2027	- Climate challenge initiatives and opportunities offered - Green funding available - Community climate action plans developed	- Evaluation / feedback - Number of opportunities - Amount of green funding secured - Number of climate action plans produced

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	Action	Lead	Target Date	Milestones	Evidence
4. People have increased confidence and opportunities to express their views and influence decision making and service design.	4a) 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 streamlining of community consultation and engagement - Utilise findings of Place Plans to update relevant partnership plans	- Working group minutes and agendas - Evaluation / feedback - Number of lived experience groups - Number of Place Plans

Outcome	Action	Lead	Target Date	Milestones	Evidence
	4b) Provide strategic leadership and direction in the development of a relevant, coordinated and representative youth voice structure.	CLDE, VAO, (Youth Workers Forum)	September 2027	- Task group created - Develop youth engagement and participation infrastructure and action plan by March 2027	- Records of meetings - Youth engagement infrastructure developed - Action plan agreed and delivered

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.

Outcome	Action	Lead	Target Date	Milestones	Evidence
5. Improved health and well-being outcomes and increased engagement with learning to develop motivation, confidence, and skills through youth work, adult & family learning and community development.	Work with partners, including the Integrated Joint Board, to deliver joint actions from the Orkney Physical Activity and Wellbeing Strategy.	CLDE, Sport & Leisure, UHI Orkney, Education, VAO, NHSO	September 2027	- Relevant actions identified from the Physical Activity & Wellbeing strategy - Streamlined reporting process created - Linkages made with Integrated Joint Board - Progress and achievement on some priority actions	- Presentation of the Physical Activity & Wellbeing Strategy to CLD Partnership - Relevant actions agreed by CLD Partnership - Progress and reporting on key actions

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	Action	Lead	Target Date	Milestones	Evidence
6. Increased visibility and awareness of CLD as a recognised profession.	Use different methods to increase awareness of the CLD sector and the outcomes that can be achieved through CLD delivery.	CLDE, (All CLD Partnership subgroups)	September 2027	- Partnership case studies - Social media posts - Identify funding for marketing - A short CLD film created 2 case study films created - CLD Partners webpage developed	2 partner case studies created - CLD Partnership website created 2 films created on CLD outcomes - Number of views or likes to the webpage
7. Orkney has a skilled, trained, and confident CLD workforce with a shared understanding of relevant national occupational standards, CLD values and competences.	Deliver a training programme for the CLD workforce and volunteers, based on needs identified through a new training needs analysis.	VAO, CLDE, NHSO, (Training Subgroup)	September 2027	- Programme of training is developed - 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
8. Effective and consistent gathering, analysis and reporting of data for planning and reporting on outcomes.	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 2027	- KPI data collection process developed - Inclusion of additional baseline data in reporting - Increased input to shared KPI's - Data collected, analysed and reported annually - Social value engine pilot undertaken	- 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 - Annual Report

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.



Equality Impact Assessment

The purpose of an Equality Impact Assessment (EqIA) is to improve the work of Orkney Islands Council by making sure it promotes equality and does not discriminate. This assessment records the likely impact of any changes to a function, policy or plan by anticipating the consequences, and making sure that any negative impacts are eliminated, or minimised and positive impacts are maximised.

1. Identification of Function, Policy or Plan	
Name of function / policy / plan to be assessed.	Community Learning and Development (CLD) Partners Plan 2024-27 (2026)
Service / service area responsible.	Education, Communities and Housing
Name of person carrying out the assessment and contact details.	Kerry Spence 01856 873535 ext. 2425 kerry.spence@orkney.gov.uk
Date of assessment.	21/07/26
Is the function / policy / plan new or existing? (Please indicate also if the service is to be deleted, reduced or changed significantly).	Existing

2. Initial Screening	
What are the intended outcomes of the function / policy / plan?	There is a statutory requirement to produce a CLD Partners Plan to demonstrate how partners within the CLD field will work together to: • Improve life chances for people of all ages, through learning, personal development and active citizenship; and • Help build stronger, more resilient, supportive, influential and inclusive communities.
Is the function / policy / plan strategically important	Yes. The CLD Partners Plan is a statutory responsibility to ensure partners are working

	strategically to provide adequate and efficient CLD support.
State who is, or may be affected by this function / policy / plan, and how.	All Orkney residents who engage in community learning and development will benefit from improved and co-ordinated community learning and development services and provision.
How have stakeholders been involved in the development of this function / policy / plan?	Various community and learner consultation and engagement exercises have been undertaken to inform the plan alongside intensive consultation and evaluation work with strategic partners and CLD practitioners. The results of the consultations, reviews and inputs have been integral to the development of the plan. Following year one, the plan has been reviewed and actions added as required to ensure it is addressing new and emerging needs.
Is there any existing data and / or research relating to equalities issues in this policy area? Please summarise. E.g. consultations, national surveys, performance data, complaints, service user feedback, academic / consultants' reports, benchmarking (see equalities resources on OIC information portal).	The overall aims of the Community Learning and Development Plan are to improve life chances for people of all ages, through learning, personal development and active citizenship. The activities in the plan are intended to lead to positive outcomes such as re-engagement of learners, improving wellbeing and enabling the development of skills for learning, life and work, so people can achieve their full potential. The plan aims to achieve positive impacts particularly for those individuals and groups that are most vulnerable, disengaged and disadvantaged in our community. Findings from the independent review of CLD have been incorporated into the plan and following consideration of the recommendations by Ministers and CoSLA any future requirements will be included in future reiterations of the plan. Local and national data is gathered, monitored and reviewed annually to ensure a clear understanding of changing local needs.
Is there any existing evidence relating to socio-economic disadvantage and inequalities of outcome in this policy area? Please summarise. E.g. For people living in poverty or for people of low income. See The Fairer Scotland Duty Interim	No The overall focus of the Community Learning and Development plan is to work with people of all ages who are most disadvantaged and in need of support. The activities in the plan are intended to lead to improved life chances through learning, personal development and active citizenship. A key element of CLD work is to support people to achieve positive outcomes such as engagement

Guidance for Public Bodies for further information.	of learners, improving wellbeing and enabling the development of skills for learning, life and work so people can achieve their full potential. The plan aims to achieve positive impacts particularly for those groups that are most marginalised and disadvantaged in our community including those facing social and economic disadvantage. One key priority area in the plan is “Cost of Living” which is focused on targeted support for those facing hardship, through learning, training and personal development opportunities.
Could the function / policy have a differential impact on any of the following equality strands?	(Please provide any evidence – positive impacts / benefits, negative impacts and reasons).
1. Race: this includes ethnic or national groups, colour and nationality.	Yes, potential positive impact for people who have English as a second language. Part of the delivery outcomes for Community Learning and Development include community-based adult literacies and English for speakers of other languages (ESOL). An action around adult learning specifically mentions a focus on ESOL provision.
2. Sex: a man or a woman.	No
3. Sexual Orientation: whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.	No
4. Gender Reassignment: the process of transitioning from one gender to another.	No
5. Pregnancy and maternity.	No
6. Age: people of different ages.	Yes, potential positive impact for children and young people and also adults. The delivery actions in the plan include focused actions around youth work, family learning and early intervention work with children, young people and families needing support. The plan also includes actions focused on adult learning, community-based adult learning and engagement with those most isolated in our community.
7. Religion or beliefs or none (atheists).	No

8. Caring responsibilities.	No
9. Care experienced	Yes. Potential positive impact for care experienced people as CLD provision includes targeted learning and youth work provision in the community for those most in need of support.
10. Marriage and Civil Partnerships.	No
11. Disability: people with disabilities (whether registered or not).	Yes. Potential positive impact for people with disabilities as provision includes learning for vulnerable and disadvantaged groups in the community.
12. Socio-economic disadvantage	Yes. Potential positive impact for those facing socio-economic disadvantage as the outcomes of the plan include targeted provision to engage and support those facing hardship and those most in need of support. The plan is focused on the removal of barriers and increasing access to opportunities for those that are disadvantage. The 2024-27 plan includes Cost of Living as one of the five priority areas, detailing how CLD partners will support the mitigation of social and economic challenges through targeted learning and community support.

3. Impact Assessment

Does the analysis above identify any differential impacts which need to be addressed?	No, any impacts identified are likely positive impacts.
How could you minimise or remove any potential negative impacts?	N/A
Do you have enough information to make a judgement? If no, what information do you require?	Yes

4. Conclusions and Planned Action

Is further work required?	Yes
What action is to be taken?	CLD Partners Plan will be implemented and monitored
Who will undertake it?	Officers within Education, Leisure & Housing
When will it be done?	The plan will be reviewed and updated annually

How will it be monitored? (e.g. through service plans).	The plan will be monitored, reviewed and evaluated regularly throughout the year and updated accordingly to ensure it remains active and relevant. A report on progress will be submitted annually by the Community Learning & Development Partnership to the Education, Communities & Housing Committee and to the Orkney Partnership's Local Equality Delivery Group for scrutiny.
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Signature: 

Date: 21/07/26

Name: KERRY SPENCE

(BLOCK CAPITALS).

Please sign and date this form, keep one copy and send a copy to HR and Performance. A Word version should also be emailed to HR and Performance at hrsupport@orkney.gov.uk

Island Communities Impact Assessment

[Orkney Community Learning & Development Partners Plan 2024-2027 (2026 update)]

Preliminary Considerations	Response
Please provide a brief description or summary of the policy, strategy or service under review for the purposes of this assessment.	Orkney Islands Council has a statutory duty (Community Learning & Development (Scotland) Regulations 2013) to produce a plan with partners every 3 years in order to “<i>secure adequate and sufficient provision of Community Learning & Development (CLD) in our area</i>”. 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. • Stronger, more resilient, supportive, influential and inclusive communities. Orkney’s 3-year partnership plan for Community Learning and Development (CLD), was produced by Orkney’s Community Learning & Development Partnership, which is a partnership of public, private and third sector organisations who are delivering CLD support and activities across Orkney.
Step 1 – Develop a clear understanding of your objectives	Response
What are the objectives of the policy, strategy or service?	To 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.

Do you need to consult?	Yes. There is a requirement within the CLD Regulations guidance which details the need to reinforce the role of communities and learners in the assessment, planning and evaluation processes, enabling them to shape CLD provision. We also have a process of continuous engagement and consultation with learners and community groups through the work of partners and agencies on the CLD Partnership.
How are islands identified for the purpose of the policy, strategy or service?	The plan covers the whole of Orkney and recognises that the needs are different in each of the isles, and indeed, across all the communities and parishes on the Orkney mainland. The plan has a key focus on targeting support for the following groups and individuals: 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. There is a specific action in the plans focused on increasing opportunities for those marginalised communities, including the ferry linked isles, to participate in training and development opportunities and reduce isolation.
What are the intended impacts/outcomes and how do these potentially differ in the islands?	The plan provides a clearly defined framework for coordinating, planning, and delivering CLD with partners to: • Ensure communities - particularly those who are disadvantaged - have access to the CLD support they need.

	• Strengthen co-ordination between the full range of CLD providers, ensuring that Community Planning Partnerships, local authorities and other providers of public services respond appropriately to the expectations set by the <i>CLD Strategic Guidance</i> • Reinforce the role of communities and learners in the assessment, planning and evaluation processes, enabling them to shape CLD provision. • Make the role and contribution of CLD more visible.
Is the policy, strategy or service new?	No, the requirement for a CLD Partners Plan was introduced in 2015, with a new plan required every 3 years
Step 2 – Gather your data and identify your stakeholders	Response
What data is available about the current situation in the islands?	Alongside partner, learner and community input, this plan comes from a broad evidence base gathered from local and national information including data on population, health, crime, unemployment, income, living costs, education, the economy and much more. Understanding the challenges in Orkney, including those issues specific to the nonlinked isles, allows us to build a CLD Partners Plan relevant to local need. 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.
Do you need to consult?	Yes, there is a requirement for involving learners and the community in the development of the plan. 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 need. A collective understanding of community and learner needs was developed and stakeholder input into the plan was assured through

	partner inputs and direct engagement with communities and stakeholders through a variety of one-to-one sessions, focus group activity, findings from Orkney Matters 2 and more recently through the development of Place Plans. Feedback was also sought through a specific CLD consultation designed for Orkney residents, strategic partners, CLD practitioners, community groups, adult learners and young people. Work has also been undertaken to ensure learner and community voices are represented on the CLD Partnership, with an adult learner, young persons, Community Associations and Development Trust representatives all identified to sit on the CLD Partnership as equal partners to develop, monitor and progress the CLD Partners Plan.
How does any existing data differ between islands?	Data and priorities differ from island to island but as this is an Orkney wide plan the most common areas and issues were used to determine the priorities for the overall plan. Demographic information is difficult to capture for smaller areas which is often why you only get larger data / demographic information. To resolve this, we have close links and continuous engagement with Community Councils, Community Associations, Development Trusts and other community organisations and continue to monitor needs and review feedback. The expansion of Tri-Community Exchange (TRICE) meetings demonstrates this commitment to work collaboratively with individual communities to find local solutions to local issues.

Are there any existing design features or mitigations in place?	This three-year plan is updated annually to ensure it remains relevant and that the CLD workforce continues to be responsive to emerging needs. This also ensures our plans and ambitions align with updated policies and frameworks, both local and national, to provide the CLD support and services needed, reflecting any changes identified in the planning and review process. The plan is not designed as a 3-year static plan, by updating it will be responsive to existing and emerging needs. Partnership approaches help feed in the different requirements and changing needs of specific communities. Whilst the plan has incorporated a number of key actions related to the CLD review Learning: For All. For Life. A report from the Independent Review of Community Learning and Development (CLD) - gov.scot (www.gov.scot) any resulting actions that emerge following consideration of the report and recommendations, by Scottish Government Ministers and CoSLA, will be included in future iterations of the plan. It is also hoped that the long-awaited National Youth Work Strategy which has not been updated since the 2014-19 version, will be published and will result in future actions being added to the CLD Partners Plan as required.
Step 3 – Consultation	Response
Who do you need to consult with?	The Orkney Community. Partners are clear about the need to ensure that we involve those that are harder to reach and that a continuous approach is developed rather than relying on one-off consultative methods. Partners and the community are also clear that there needs to be more coordination of consultations to avoid consultation fatigue which is a significant issue in Orkney. That is why CLD partners were supportive of the Orkney Matters concept and now with the

	development of Place Plans, with initial findings being used to direct the priority areas in the plan. CLD partners also designed a CLD specific questionnaire, undertook one-to-one consultations and group work activities to help identify priorities and actions for the plan.
How will you carry out your consultation and in what timescales?	A collective understanding of community and learner needs was developed and stakeholder input into the plan was assured through partner inputs and direct engagement with stakeholders through alignment with various community consultations. Due to restrictions the initial consultations were heavily weighted towards digital and online processes. Annual updates of the plan include continuous learner and community input from various consultation and other engagement opportunities. Continual input and engagement will be assured through the appointment of youth, community and learner representatives who now sit on the CLD Partnership.
What questions will you ask when considering how to address island realities?	Consultations are focused on identifying the key areas of learning, development and support required for people in Orkney. There are specific questions about people's awareness of CLD, their learning and development needs, improvement outcomes and participation and community voice. The same questions were asked county wide.
What information has already been gathered through consultations and what concerns have been raised previously by island communities?	The plan is utilising existing consultations and data including Orkney Matters 2 which visited every island community and community council parishes on the mainland. The Orkney Matters 2 lesser heard voices arts-based consultation was also utilised in the design of the plan.

	Community resilience, housing, connectivity, access to jobs / training, socio-economic disadvantage and poverty were all raised as areas of concern. The CLD specific questionnaire identified the key areas where CLD support is required was: Physical and mental wellbeing, youth opportunities, employability skills, digital skills, financial inclusion, community development support, English speakers of other languages provision and community / learner voice.
Is your consultation robust and meaningful and sufficient to comply with the Section 7 duty?	The amount of consultation undertaken was agreed to be adequate and meaningful and the feedback gathered was used directly to determine the actions and priorities in the plan. Partners also pulled on a huge amount of data and information to ensure effect consultation, data analysis and community involvement.
Step 4 – Assessment	Response
Does your assessment identify any unique impacts on island communities?	Some potential positive impacts for the isles as the plan included actions that support all communities across Orkney. There are various actions in the plan which will have a key focus on our more rural and island communities such as: - Work collaboratively to increase the opportunities for those in excluded communities, including those in the ferry linked isles, to participate in training and development opportunities Many actions and priority areas are Orkney-wide, but a key element will be on ensuring that services and support are available in the island communities as well as the mainland.
Does your assessment identify any potential barriers or wider impacts?	It is recognised, that access to some specialist services, including some learning and development opportunities will be more limited in more rural areas. A key focus of the collaborative work across CLD

	is to ensure that partners work together to ensure that offers are as inclusive as possible and learners and communities in rural areas do not miss out on opportunities. Although in some areas the issues and concerns of people in the isles can be different from those on the mainland, overall, in terms of CLD support required, it is clear that similar issues affect people across mainland and island communities of Orkney.
How will you address these?	Specialist service delivery remains a challenge in more rural island communities. Despite this, the plan is focused on all of Orkney, and it is not expected that the plan will have significantly different effects on the isles compared to the mainland of Orkney. The Council's CLDE Officers all cover set geographical areas to ensure all communities whether island or mainland have equity of support. It is a focus of wider CLD partners to ensure effective support is accessible for all. The plan is intrinsically built on an islands-proof approach. There may be difference between islands but also difference between mainland areas of Orkney. The mechanism to review and refresh the plan takes into consideration alternative delivery mechanisms mitigating negative outcomes for island communities, identifying resources and opportunities to work with a partnership approach to deliver what our communities need. The CLD approach is very much about equality and working with those that are most disadvantaged. By working and reporting up through the Local Equality Delivery Group we will continue to focus on ensuring reduced inequality for island residents. More robust data analysis and new methods of engaging with the community are part of the plans and this will strengthen the community voice, from all a range of areas and circumstances,

	monitoring, evaluation and reporting mechanisms as we move forward. CLD have built geographical support into our structure so that we ensure equity in the way we deliver our CLD support.
You must now determine whether in your opinion your policy, strategy or service is likely to have an effect on an island community, which is significantly different from its effect on other communities (including other island communities). If your answer is No to the above question, a full ICIA will NOT be required and you can process to Step 6. If the answer is Yes, an ICIA must be prepared, and you should proceed to Step 5. To form your opinion, the following questions should be considered: Does the evidence show different circumstances or different expectations or needs, or different experiences or outcomes (such as different levels of satisfaction, or different rates of participation)? Are these different effects likely? Are these effects significantly different? Could the effect amount to a disadvantage for an island community compared to the Scottish mainland or between island groups?	
Step 5 – Preparing your ICIA	Response
In Step 5, you should describe the likely significantly different effect of the policy, strategy or service:	
Assess the extent to which you consider that the policy, strategy or service can be developed or delivered in such a manner as to improve or mitigate, for island communities, the outcomes resulting from it.	
Consider alternative delivery mechanisms and whether further consultation is required.	
Describe how these alternative delivery mechanisms will improve or mitigate outcomes for island communities.	

Identify resources required to improve or mitigate outcomes for island communities.	
Stage 6 – Making adjustments to your work	Response
Should delivery mechanisms/mitigations vary in different communities?	Yes, and they do, depending on the needs of the community / learner. Offering a range of deliver methods for courses and opportunities, which continues to be developed through feedback.
Do you need to consult with island communities in respect of mechanisms or mitigations?	Contact with wide range of agencies, community groups and organisations provide vast opportunity for capturing feedback and review. How we deliver is key. Improvements in digital skills and services support will have positive impacts. Mitigations currently heavily focused around investment and support with digital skills - isolation, skills development etc.
Have island circumstances been factored into the evaluation process?	Partnership approach is representative, and the feedback and knowledge of community and learners are a key part of the evaluation process. The CLD Partnership now has an adult learner, a young person, a Development Trust representative and a Community Association representatives sitting on the CLD Partnership, one of these representatives is from the ferry linked isles.
Have any island-specific indicators/targets been identified that require monitoring?	One action in the plan is specific focused on the ferry linked isles.
How will outcomes be measured on the islands?	Overall outcomes will be measured and monitored quarterly then a formal analysis and review presented to Education Communities & Housing Committee and the Community Planning Partnership Local Equality Delivery Group annually.

	Outcomes around specific groups will be monitored, as the focus is on outcome by experience not necessarily by location. Qualitative and quantitative data will be gathered to ensure a rounded and full measure of impacts can be made.
How has the policy, strategy or service affected island communities?	The plan will be monitored through feedback, evaluation and regular monitoring process. It is presumed that any actions will have a positive effect on our communities and learners as that is the key focus of the plan.
How will lessons learned in this ICIA inform future policy making and service delivery?	Reviewed as part of the evaluation process.
Step 7 – Publishing your ICIA	Response
Have you presented your ICIA in an Easy Read format?	Yes - The ICIA has been written as straightforward as possible and will be published. This has not been completed as a tick box exercise but has been completed to ensure we are developing the plan to be inclusive and relevant to local needs.
Does it need to be presented in Gaelic or any other language?	No
Where will you publish your ICIA and will relevant stakeholders be able to easily access it?	The ICIA will be published on the Orkney Islands Council website and can also be shared on request.
Who will sign off your final ICIA and why?	Garry Burton, Head of Active Communities and also Chair of the Community Learning and Development Partnership.

ICIA completed by:	Kerry Spence
Position:	CLDE Service Manager
Signature:	

Date complete:	21/07/26
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ICIA approved by:	Garry Burton
Position:	Head of Active Communities
Signature:	
Date complete:	21/07/26