

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.



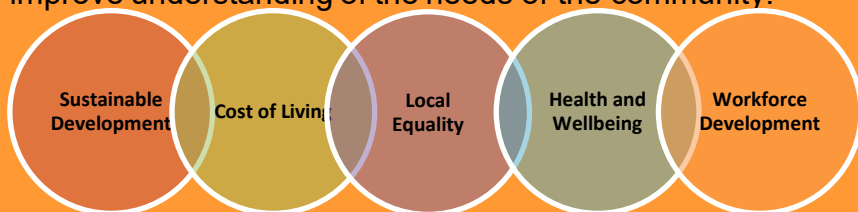
What is the purpose of community learning and development?

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

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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 have 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

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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) continued. 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 IT security concerns for the Council and other public bodies.

Progress Report on CLD Partners Plan during 2025-2026

Workforce Development

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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:

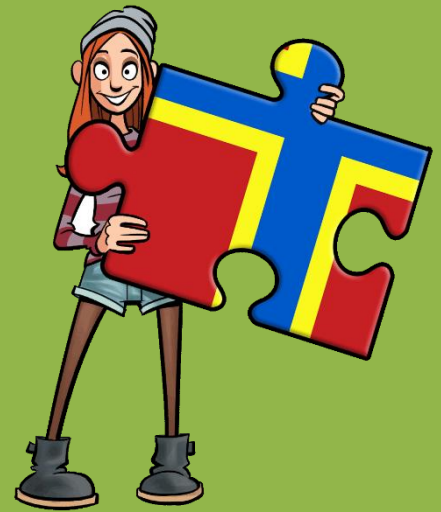
- Improved use of data to evidence progress
- Increased collaboration, including sharing of resources to improve delivery and achieve outcomes
- Focused approach of the Partnership to identify gaps and reduce duplication in CLD provision
- Robust planning, monitoring, evaluation and governance
- High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

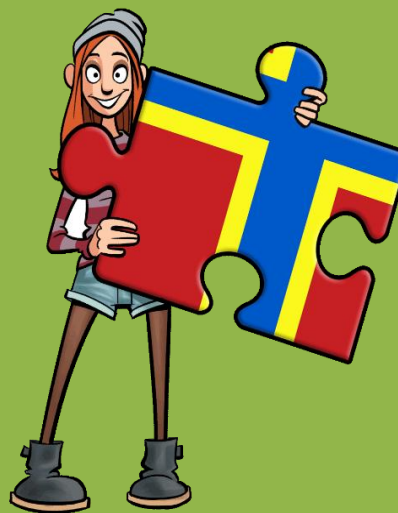
Community Learning and Development (CLD) - CLD is a field of professional practice that enables people to identify their own individual and collective goals, to engage in learning and take action to bring about change for themselves and their communities. Education Authorities in Scotland have a statutory 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.

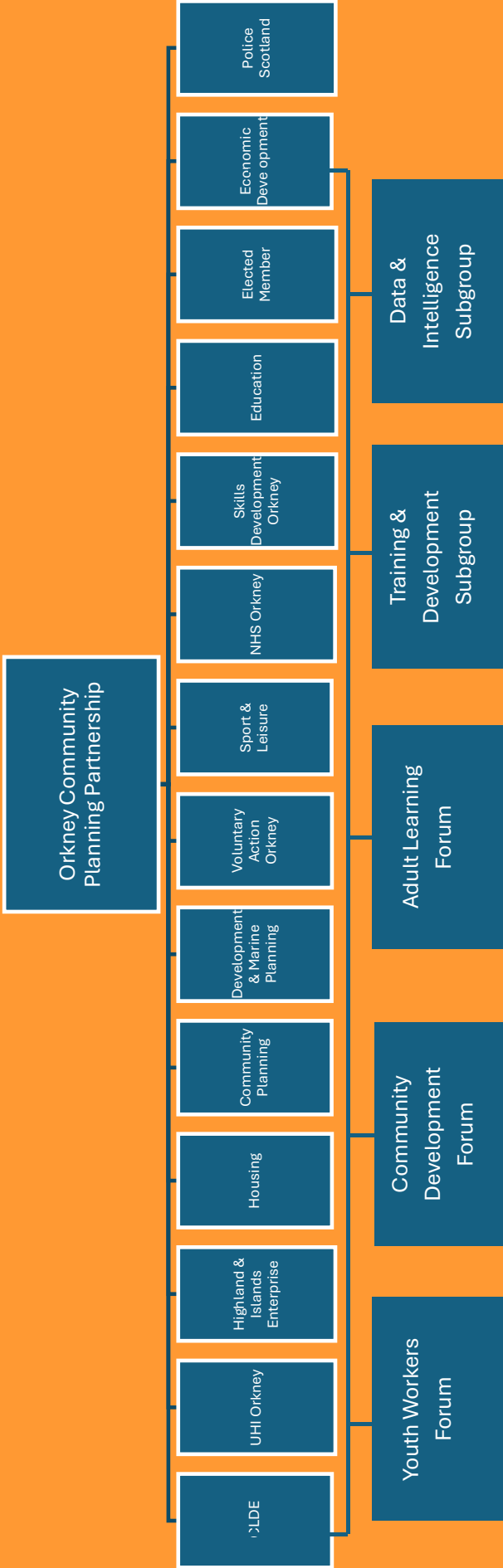
Learners - This term covers any recipient of the services of a partnership or partner delivering CLD provision. It includes, but is not limited to, people you may call, clients, customers, children, young people, adults, stakeholders, families, volunteers, community activists and community members.

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**

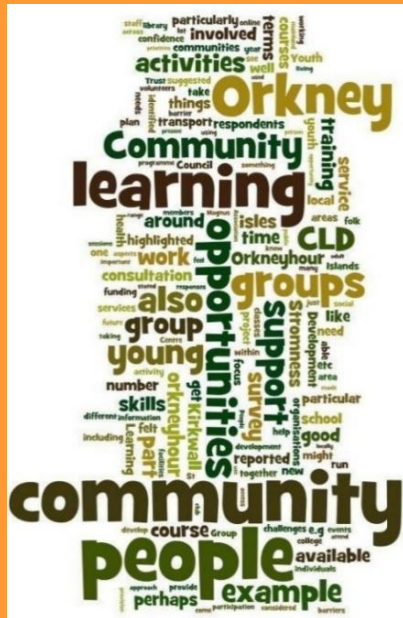
CHI | ORKNEY



HIE
Highlands and Islands Enterprise
Iomairt na Gàidhealtachd 's nan Eilean



The Orkney Partnership
Working together for a better Orkney



Orkney Community Learning & Development Partnership 2026

