

South Ayrshire Council

Report by Director of Strategic Change and Communities to Service and Partnerships Performance Panel of 5 March 2024

**Subject: Community Learning and Development (CLD) Progress
Visit 2023**

1. Purpose

- 1.1 The purpose of this report is to provide Service and Partnerships Performance Panel with the outcome and feedback from the Community Learning and Development (CLD) progress visit 2023.

2. Recommendation

2.1 It is recommended that the Panel:

2.1.1 notes the contents of this report;

2.1.2 approves the report and findings from the CLD progress visit contained in Appendix 3 and recognises the positive feedback from HM Inspectors; and

2.1.3 agrees that the findings from the report be shared with partners and published.

3. Background

- 3.1 Community Learning and Development (Scotland) Regulations 2013 [CLD Guidance](#) place a responsibility on every local authority in Scotland to work with partners and communities to 'secure' Community Learning and Development (CLD). The process put in place should:

- identify target individuals and groups;
- consider the needs of the targeted individuals and groups;
- assess the degree to which those needs are already being met; and
- identify barriers to the adequate and efficient provision of relevant CLD.

- 3.2 The educational authority is required to publish a plan every three years setting out how the educational authority and partners will coordinate CLD provision, what action will be taken to provide CLD provision over the period of the plan and identify any unmet needs during the period of the plan.

- 3.3 The CLD Partnership is responsible for the development, management and monitoring of the CLD plan. The Partnership includes representatives from South Ayrshire Council, Voluntary Action South Ayrshire (VASA), Health and Social Care Partnership, Community Planning Partnership, Department for Work and Pensions, Skills Development Scotland and Ayrshire College.
- 3.4 In September 2021 South Ayrshire Council's Leadership Panel approved the CLD Plan 2021 – 2024 (Appendix 1).
- 3.5 On 13 June 2023 the CLD mid-term progress report was presented and approved at Service, Partnership and Performance Panel (Appendix 2).
- 3.6 During 2 to 4 October 2023 HM Inspectors visited South Ayrshire and carried out a progress visit of Community Learning and Development and progress made against the CLD Plan 2021-2024.
- 3.7 Inspectors evaluated the effectiveness of the CLD Partnerships approach to self-evaluation and planning for improvement, and considered progress made against five identified priorities:
- Youth Work – Improved outcomes for young people;
 - Mental Health and Wellbeing – Building healthier communities;
 - Employability and Volunteering – Supporting our communities to progress;
 - Adult and Family Learning – Improved outcomes for adults and families; and
 - Community Empowerment and Engagement – Supporting our communities to thrive.
- 3.8 The HM Inspectors progress report is published on Education Scotland website [Education Scotland CLD Inspection South Ayrshire](#) (Appendix 3)
- 3.9 The record of visit (ROV) (Appendix 4) provides a detailed account of the visit and specific of examples of evidence that were highlighted by the inspection team.
- 3.10 On 5 December 2023 Graeme Dey, MSP announced there will be an independent review of Community Learning and Development. The review is scheduled to take place between December 2023 and June 2024 and should provide recommendations for the CLD sector moving forward.
- 3.11 On 14 February 2024 officers will present a report to Cabinet seeking approval to consult on a new CLD Plan 2024-2027.

4. Proposals

- 4.1 It is proposed that Members:
- 4.1.1 note the content and progress made as set out in this report;
 - 4.1.2 approve the report and findings from the CLD progress visit in Appendix 3 and recognise the positive feedback from HM Inspectors; and
 - 4.1.3 agree that the findings from the report be shared with partners and published.

5. Legal and Procurement Implications

5.1 There are no legal implications arising from this report.

5.2 There are no procurement implications arising from this report.

6. Financial Implications

6.1 Not applicable.

7. Human Resources Implications

7.1 Not applicable.

8. Risk

8.1 *Risk Implications of Adopting the Recommendations*

8.1.1 There are no risks associated with adopting the recommendations.

8.2 *Risk Implications of Rejecting the Recommendations*

8.2.1 There are no risks associated with rejecting the recommendations.

9. Equalities

9.1 The proposals within this report have been assessed through the EQIA scoping process and there are no significant potential positive or negative equality impacts in agreeing the proposals, therefore an EQIA is not required.

10. Sustainable Development Implications

10.1 ***Considering Strategic Environmental Assessment (SEA)*** - This report does not propose or seek approval for a plan, policy, programme or strategy or document otherwise described which could be considered to constitute a plan, programme, policy or strategy.

11. Options Appraisal

11.1 An options appraisal has not been carried out in relation to the subject matter of this report.

12. Link to Council Plan

12.1 The above recommendations relate to Priority 1 - Spaces and Place, Priority 2 - Live, Work, Learn and Priority 3 – Community and Civic Pride

13. Results of Consultation

13.1 There has been no public consultation on the contents of this report.

13.2 Consultation has taken place with the Councillor Bob Pollock, Portfolio Holder for Economic Development, Councillor Stephen Ferry, Portfolio Holder for Education,

and Councillor Alec Clark, Portfolio Holder for Tourism, Culture and Rural Affairs, and the contents of this report reflect any feedback provided.

- Background Papers** **Report to Service and Partnerships Performance Panel of 13 June 2023 – [Community Learning and Development \(CLD\) 2021-2024 Plan \(Mid-Term Progress Report\)](#)**
- Report to Leadership Panel of 21 September 2021 – [Community Learning and Development Plan 2021-24](#)**
- [The Requirements for Community Learning and Development \(Scotland\) Regulations 2013 \(legislation.gov.uk\)](#)**
- Person to Contact** **George Hunter, Assistant Director – Communities**
County Buildings, Wellington Square, Ayr, KA7 1DR
Phone 01292 612994
Email George.hunter@south-ayrshire.gov.uk
- Jamie Tait, Service Lead – Thriving Communities**
County Buildings, Wellington Square, Ayr, KA7 1DR
Phone 01292 559398
Email Jamie.tait@south-ayrshire.gov.uk
- Date: 22 February 2024**



South Ayrshire Community Learning & Development Partnership

3 Year Plan 2021-2024



south
AYRSHIRE
COUNCIL
Comhairle Siorrachd Àir a Deas
Making a Difference Every Day

south-ayrshire.gov.uk

Foreword

I am delighted to introduce you to the South Ayrshire Community Learning and Development Plan for 2021-2024 which forms part of our statutory responsibilities outlined in the requirements for CLD (Scotland) regulations 2013.

In South Ayrshire, Community learning and development (CLD) plays a crucial role in breaking down the barriers faced by individuals, ensuring learners, families and communities across the area reach their full potential, improve their life chances and raise their aspirations. This is developed and delivered through youth work, lifelong learning, community engagement and community empowerment.

The inaugural CLD plan for South Ayrshire was published in September 2015 with the 2nd plan launched in September 2018 and both demonstrated the positive difference CLD has had on our communities. These plans were integral to the success of the CLD provision delivered and the positive impact this had on learners. The commitment and contribution of all partners in delivering CLD can be evidenced in the on-going delivery of vital frontline services.

This Plan sets out the vision and priorities for the CLD Partnership and details their contributions to the Council Plans and LOIP priorities, and the wider ambitions for South Ayrshire. There is a focus on our Children and Young People to encourage them to be the best they can be, supporting the drive to close the poverty related attainment gap and encourage our young people to become active citizens and have a say on services that affect them.

We have embedded employability and volunteering within the plan to make sure our communities are supported to achieve the best possible outcomes, on Mental Health and Wellbeing to ensure our residents have access to the knowledge of services available to them and on adult and family learning to close the poverty related outcomes gap.

There is a clear emphasis on Community Empowerment and Engagement and through working collectively with our communities, we aim to develop communities that are stronger, more robust and ultimately that local people are empowered to make positive, informed choices and contribute to their local communities.

I am of the opinion that the South Ayrshire CLD Plan 2021-2024 provides the opportunity for relevant partners, including local communities, to work collectively on the identified priorities to ensure that all resources, assets and services are utilised to meet the needs and aspirations of individuals and communities throughout South Ayrshire.



Councillor William Grant
Children & Young People Portfolio Holder
South Ayrshire Council



Contents

Introduction.....	4
What is CLD?.....	6
Local Policy & Priorities.....	9
National Policy Position.....	12
Profile of South Ayrshire.....	14
Consultation & Engagement Process.....	15
Plan Governance & Structure.....	19
Our Priorities 2021 – 2024.....	21
Workforce Development / CPD.....	32
Identified Unmet Need.....	34
Summary / Plan Timeline.....	35
Glossary of Terms.....	36

Introduction

The main purpose of this 3 year CLD plan is to support the coordination of all CLD provision in South Ayrshire over the next 3 years, 2021-2024, and to ensure the contribution made by the CLD Partnership is recognised and makes a substantial contribution in achieving the outcomes identified in the South Ayrshire Local Outcome Improvement Plan (LOIP). Furthermore, this plan aims to manage provision across the various partnerships, adding value to existing and new provision and reducing duplication across our delivery which ultimately results in improved outcomes for our learners. This plan aims to ensure that those disadvantaged across South Ayrshire have access to the CLD support they require whether that comes from the statutory, 3rd sector, uniformed organisations or registered charities. We will do this by:

- Coordinating the provision of CLD via the CLD Partnership and its delivery groups (Youth Services Strategic Group, Communities Reference Group and the Employability and Lifelong Learning Partnership). For the purposes of this plan, we have determined all CLD provision as “all learning and development that takes place in the community, with the exception of any vocational training and programmes delivered by teaching colleagues in school and by further education lecturers in FE”.
- Integrating planning for CLD within our community planning processes, adding value to existing planning and evaluation
- Have joint ownership of the plan in relation to the actions, delivery and evaluation required, share resources, data and/or staff and work collaboratively to identify the needs of our communities.

The foundation of this activity is an assessment, in partnership with learners

and communities, of needs, strengths and opportunities. The following principles were used to develop the plan and will guide its implementation:

- Co-production model and approach with partners and learners to the initial and ongoing development, planning, implementation / delivery and evaluation of the plan
- An Asset Based community development approach to identification of needs and strengths – putting the learner’s skills, networks and assets alongside their needs at the front and centre of this plan.
- Embedded within the [South Ayrshire Council Plan 2018 – 2022](#), [LOIP](#) and the [Health & Social Care Partnership Integration Joint Board Strategic Plan 2021 – 2031](#).

For the purposes of the coordination of this plan, CLD encompasses all learning and development that takes place in the community, including community centres, school / college based delivery, outreach and detached work as well as online and digital inputs.

CLD is delivered by a range of partners including South Ayrshire Council, Ayrshire College, SDS, NHSA&A, Voluntary Action South Ayrshire, Police Scotland, Uniformed Organisations as well as a significant number of community groups, registered charities and organisations.

All CLD activity will be delivered through either Youth Work, Adult Learning, Family Learning, ESOL, Community Development & Engagement and/or Adult Literacies.



What is Community Learning & Development?

“ *Community Learning and Development or ‘CLD’ in Scotland is understood to be ‘a coherent and distinctive set of practices, defined by clearly identified competences; it is delivered in diverse settings and sectors, by practitioners with a wide variety of job titles, working with people of all ages.’ CLD supports primarily disadvantaged or vulnerable groups and individuals of all ages to engage in learning, personal development, social justice and active citizenship with a focus on bringing about change in their lives and communities.* ”

CLD practice includes:

- community development (building the capacity of communities to meet their own needs, engaging with and influencing decision makers)
- 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 and disadvantaged groups in the community, for example, people with disabilities, care leavers or offenders;

- volunteer development; and
- learning support and guidance in the community.

The Scottish Government says that CLD’s specific focus should be:

1. Improved life chances for people of all ages, including young people in particular, through learning, personal development and active citizenship
2. Stronger, more resilient, supportive, influential and inclusive communities



CLD in South Ayrshire

In South Ayrshire, CLD practitioners from the Local Authority and the 3rd Sector work with adult learners, young people, families (through Parent & Child Together programmes), ESOL learners and community groups to empower them to improve their life chances through learning, personal development and active citizenship. We work with a wide range of partners to achieve this, both at a local operational level and through our Strategic Partnerships, namely the CLD Partnership, Youth Services Strategic Group, Employability & Lifelong Learning Partnership and through the recently established Communities Reference Group. These partnerships bring together key agencies engaged in CLD delivery across South Ayrshire including relevant personnel from:

- South Ayrshire Council
- Police Scotland
- South Ayrshire Community Planning Partnership

- NHS Ayrshire & Arran
- Ayrshire College
- Voluntary Action South Ayrshire (VASA)
- Health & Social Care Partnership (HSCP)
- Department for Work and Pensions (DWP)
- Skills Development Scotland (SDS).

CLD provision, by its definition, is targeted to those most in need and resources are deployed in localities identified through Community Planning and SIMD data to address identified needs. CLD Partners will strive to develop the resilience and ambition of individuals and communities to combat the effects of economic factors which cause deprivation and inequality, ensuring that barriers to achieving better life chances are identified, understood and overcome and that communities are full partners in delivering practical solutions.



National Context

In June 2012, the Scottish Government published the CLD Strategic Guidance for Community Planning Partnerships with 2 key priorities for CLD:

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

In September 2013, the Scottish Government followed up the Guidance with legislation placing a legal requirement on local authorities to publish a 3 year plan outlining how they intend to deliver CLD provision to local communities in partnership with Community Planning partners. The “Requirements for Community Learning & Development (Scotland) Regulations” set out the following priorities:

- To ensure communities across Scotland – particularly those that are disadvantaged – have access to the CLD support they need.
- To strengthen coordination between the full range of CLD providers – ensuring that CPPs, local authorities and other providers of public services respond appropriately to the expectations set by the CLD Strategic Guidance.

- To reinforce the role of communities and learners in the assessment, planning and evaluation processes, enabling them to shape CLD provision.
- To make the role and contribution of CLD more visible.

In September 2015, we published our 3 year plan for 2015 – 2018 and followed this up in September 2018 with our South Ayrshire Community Learning & Development Plan 2018 - 2021 outlining our key strategic priorities and the main focus of our work over that period, namely, Adult and Families, Children and Young People and Communities. The previous plan as well as this new plan outlines our plan for delivering effective learning and development across the authority.

This new plan for 2021-2024 demonstrates our key objectives and priorities for the next 3 years, outlining our renewal and recovery from the Coronavirus pandemic, continuing the work established throughout the last plan and building on its successes, whilst ensuring we meet the required objectives set out in the South Ayrshire Local Outcome Improvement Plan, South Ayrshire Council Our People, Our Place Plan 2018 – 2022 and Health and Social Care Strategic Plan 2021-31.



Local Policy & Priorities

The Local Outcome Improvement Plan (LOIP) for South Ayrshire outlines a range of key priorities which underpin the delivery of the CLD plan and ensure an effective collaborative approach to CLD in South Ayrshire. Extensive community engagement was carried out across the authority to inform the development of the LOIP. A variety of methods were used including planning sessions, workshops, community events, focus groups and the use of the place standard toolkit.

A Community Planning development session was held and started the process with partners and communities of refining the priority areas into strategic themes as the agreed areas of focus for the LOIP. This process had blended data analysis, with professional input, including frontline practitioners, with evidence based practice and input from local communities. This engagement provided a clear understanding of local needs, circumstances and the aspirations of our local communities.

The feedback from local communities has informed our strategic priorities and the key issues that the Strategic Delivery Partners

will focus on tackling. In writing the LOIP, it was important that the plan set out clear and agreed priorities whilst at the same time being able to demonstrate how it would improve local outcomes and tackle inequality. As part of the consultation process, cognisance was taken of geographical areas and communities of interest which experience poorer incomes.

Following this consultation, the Community Planning Partnership agreed 2 strategic themes for South Ayrshire to target over the lifetime of the LOIP. These are:

- **‘Supporting Older People to live in good health’** (priority areas: reducing social isolation and loneliness; and support for people living with dementia and their carers)
- **‘Closing the poverty related outcomes gap for children & young people in South Ayrshire’ which was redefined to ‘Closing the Poverty Related Outcomes Gaps’ in 2020** (priority areas: improving outcomes for care experienced children and young people and care leavers; providing support for young people who are carers; and employability and lifelong learning).



In addition to the LOIP, South Ayrshire Council also published their Council Plan in June 2018 to cover the period 2018 – 2022 and more recently the [2020 mid-term refresh](#). This plan sets out the vision for South Ayrshire Council and clearly demonstrates how it will improve the lives of, and deliver better outcomes for the people of South Ayrshire. The Council Plan 2018-2022 sets out the Council's vision for the next four years, with a focus on 'Our People, Our Place'.

The strategic objectives for the local authority contained within this plan are:

- › Fair and effective leadership
- › Closing the gap
- › Grow well, live well, age well
- › South Ayrshire works
- › Stand up for South Ayrshire
- › A better place to live

The Council Plan is supported by Directorate Plans for our People and Place directorates, as well as our Health and Social Care Partnership, that detail what we are doing to deliver these outcomes.

The voices and feedback of service users feature strongly in the performance reporting of this plan, and will continue to be used to assess the effectiveness of service delivery and help drive further improvement where necessary.

Furthermore, the National Performance Framework sets out a range of National Outcomes for staff working across Local Authorities with the key relevant outcomes for CLD identified as:

- › We are well educated, skilled and able to contribute to society
- › We live in communities that are inclusive, empowered, resilient and safe
- › We grow up loved, safe and respected so that we realise our full potential
- › We are healthy and active

The plan links to the statutory legislation and policy expectations of the:

- › Scottish Attainment Challenge Plans
- › Health and Social Care Integration
- › Statement of Ambition for Adult Learning
- › National Youth Work Strategy
- › Community Empowerment
- › No One Left Behind
- › Getting it Right for Every Child
- › Children and Young People (Scotland) act 2014

Community Learning and Development activity is embedded within and supports the Community Planning Priorities and we will continue to contribute to these priorities throughout the lifetime of this plan. Our annual progress report will provide an update to the key Strategic Delivery Partnerships on the progress made on the actions contained in this plan. The SDPs have developed action plans linked to their key priority areas which are:

- › Children's Service
- › Community Safety
- › Financial Inclusion
- › Communities and Population Health
- › Wallacetown

In summary, in developing this plan, we have taken cognisance of all the relevant local policies and priorities as well as the feedback and consultation results from learners, stakeholders, partners, practitioners and the community as well as a range of relevant National policies and guidance to produce a plan to meet the key priorities for the communities in South Ayrshire based on need.



GET
INTO
SUMMER

BELIEVE IN
YOURSELF

National Policy Position

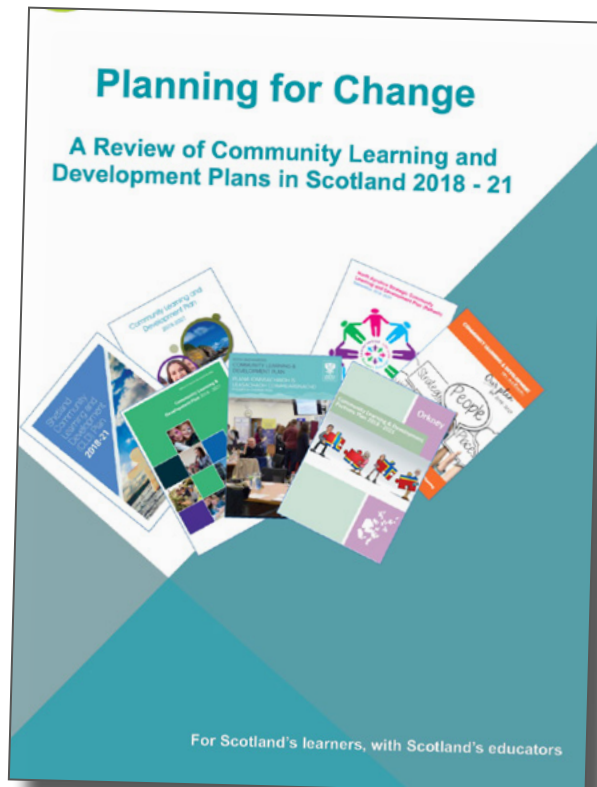
In early 2021, following a review of the second round of published CLD plans from across Scotland, Education Scotland published a planning for change document, “A Review of Community Learning and Development Plans in Scotland 2018 – 2021”.

The report highlighted the emerging themes from the 2018-21 plans, the strengths and areas for development as well as extracts of good practice from across Scotland. This report reflects on the previous guidance note published in 2017 which was intended to aid the planning process in the development of the 3 year plans for 2018 – 2021.

The “Revised Guidance Note on Community Learning & Development Planning 2018-21” was developed following lessons learned, strengths and areas for development as well as data gathered in the national review of CLD plans 2015-2018 and the HMI Aspect Review of progress made in implementing the CLD regulations. This revised guidance document was developed by Education Scotland, in partnership with colleagues from across the sector and five key themes were identified as essential to the CLD Plans 2018 - 2021:

- › Involvement
- › Governance
- › Planning
- › Shared CLD Priorities
- › Workforce Development

The planning for change report outlines the position statement on these 5 themes and makes recommendations on areas for development to aid the writing for the CLD plans for 2021 – 2024. In addition, the report highlights the contribution CLD makes to a



range of national policy ambitions and we have considered the key areas that underpin our plan and priorities moving forward. They are:

- › **The Scottish Attainment Challenge / Pupil Equity Fund**
- › **The National Performance Framework**
- › **Regional Improvement Collaborative (RIC) plan for the South West**
- › **New Scots Refugee Integration Strategy**
- › **Community Engagement**
- › **Outdoor Learning**
- › **Employability & Skills**
- › **Family Learning**
- › **Mental Health & Wellbeing**
- › **Digital Engagement**

Over the past few years, the national policy picture pertinent to Community Learning and Development has been developing at pace and we expect that process to continue beyond September 2021 and have therefore planned for this eventuality.

As well as local priorities, plans and data, this plan also takes into account a range

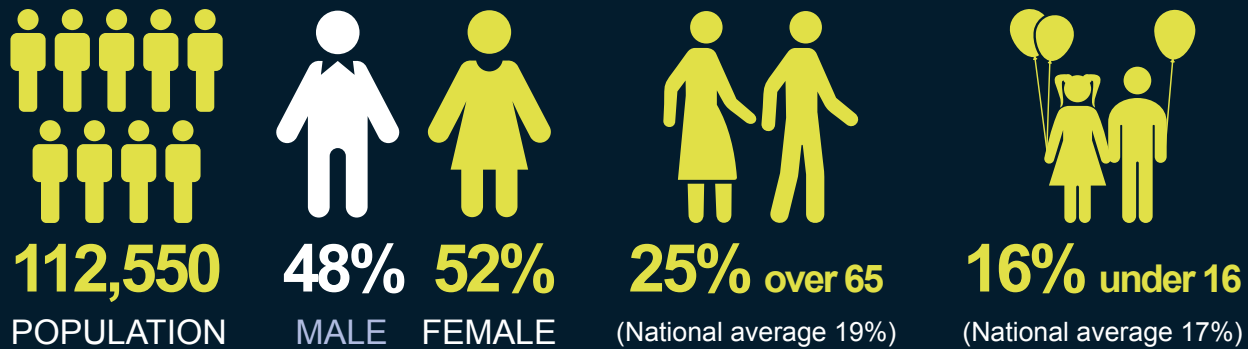
of National strategic policies and plans which have been developed to support the development and delivery of CLD provision. In collaboration with our consultation data and local information, and in developing the new plan for 2021 – 2024, the following key strategies were a focal point during the writing process:

National Strategic Policies and Plans	
Adult Literacies in Scotland 2020 (ALIS 2020)	Welcoming Our Learners: Scotland’s ESOL (English for Speakers of Other Languages) Strategy 2015-2020
National Standards for Community Engagement	Community Empowerment (Scotland) Act 2015
Getting it right for every child (GIRFEC)	Developing Scotland’s Young Workforce
Children and Young People (Scotland) Act	National STEM Strategy
Giving children and young people a sporting chance - Scotland’s sport strategy for children and young people	United Nations Convention on the Rights of the Child (UNCRC) Incorporation (Scotland)
Skills for Scotland: A Lifelong Skills Strategy	Every child. Every chance – Tackling Child Poverty Delivery Plan 2018-22
The Promise Scotland’s Plan 2021 – 2024	Public Health Priorities for Scotland
National Youth Work Strategy 2021 - 2026	Adult Learning Strategy 2021 - 2026
Lifelong Learning Framework 2022 – 2027	

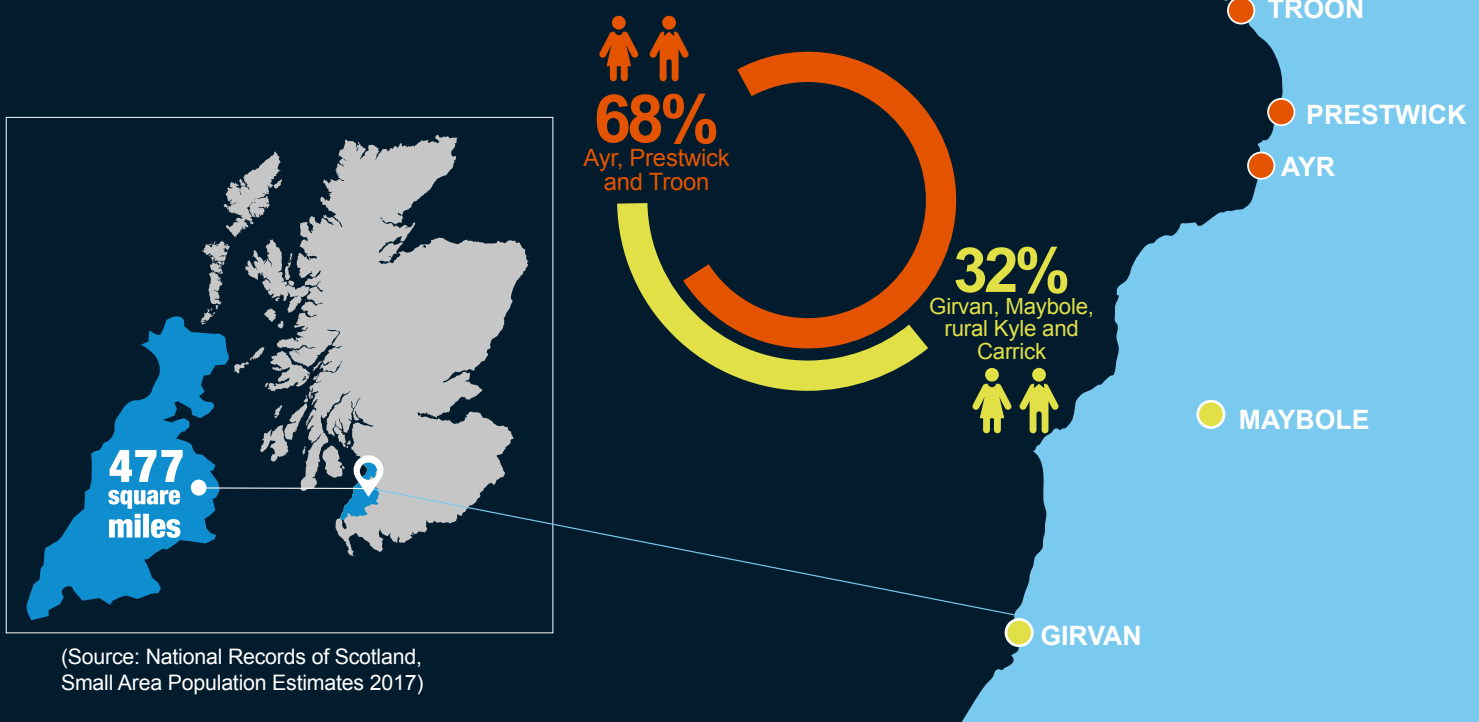
Profile of South Ayrshire

South Ayrshire encompasses the main towns of Ayr, Girvan, Maybole, Prestwick and Troon and a large rural areas stretching from Dundonald in the North to Ballantrae in the South.

A profile of South Ayrshire can be accessed from this [data profile link](#) however the key points are set out below:



(Source: National Records of Scotland, 2018 Mid-Year Population Estimates & 2018 Based Population Projections)



(Source: National Records of Scotland, Small Area Population Estimates 2017)

By 2043, the South Ayrshire population is projected to be 105,191 – a decrease of 6.5% compared to the population in 2018. The population of Scotland as a whole is projected to increase by 2.5%.

The projected change in South Ayrshire is not evenly spread across the different age groups. The number of children aged 0-15 years is projected to decrease by 17% and our working age population by 14%.

The pensionable age population is, however, projected to increase by 17% by 2043. More

dramatically, the South Ayrshire population aged 75+ is projected to increase by 65% by 2043.

These anticipated changes to the population will have considerable consequences for the Council as it strives to ensure social, educational, housing and community services continue to meet the needs of the community.

6 datazones are in the 5% most deprived in Scotland and 19 datazones are in the 15% most deprived in Scotland.

Consultation and Engagement Process

In developing this Community Learning & Development 2021 – 2024 plan, a needs assessment was carried out with a consultation and engagement exercise undertaken with the community. The priorities identified in this plan were informed as a result of this consultation process with stakeholders, learners, groups and staff. The opinions of local residents were sought via a survey and a series of follow up focus groups with partners, young people, adults and community groups. The survey was predominantly carried out online due to the current restrictions, however, paper based copies were available and completed by individuals. The key questions posed within the survey included:

- What the priorities should be for CLD over the next 3 years
- What difference CLD activity has had on individuals to date
- Identifying any barriers to participation
- Preferred learning methods – e.g. face to face, online, blended learning etc.
- Areas for development and improvement

The key question the CLD Partnership wanted to ask was what our priorities should be over the lifetime of this plan. We asked learners and individuals to rank their priorities from the following options identified by the Partnership:

Employability / Volunteering	Mental health & wellbeing
Sport & Physical Activity	Family Learning
Outdoor Learning	Adult Learning
Provision for Older People	Community Capacity Building / Support for local groups

The engagement exercise was carried out as extensively as restrictions allowed in order to reach as many people as possible. It was essential to the partnership that the survey was accessible to all and therefore we actively encouraged the following groups to complete the survey:

- ESOL classes
- Young People engaged in SAC / PEF / YWRF projects
- Adult learners and literacy learners
- LGBTQI groups (Young People & Adults)
- South Ayrshire Champions Board
- South Ayrshire Youth Forum
- Older People's and Women's groups
- Our partners from Voluntary Action South Ayrshire engaged with residents with health conditions/ patient groups, disability, women's groups, faith groups and those in recovery from addiction.

There was also targeted engagement with the Youth Forum to ensure that the voices of children and young people were heard. Additionally, the views of 1,000 residents were sought via the South Ayrshire Citizens' Panel, SA1000, on their priorities for the local area through the latest Quality of life survey.

As well as the engagement above, a recent consultation was carried out by South Ayrshire Youth Forum with young people from across South Ayrshire to gather their views on the key issues that most affect them. A previous survey had identified Mental Health & Wellbeing as the top priority and therefore this survey focussed solely on this issue to investigate this further.

South Ayrshire Youth Forum (SAYF) is a group of young people from across South Ayrshire who believe every young person should have a voice on the issues which affect them. SAYF members represent young people across South Ayrshire including those from areas of high deprivation and rural areas, LGBT, young carers, care experienced, additional support needs and those identified with mental health and wellbeing support needs. At the time of writing, there are 19 members from South Ayrshire aged 14 to 25 years and 3 Members of the Scottish Youth Parliament (MSYPs); MSYP's represent young people from South Ayrshire at the Scottish Youth Parliament..

ensuring it was something young people wanted to take part in and in a language young people can relate to. Young people preferred to complete the survey in paper format and there was a dedicated team of young people, CLD staff and Employability and Skills Business Administration Modern Apprentices to confidentially collate all the results. The survey was also available and promoted online.

South Ayrshire Youth Forum also hosts an annual Youth Conference for young people from across all of our Secondary Schools to come together and share issues,



The consultation carried out in 2019, “Say it Out Loud”, engaged with over 5,600 young people, which equates to 35% of the population of young people aged 11-25 years living in South Ayrshire. The survey aimed to determine young people’s views around mental health and how services can best support them. SAYF worked with young people and Community Learning and Development, NHS Ayrshire and Arran Health Improvement Team, SAC Education and other key partners to develop Say It Out LOUD survey questions. The questions were edited,

ideas, concerns, good practice as well as providing relevant partners with some areas for improvement that they should consider addressing to better meet the needs of young people. The feedback from these events, the most recent of which was held in September 2019, has been considered when developing this plan. The 2020 Youth Conference was cancelled due to the Coronavirus pandemic, however, the Youth Forum plans to host their next conference within the first 6 months of this plan and all feedback will be considered for year 2 of the plan.

South Ayrshire Council through the “Have your say” consultation process, carried out a consultation with residents on the “Response to the Covid-19 pandemic”. Over 1,000 residents responded on the impact Covid-19 had on individuals and communities as well as gauging their views on how the council should plan services post recovery. The feedback from this survey was considered when developing this plan.

As part of our ongoing engagement with the sector, we carried out a self-evaluation of the previous plan with stakeholders and also held several online sessions with staff and volunteers in May 2021 to understand the current picture (of the pandemic), consider the recovery and renewal process from the pandemic, identify key priorities for our local communities, consider any gaps in provision and how partners can work better to identify the issues identified as well as agree local priorities for the CLD Partnership to address. Likewise, we developed a survey specifically for partners to complete and shared this across the various networks and partnerships in South Ayrshire. The results from this survey have been taken into account when developing this plan. We also held several focus group sessions as a follow up to the consultation to examine some key issues in more depth. These sessions included one specifically for Third Sector partners as well as a session with young people and ESOL learners.

We also carried out a series of surveys, focus groups and development days as part of our place planning consultation process. In partnership with our communities, we developed new place plans which highlight the key issues in local areas and identified the actions that need to happen to address these. We have piloted this approach in Ayr North and Girvan and conversation sessions took

place to confirm the communities priorities in these areas. These conversations have since informed a Place Plan for each location and the feedback from these plans have been used to develop this CLD plan.



Another series of consultation events took place during the development of the South Ayrshire Health and Social Care Partnership Strategic Plan. An online consultation survey as well as several consultation sessions took place in every locality across South Ayrshire to provide residents with the opportunity of having their say.

Further consultation will take place throughout the lifetime of this plan.

Workforce Development Survey

In addition to the learner survey and the partner survey, the CLD Partnership developed a workforce development survey for all staff and volunteers to complete. The information obtained from this survey was used to determine the needs of the workforce going forward and is detailed within this plan. The survey asked staff and volunteers to identify the impact the pandemic has had on their own delivery, examine how well

supported staff feel, consider what CPD staff and volunteers require as we move towards covid renewal as well as providing staff and volunteers with the opportunity to comment on issues relevant to themselves.

Furthermore, South Ayrshire Council CLD staff are linked in to the South West Collaborative which was established to allow the 4 local authorities in the South West to

work closer together and allow peer support to be available for staff. The South West network have held a number of events for staff and partners around CPD. We have also carried out a consultation with staff to support the development of a CPD calendar going forward and plan to host a series of training events to address the areas for development identified by the teams.



Plan Governance & Structure

South Ayrshire Community Planning Partnership has a number of high-level outcomes which are delivered through the work of the Strategic Delivery Partnerships (SDPs), Communities Reference Group and Sustainability Partnership:

- Children’s Services SDP: Improving Outcomes for Children and Young People
- Community Safety SDP: Safer communities
- Communities and Population Health
- Financial Inclusion SDP: Tackling Financial Inequality

- Wallacetown SDP: Developing a ‘Team Around the Community’ approach
- Sustainability Partnership: Responding to the climate and ecological emergency
- Communities Reference Group: Strengthening Community Engagement

The CLD plan will connect across each of these groups strengthening the work and collaboration of the plan within community planning structures.



The Community Learning and Development Partnership will continue to have the strategic responsibility for the development, monitoring and evaluation of the 3-year plan. This plan has been approved by South Ayrshire's Leadership Panel and an annual report on progress made on the plan will be submitted to the panel each year. The CLD Partnership will continue to monitor the progress in the implementation of the respective components of the plan, however, specific actions will be allocated to the Learning Community Partnerships, Youth Services Strategic Group and the Employability and Lifelong Learning Partnership.

The current remit of the CLD Partnership is as follows but will be reviewed annually and updated as required throughout the lifetime of this plan:

- To oversee compliance for the CLD (Scotland) Regulations 2013 through the development, implementation, monitoring and evaluation of the 3-year plan 2021 – 2024 and update it to reflect any changes as required.
- To delegate key functions of the CLD plan to the Learning Community Partnerships, Youth Services Strategic Group and the Employability & Lifelong Learning Partnership and monitor progress; monitor collaboration between partners to ensure improved outcomes for learners, families and our communities.
- To co-ordinate the strategic delivery of CLD provision at a local level in collaboration with the relevant strategic partnerships.
- To respond appropriately to feedback from inspections including School inspections, CLD Education Scotland inspections as well as other organisations e.g. Children's Services Inspection, Best Value reports etc.
- To review the quality and effectiveness of CLD activity in line with the Education Scotland's self-evaluation framework 'How Good is the Learning and Development in Our Community?' as well as 'How Good is our School 4?', 'How Good is our Culture & Sport 2?' and 'How Good is our college?'; ensure appropriate self-evaluation and quality assurance procedures are developed to ensure ongoing continuous improvement.
- Develop an effective workforce development plan for staff, partners and volunteers to ensure they are upskilled to the level required and have the skills, confidence and training required to deliver provision to our local communities and respond to identified needs.
- Represent CLD Partnership at all Community Planning Partnership SDPs
- Coordinate the ongoing consultation and dialogue with our communities in respect of the CLD Partnership.
- Respond to any requests for data in relation to CLD activity at National and Regional Levels – e.g. CLDMS KPI's, COSLA, CLD Standards Council etc.
- To ensure that leadership for CLD is effectively provided by South Ayrshire Council's Service Lead for Thriving Communities

Our Priorities

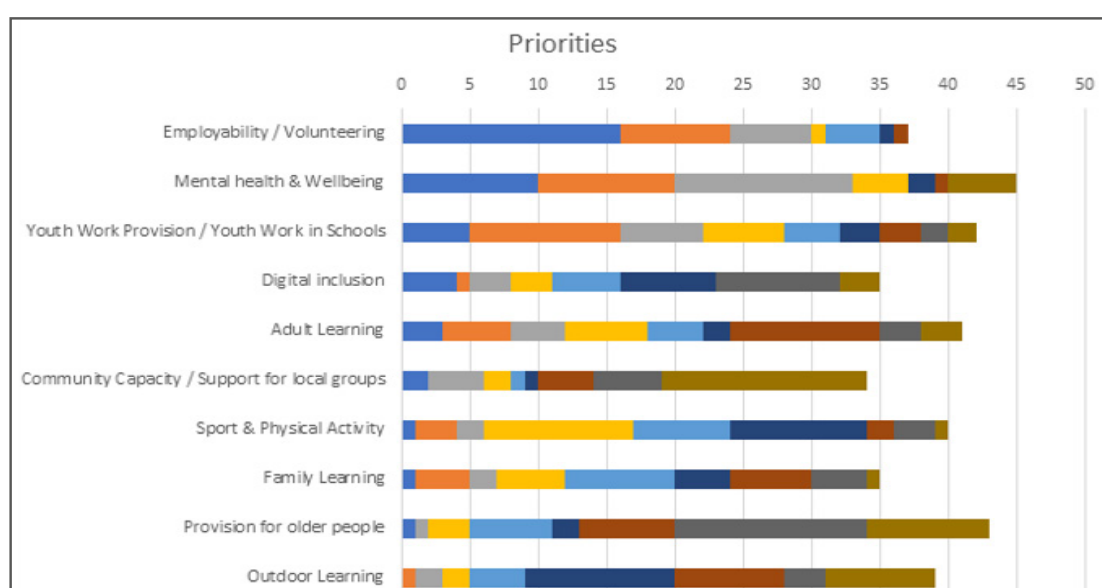
1st September 2021 – 31st August 2024

In developing our shared priorities for the next 3 years, we reviewed the feedback from the various consultations we carried out with learners, partners and staff. We asked these groups to identify their priorities by ranking them from 1 – 10 (1 being the highest priority and 10 being the lowest). The feedback indicated the top priorities for our plan should be:

- › 1st - Employability / Volunteering
- › 2nd - Mental Health & Wellbeing
- › 3rd - Youth Work Provision
- › 4th - Adult & Family Learning
- › 5th - Community Engagement

In addition to the top 3 priorities, we considered that adult and family learning and community engagement also scored highly and as these underpin CLD delivery, we have included these as priorities. Finally, we acknowledged the need for digital inclusion and the role CLD has in addressing digital poverty and as such we have embedded digital inclusion throughout all 5 key priorities.

ID	Choice	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th
1	Mental health & Wellbeing	10	10	13	4	0	0	2	1	0	5
2	Employability / Volunteering	16	8	6	1	4	0	1	1	0	0
3	Youth Work Provision / Youth Work in Schools	5	11	6	6	4	0	3	3	2	2
4	Sport & Physical Activity	1	3	2	11	7	0	10	2	3	1
5	Adult Learning	3	5	4	6	4	0	2	11	3	3
6	Family Learning	1	4	2	5	8	0	4	6	4	1
7	Digital inclusion	4	1	3	3	5	0	7	0	9	3
8	Outdoor Learning	0	1	2	2	4	0	11	8	3	8
9	Community Capacity / Support for local groups	2	0	4	2	1	0	1	4	5	15
10	Provision for older people	1	0	1	3	6	0	2	7	14	9



1. Youth Work Provision – Improved Outcomes for Young People

Community Learning and Development aims to empower and support young people to improve their life opportunities and chances so as they can plan for a better future. We believe that every young person should have the opportunity to realise their potential whatever their life circumstances and will work collectively to provide our young people with the skills, confidence and resilience required to achieve the very best they can be. We will deliver high quality effective youth work provision which meets the needs of our young people at a time and place which suits them.

CLD Priority 1 – Deliver the priorities and actions identified in the Youth Services Strategic Partnership Plan
 LOIP Priority – Closing the poverty related outcome gap
 South Ayrshire Council Plan Priority – Closing the Gap
 Children’s Service Plan Priority – Outstanding Universal Provision
 Key Relevant National Performance Framework Outcomes – Poverty, Communities, Children, Education, Health
 Evidence of Need – Survey and Consultation results indicate youth work provision as a key priority; National Youth Work Strategy; SAC / PEF

Outcome	Action	Performance Measures	Lead	Timescale	Progress
Young people are able to benefit from opportunities which make a real difference to their lives. Supporting our young people to become digitally agile	Promote and deliver inclusive community-based opportunities for young people that support their overall health and wellbeing. Embed mental health awareness across our youth work provision.	Increase in the number of young people accessing targeted youth work activities Increase in the number of opportunities available to young people who are care experienced. Increase in the opportunities that are equal and inclusive and meet the needs of the protected characteristics. (Key focus on rural / SIMD communities, increase activity for LGBT, Mental Health and individuals with protected characteristics) Increase in numbers of Young people accessing Health & Wellbeing / sport and leisure opportunities	Youth Services Strategic Partnership	Year 1	
	Deliver a range of experiences that equips young people with employability skills. Embed skills for employment within youth work services	Expand the number of employability focussed programmes within Youth Work	Youth Services Strategic Partnership	Year 1	

Outcome	Action	Performance Measures	Lead	Timescale	Progress
	<p>Continue to recognise and accredit young people's achievements & Success stories shared</p> <p>Develop more leadership opportunities through Peer Education Programmes, Sports Leader, DofE Leaders etc.</p>	<p>The achievements of young people are recognised and celebrated by individual services and at a wider local level</p> <p>Increase in the number of young people gaining a Nationally recognised Award e.g. Dynamic Youth Awards, Youth Achievement Awards, DofE and Saltire Awards.</p>	Youth Services Strategic Partnership	Year 1	
Our Children and young people are engaged and consulted. They have a voice and influence on service delivery which affects their lives.	<p>Promotion of the SYP, elections and right to vote</p> <p>Provide opportunities for young people to influence their groups and clubs/ services</p>	<p>Extend the number of young people reporting that they have an influence on programme planning and delivery</p> <p>The number of young people participating in leadership programmes is strengthened.</p>	Lynn Dillon – Youth Strategy Officer	Year 1	
Our Children and young people are aware of their human rights and are aware of the incorporation of the United Nations Convention on the Rights of the Child (UNCRC) into domestic law in Scotland.	<p>Promotion of the UNCRC articles to children and young people across South Ayrshire.</p> <p>Deliver a range of awareness raising sessions to children and young people on the incorporation of UNCRC into domestic law and what this means for them.</p> <p>Empower our Youth Workers with the knowledge and skills of the legislation to help prepare for</p>	<p>The number of young people who report an increased awareness of the UNCRC is improved.</p> <p>Increase in the number of sessions delivered to children and young people on the UNCRC.</p> <p>Young people report an improved understanding of the incorporation of the UNCRC into law in Scotland and can demonstrate what that means for them.</p> <p>Youth Work staff reporting improved knowledge and understanding of the new legislation.</p>	Lynn Dillon – Youth Strategy Officer	Year 1 / 2	

2. Mental Health and Wellbeing – Building healthier communities.

South Ayrshire is dedicated to ensuring that this area is one of the best in the country to grow up – in order to do this, we aim to support children, young people’s and adult learner’s mental health and wellbeing. Support for our learner’s mental health and wellbeing should be needs-focussed, differentiated, accessible & responsive. Prevention and early intervention are key to minimising the prevalence and incidence of poor mental health and are a focus of activity.

CLD Priority 2 – Contribute to the improvement of the Mental Health and Wellbeing of our communities
 LOIP Priority – Closing the poverty related outcomes gap / Supporting older people to live in good health
 South Ayrshire Council Plan Priorities – Grow well, live well, age well – South Ayrshire Physical Activity & Sport Strategy
 Children’s Services Plan priority – Good Physical and Mental Health and Wellbeing
 Key National Performance Framework Outcomes – Health, Poverty, Communities
 Evidence of Need – Evidence shows that the Covid-19 pandemic has had a profound impact on the health of our communities and individuals, particularly on population mental health and wellbeing. CLD plays a vital role in improving the health and wellbeing of some of Scotland’s most vulnerable young people and adults. Feedback from the majority of the surveys, consultations and focus groups have identified Mental Health Support as a priority for CLD over the next 3 years. It was also the number 1 issue for young people following their Say it Out Loud survey.

Outcome	Action	Performance Measures	Lead	Timescale	Progress
Young people, adults and families are healthy, active and have developed key skills for learning, life and work as a result of CLD intervention.	Promote and deliver inclusive community-based opportunities for young people, adults and families that support their overall health and wellbeing helping to reduce health inequalities and mitigate the impact of Covid-19	Increase in the number of individuals reporting an increase in their confidence and/or self-esteem.	NHS – A&A – Callum Reilly	Year 1	
To address the rise in digital exclusion in our communities and raise awareness for learners on support and resources available.	Continue to build capacity of staff and CLD partners to ensure practice embeds positive mental health and wellbeing within their service and settings.	Expand the learning offer in the number of opportunities available to individuals which support their overall health and wellbeing for those identified with protected characteristics or disadvantaged by socio-economic factors. Extend the learning offer to increase the number of individuals accessing Health & Wellbeing / sport and leisure opportunities.			

Outcome	Action	Performance Measures	Lead	Timescale	Progress
	<p>Support our learners to gain the knowledge, skills and confidence to manage their own health and wellbeing and to make healthier choices</p> <p>Raise community and individual awareness of the protective factors which support good mental health and wellbeing, ensuring appropriate resources and supports are accessible for all.</p>	The number of learners indicating that their knowledge of services available to support their mental health and wellbeing is increased.	NHS – A&A – Callum Reilly	Year 1	
	<p>Celebrate the successes of individuals and groups at the end of each programme / course.</p> <p>Enable increased physical activity levels, in line with the South Ayrshire Physical Activity & Sports Strategy, by creating opportunities for active living, sport and green health activity/outdoor learning.</p>	<p>Increase in the number of individuals whose achievements are celebrated following completion of a course / programmes.</p> <p>We can evidence outdoor learning, physical activity and exercise and the positive impact this is having on health and wellbeing.</p>	Health & Wellbeing - Kirsty McKay	Year 1	

3. Employability & Volunteering – Supporting our communities to progress.

South Ayrshire Employability and CLD partners are committed to addressing social and economic inequalities by supporting those who are most vulnerable. The Employability and Lifelong Learning Partnership will create a fair, inclusive, sustainable economy through employability, learning and volunteering by ensuring our services are designed and delivered around the needs and aspirations of those accessing our services at a local level.

CLD Priority 3 – Contribute to the Employability agenda and improve opportunities for Volunteering.

LOIP Priority – Closing the poverty related outcome gap

South Ayrshire Council Plan Priorities – South Ayrshire Works

Children’s Services Plan priority – Tackling Inequality

Key National Performance Framework Outcomes – Fair Work & Business, Health, Poverty.

Evidence of Need –Feedback from the majority of the surveys, consultations and focus groups have identified Employability / Unemployment as a priority for CLD over the next 3 years.

Outcome	Action	Performance Measures	Lead	Timescale	Progress
Reduce inequality by closing the gap, while ensuring we create a fair, inclusive, sustainable economy through employability, learning and volunteering by creating opportunities across South Ayrshire.	<p>Deliver a range of experiences that equips individuals with the skills for learning, volunteering and work.</p> <p>Deliver appropriate employability support to individuals on a 1:1 basis.</p> <p>Deliver employability focussed groupwork programmes and opportunities</p>	<p>1% Percentage of School Leavers progressing to a Positive Destination</p> <p>Increase the participation measure in South Ayrshire for young people.</p> <p>Increase the number of Modern Apprenticeships across South Ayrshire</p> <p>Improve employability outcomes for young people who are care experienced</p>	Employability & Lifelong Learning Partnership	Year 1	
Young people and adults develop the key skills required to progress into employment or volunteering	<p>Continue the delivery of dedicated ESOL support to adults and families.</p> <p>Continue the delivery of dedicated Adult Literacy support for adults.</p>	<p>Improve employability outcomes for young people with additional support needs</p>			
Young people and adults are provided with the appropriate provision and opportunities to support their progression.	<p>Deliver Personal Development programmes e.g. Living Life to the Full to equip individuals with the skills and confidence required to progress.</p>	<p>Increase the number of targeted employability programmes for Parents and Carers</p>			
Individuals have the confidence to progress to employment, training and/or volunteering.	<p>Increase in the number of accredited courses available to adult learners.</p> <p>Implement actions on the LEPs action plan.</p>	<p>Increase the number of individuals achieving an accredited certificate / qualification.</p>			

Outcome	Action	Performance Measures	Lead	Timescale	Progress
<p>Support individuals who are digitally excluded to have equality access to employment.</p> <p>The Volunteering Strategy for South Ayrshire is launched.</p>	<p>Develop and deliver the Volunteering Strategy for South Ayrshire.</p> <p>Develop further the Team Kinetics online MIS for volunteering.</p> <p>Promote the benefits to volunteering across the partnership to individuals.</p>	<p>Implement the actions from the Volunteering Strategy for South Ayrshire.</p> <p>The number of registered volunteers on Team Kinetic has increased.</p>	Employability & Lifelong Learning Partnership	Year 1	
<p>Maximise Opportunities for the employability agenda through Funding e.g. Shared Prosperity Fund & Ayrshire Growth Deal</p>	<p>Enable increased opportunities and funding through the Ayrshire Growth Deal</p> <p>Consider developing a youth literacies programme.</p>	<p>The number of opportunities from the Ayrshire Growth Deal provided to learners is enhanced.</p>	Employability & Lifelong Learning Partnership	Year 1 / 2	

4. Adult & Family Learning – Improved Outcomes for adults & families.

Adult Learning happens in a variety of places, in a range of ways for any number of reasons. We want to deliver programmes that are relevant and accessible to our communities. We want all learning to be life long, life wide and learner centred. We aspire to establish adult learning as a route into community involvement and personal empowerment. CLD, will facilitate the development of digital skills that adult learners in the community may need, to access all opportunities to further learning, employability or involvement in their community. We will cultivate digital confidence in parents, to ensure that each child thrives in their home, social and school environment.

CLD Priority 4 – Improved life chances for people of all ages, through learning, personal development and active citizenship
 LOIP Priority – Closing the poverty related outcome gap
 South Ayrshire Council Plan Priorities – Closing the Gap
 Children’s Services Plan priority – Outstanding Universal Provision; Tackling Inequalities
 Key National Performance Framework Outcomes – Children and Young People, Communities, Education, Health and Poverty
 Evidence of Need – survey and consultation results indicate Adult and family learning provision as a key priority; Adult Learning Strategy

Outcome	Action	Performance Measures	Lead	Timescale	Progress
Learners will have access to Community Based Adult and Family Learning opportunities across South Ayrshire. The journey for every adult will be mapped according to need with progression supported. Addressing existing barriers to reduce exclusion, to ensure that no adult learner is left behind.	Deliver a range of adult and family learning opportunities to encourage individuals and families to learn, work and support each other.	At least maintain the current number of parent and family learning opportunities.	CLD – Adult Education Development Group	Year 1 / 2	
	Improve literacies provision for adults in South Ayrshire in order to contribute to national strategy outcomes.	Increase the number of individuals reporting an improvement in skills.			
	Initiate an Equality Impact Assessment for all learners.	Increase in the number of individuals reporting they have gained information and knowledge.			
	Embed a culture that will enhance the support to improve outcomes for children and family learning.	Increase in the number of individuals registered on an employability programme who access adult literacy support, ESOL, adult learning and family learning, with an improved outcome of being better prepared for employment.			
	Work with FE sector to enhance guarantee place offers for community. Enhance the support offered to ESOL learners and their families in relation to accessing employment and social integration.	Increase the number of accredited learning programmes available in adult and family learning and recognise embedded core skills.			
Engage with parents to support improved attainment for children – linked to SAC and PEF outcomes through targeted work in schools.					
The achievements of adults and families are recognised and celebrated at a local level and success stories shared					

Outcome	Action	Performance Measures	Lead	Timescale	Progress
Adult and family learners are supported to become more confident in using digital technologies.	Delivering digital skills programmes for adults and families.	Number of individuals reporting increased knowledge and skills in IT.	CLD – Adult Education Development Group	Year 1 / 2	
All learning opportunities will be communicated and shared with individuals, communities and partners.	Carry out a review and develop a communication strategy related to Adult and Family Learning to improve the communication and coordination of the information shared. Establish a working model for internal and external marketing of adult learning provision.	Increase public awareness of adult learning opportunities locally.	CLD – Adult Education Development Group	Year 1	

5. Community Empowerment & Engagement

– Supporting our communities to thrive.

A key role for CLD is Community Engagement. This can mean different things to different people. It is best understood as a planned process, which has the specific purpose of working with identified groups of people; whether they are connected by place, interest, affiliation or identity, to encourage them to actively take part in making decisions about their community. We aim to encourage our communities to share their views on how their needs are best met and influence how services should be delivered, to give communities the power to make and share decisions on how services are delivered. Our plan also sets out our ambitions to improve placemaking and create local place plans by listening to our communities, empowering them to take control and enable greater choices in how they lead their day to day lives.

CLD Priority 5 – Our communities feel engaged and empowered to have and make a positive influence in their communities.

LOIP Priority – Supporting older people to live in good health / Closing the poverty related outcome gap

South Ayrshire Council Plan Priorities – A better place to live

Children’s Services Plan priority – Tackling Inequalities

Key National Performance Framework Outcomes – Communities, Economy & Poverty

Evidence of Need – Community Empowerment Act; High scoring in consultation; SAC Community Engagement Strategy

Outcome	Action	Performance Measures	Lead	Timescale	Progress
Enable communities to influence decision that take place in their community, while providing support to allow them to take action. Supporting our communities to become digitally connected to enhance empowerment.	Support and empower our communities to take on assets within their community	The number of groups supported to take on assets from within their local community has increased.	Jamie Tait, Service Lead	Year 1	
	Provide support to communities to access external funding	Enhance the support offered to communities in relation to funding.	Jamie Tait, Service Lead	Year 1	
	Coordinate the consultation and engagement process for the implementation of Place Planning Across South Ayrshire	Expand the offer of the number of communities engaged in the place planning agenda.	Jamie Tait, Service Lead	Year 1	
	Provide support to Community Associations across South Ayrshire	Strengthen the number of Community Associations reporting that they feel supported from CLD Partnership partners.	Jamie Tait, Service Lead	Year 1	
	Provide opportunities for enhanced community engagement through digital and online platforms	An increase in the number of individuals consulted and/or engaged through digital and online platforms in relation to Community Empowerment.	Jamie Tait, Service Lead		

Outcome	Action	Performance Measures	Lead	Timescale	Progress
	Support the CPP to engage with “Seldom Heard” / “Harder to Reach” communities, including residents in Wallacetown	The support offered to the CPP from the CLD Partnership is strengthened.	Jamie Tait, Service Lead		

Workforce Development

The Strategic Guidance for community planning partnerships on Community Learning and Development published in June 2012 as well as the revised guidance on Community Learning and Development Planning published in 2017, emphasise the importance of how partners will develop workforce development as well as effective leadership over the next 3 years. This plan recognises that CLD is provided in South Ayrshire by a range of staff and practitioners including qualified paid staff, unqualified staff, part time staff, and volunteers from both the statutory and voluntary sectors. Over the past few years, various workforce development opportunities have been provided to partners including joint training, partnership development days, inputs at team meetings, sharing resources and developing the use of I-develop among partners. In addition, the South West Network has arranged a series of CPD sessions for practitioners and is in the process of developing a calendar of events for staff.

To support the implementation of this new 3 year plan, the CLD Partnership will bring forward an updated workforce development plan which will include:

- › Developing a training programme in partnership with the South West Network to provide more development opportunities to partners, their staff and volunteers and increase the number of opportunities for joint training across the partnership.
- › Continuing to promote the values and ethics for CLD practice as set out by the CLD Standards Council for Scotland – this will include the delivery of awareness raising sessions from the CLDSC.
- › Developing appropriate pathways for learning and progression
- › Sharing relevant training opportunities across our CLD Partnership

- › Carrying out a needs assessment in year 1 of the plan to identify CPD requirements of the workforce for years 2 and 3.
- › Consider the appropriate CPD in relation to post pandemic renewal and recovery e.g. Digital skills, ICT skills, Upskilling etc.
- › Promoting and encouraging staff and partners to attend all training opportunities provided by the South West Network.
- › Ensuring staff have protected time for CPD, training and tasks associated with quality assurance and self-evaluation.
- › Ensuring staff are trained in all aspects of Equality and Impact Assessments

We will continue to support the workforce from across the partnership to register and become members of the CLD Standards Council for Scotland to access information and support in relation to their professional development. In addition, we will strengthen volunteering opportunities using the Team Kinetics online system for individuals in our communities to give them the skills, knowledge and experience needed to help in their personal development or to give something back to their local communities.

A new Community Planning Partnership Volunteering Strategy will be published in 2021 with actions from this plan embedded within the new strategy.



Unmet Need

South Ayrshire is an area with pockets of significant economic and social issues and in post pandemic recovery and at a time of reducing budgets and staffing levels, whilst at the same time an increased demand for the service, there will ultimately be areas of community needs that won't be met. Following our consultations with staff, learners, volunteers and partners, the following areas of unmet need have been identified and agreed as follows:

Unmet Need Identified	Rationale for Unmet Need	Mitigations put in place to reduce the impact
<p>CLD provision will be targeted at the communities most in need and therefore there will be areas of need within South Ayrshire that services will not be targeted towards.</p>	<p>In a time with restricted budgets and staffing, partners agree that we can't provide services to every area in South Ayrshire that is in need. We are aware that there are some small areas of the authority that could benefit from CLD input but we are agreed our resources are best served in other targeted areas.</p>	<p>We will continue dialogue with local community groups and organisations in these areas to see if they can contribute to the delivery in these areas.</p>
<p>IT Poverty / Digital Access / Broadband</p>	<p>South Ayrshire by its geography is made up of urban towns and rural villages. The broadband available to residents in some areas is poor. Poverty plays a huge role in preventing access for learners to IT equipment, broadband and accessing centres for IT use.</p>	<p>We will continue to support as many residents as we can through Connecting Scotland and other initiatives.</p>
<p>Access to funding for the 3rd Sector has been highlighted as a concern which may result in a loss of services and ultimately need not being met.</p>	<p>As will be the case across Scotland, 3rd sector partners are concerned about the distinct possibility of a reduction in funding post Covid-19. Access to funding streams is expected to become more difficult.</p>	<p>We will work in partnership to protect key frontline services where possible and ensure our organisations and community groups have access to any support required.</p>
<p>Restricted or limited access to venues may result in a reduction of face to face delivery.</p>	<p>The Covid-19 pandemic has contributed negatively to access to venue for delivery. As a result of the increase in staff working from home, some centres have and will continue to remain closed. We expect this to have an impact on face to face delivery. In addition, services are reviewing their future operating model which may result in buildings closing.</p>	<p>We will work in partnership with community organisations, churches and local authority services to determine the availability of facilities as well as carrying out a full review of current facilities.</p>

Summary of how this plan was developed

Date	Activity
January 2020	End of Year 1 review of 2018-21 plan carried out by CLD Partnership
January 2021	End of Year 2 review of 2018-21 plan carried out by CLD Partnership
April 2021	Awareness session of new CLD plan, planning for change document shared with partners
April – June 2021	Awareness raising sessions with the Community Planning Partnership SDP's
May 2021	Awareness raising session of new CLD plan, planning for change document shared with CLD staff
June 2021 – July 2021	Consultation Period with staff, partners, volunteers and learners.
July 2021	Focus Group with 3rd Sector Partners
July 2021	Draft plan developed
July 2021	Draft Plan issued to partners
July 2021	Feedback from partners
August 2021	Final Meeting with Partners to review plan
August 2021	Revised Draft Plan created
August 2021	Report to CLD Partnership
August 2021	Report submitted to Leadership Panel
September 2021	Plan approved by Council
September 2021	Publication and launch of new CLD Plan for South Ayrshire

Glossary of Terms used in this Plan

CLD – Community Learning and Development

KPI – Key Performance Indicators

COSLA – Convention of Scottish Local Authorities

CLDMS – Community Learning and Development Managers Scotland

LOIP – Local Outcome Improvement Plan

SDP – Strategic Delivery Partnership

CPP – Community Planning Partnership

SDS – Skills Development Scotland

DWP – Department for Work and Pensions

NPF – National Performance Framework

ESOL – English for Speakers of Other Languages

LGBTIQ – Lesbian, Gay, Bi-Sexual, Transgender, Intersex & Queer

SYP – Scottish Youth Parliament

SIMD – Scottish Index of Multiple Deprivation

NHS A&A – National Health Service, Ayrshire & Arran

HSCP – Health & Social Care Partnership

CPD – Continuing Professional Development

YWRF – Youth Work Recovery Fund

SAC – Scottish Attainment Challenge

DOE – Duke of Edinburgh

PEF – Pupil Equity Funding

This information can be made available, on request, in braille, large print or audio formats and can be translated into a range of languages. Contact details are provided below.

درخواست کرنے پر یہ معلومات نابینا افراد کے لئے ابھرے حروف، بڑے حروف یا آڈیو میں مہیا کی جاسکتی ہے اور اسکا مختلف زبانوں میں ترجمہ بھی کیا جاسکتا ہے۔ رابطہ کی تفصیلات نیچے فراہم کی گئی ہیں۔

本信息可应要求提供盲文，大字印刷或音频格式，以及可翻译成多种语言。以下是详细联系方式。

本信息可應要求提供盲文，大字印刷或音頻格式，以及可翻譯成多種語言。以下是詳細聯繫方式。

ਇਹ ਜਾਣਕਾਰੀ ਮੰਗ ਕੇ ਬੋਲ, ਵੱਡੇ ਅੱਖਰਾਂ ਅਤੇ ਸਣਨ ਵਾਲੇ ਰਪ ਛਾਚ ਵੀ ਲਈ ਜਾ ਸਕਦੀ ਹੈ, ਅਤੇ ਇਹਦਾ ਤਰਜਮਾ ਹੋਰ ਬੋਲੀਆਂ ਛਾਚ ਵੀ ਕਰਵਾਇਆ ਜਾ ਸਕਦਾ ਹੈ। ਸੰਪਰਕ ਕਰਨ ਲਈ ਜਾਣਕਾਰੀ ਹੇਠਾਂ ਵੱਢੀ ਗਈ ਹੈ।

Niniejsze informacje mogą zostać udostępnione na życzenie w alfabecie Braille'a, w druku powiększonym lub w formacie audio oraz mogą zostać przetłumaczone na wiele języków obcych. Dane kontaktowe znajdują się poniżej.

Faodar am fiosrachadh seo fhaighinn, le iarrtas, ann am braille, clò mòr no clàr fuaim agus tha e comasach eadar-theangachadh gu grunn chànanan. Tha fiosrachadh gu h-ìosal mu bhith a' cur fios a-steach.

South Ayrshire Council
Customer Contact Centre
03001230900

South Ayrshire Community Learning & Development Partnership 3 Year Plan 2021-2024

Mid-Point Summary Report – September 2021 – March 2023







Contents

Introduction.....	4
Priority 1	
Youth Work Provision – Improving outcomes for young people.....	5
Priority 2	
Mental Health & Wellbeing – Building Healthier Communities.....	10
Priority 3	
Employability & Volunteering – Supporting our communities to progress.....	13
Priority 4	
Adult & Family Learning – Improved Outcomes for adults & families.....	17
Priority 5	
Community Empowerment & Engagement – Supporting our communities to thrive.....	23

Introduction

In September 2021, we published our [3-year plan for Community Learning and Development](#) (CLD) in which we set out our priorities for the CLD Partnership and agreed an action plan to drive forward these priorities and deliver on them for our communities.

In South Ayrshire, CLD plays a crucial role in breaking down the barriers faced by individuals, ensuring learners, families and communities across the area reach their full potential, improve their life chances and raise their aspirations. This is developed and delivered through youth work, lifelong learning, ESOL engagement, community engagement and community empowerment. CLD activity highlighted in the plan and in this progress report encompasses the work of the local authority, voluntary sector, and other organisations.

The period from September 2021 – March 2023 remained a challenging time for the sector as we came to terms with dealing with the Covid pandemic and looked towards Covid recovery and renewal. Restrictions remained in place during this time which resulted in frontline services being delivered differently, usually virtually or using a hybrid approach. Furthermore, local authority

elections took place in May 2022 and resulted in a new administration for South Ayrshire with a new Council Plan to be written.

This period also witnessed the formation of a new Thriving Communities service for the local authority, bringing together CLD, Employability, Community Safety, Community Engagement and Health and Wellbeing under one service. This has generated new ways of working, better collaboration and partnership working and an increase in staffing, resources and skills. Thriving Communities is now widely established and recognised as a standalone service which delivers for and with our local communities.

Taking everything above into account, the CLD Partnership have made great strides in delivering on the actions contained within Year 1 of the CLD Plan. Excellent progress has been made in key areas and significant work has started in others which we will develop in Year 2 and 3. This progress report highlights some of the key areas for success and demonstrates the difference CLD activity is making to local people and in our local communities.



Priority 1

Youth Work Provision – Improving outcomes for young people

Thriving Communities along with partners from the Youth Services Strategic Group delivered a summer programme for young people and their families following funding received from the Scottish Government as part of the Covid Recovery Plan. We were able to deliver



The highlight of the summer programme was the concluding “Bounce” Festival which took place in August 2022. Bounce Festival was South Ayrshire Council’s first ever Youth Work Festival. The main aim of the event was to provide local young people aged 10 to 16 with an opportunity to engage in and enjoy a wide range of positive activities, including live music, entertainment, street food, health and wellbeing workshops and take part in a Youth Voice consultation. We recognised that engagement levels of young people aged 10 to 14 were lower than expected in our Childcare Hubs when compared to that of young people aged 5 to 10. Anecdotal evidence suggested that older young people were reluctant to participate due to the large age gap and their differing needs hence why we created, developed and delivered #BounceFestival22!

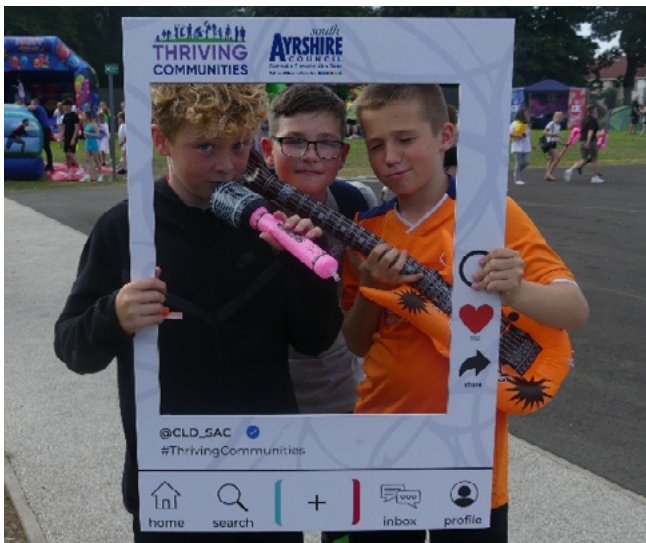


Over 300
young people attended
#BounceFestival22

Whilst attending similar events with young people, our staff reported the high costs of purchasing food and taking part in activities. It was important to the partnership that every aspect of Bounce Festival was completely free of charge and that young people could fully experience the event, regardless of their economic circumstances. Hot food was provided throughout the day, along with healthy snacks including fruit, cereal bars, popcorn and water.

We were keen that the festival provided a platform for local young people to showcase their talents in front of their peers. Performances ranged from young solo artists to a full fiddle orchestra! We also had headline performances from popular Scottish DJ’s, as requested by our young people.

We actively targeted areas in South Ayrshire where young people were experiencing challenging situations in their everyday lives. Thriving Communities staff identified around 300 young people who predominately lived in neighbourhoods recognised as statistically deprived within the health and wellbeing summary and the Scottish Index of Multiple Deprivation. We provided free transport across South Ayrshire to eliminate this potential, but highly likely, barrier to participation. Young people were also supported to attend by their Thriving Communities Youth Worker. The event itself took place at Ayr Academy, which is situated within our most statically deprived community in South Ayrshire.



 <p>THRIVING COMMUNITIES</p> <p>Youth Work Statistics</p>	<p>Youth Work 2021/22</p> <p>1498</p> <p>young people registered</p> <p>6-10 year olds: 546</p> <p>11-15 year olds: 893</p> <p>15-25 year olds: 59</p>	<p>Youth Work 2021/22</p> <p>17,675</p> <p>hours of learning</p> <p>68 project and groups</p> <p>32% increase in engagement compared to 2020/21</p> 
--	---	--

Youth Consultation & Representation



SYP Elections

From August to November 2021, 8 young people across South Ayrshire expressed an interest to stand as candidates for the 2021 SYP Elections, representing young people's views on a local and national level. These 8 young people took part in a range of training such as public speaking, communications, and campaigning.

In November 2021, a total of 1,700 young people took part in the democratic process by voting online for their preferred candidate. 992 votes were cast for the Ayr constituency and Carrick Cumnock Doon Valley had 708 votes.



Young Scot National Entitlement Card Progress

5,349 young people currently have access to a travel entitlement!

16,539 young people have a Young Scot NEC in South Ayrshire – 96% of those entitled!

That's a **12% increase** in cardholders compared with September 2021!

There are currently **1,635** Young Scot Members in South Ayrshire Council.

This represents **11% of the estimated population of 11 to 25 year olds in the area.**

This is a percentage increase of **144%** compared with September 2021.

There were a total of **19,808** page views to the Young Scot website from South Ayrshire.

Targeted Support for Young Carers



One example of our targeted work is the Young Carers Package, #YSCarers. #YSCarers is part of the Scottish Government's commitment to recognising the contributions of young carers by helping them to make the most of their free time and support them in their caring role. Young carers can access the free package using their Young Scot NEC. It's free for anyone aged 11 to 18 who cares, unpaid, for a family member, friend or member of their community, regularly and on a long-term basis. The package includes digital vouchers, access to subscriptions and exclusive opportunities. 44 young carers in South Ayrshire Council have signed up for the Young Carers Package. These young people have accessed 194 Young Carers Opportunities.

South Ayrshire Council - Community Safety

Targeted work with young people

The Targeted Approach to Young People (TAYP) programme is delivered by South Ayrshire Council Thriving Communities Community Safety Team and aims to engage young people who are involved in or are on the periphery of antisocial behaviour / crime in the community or who are not engaging at school in the expected manner. TAYP is an activity-based initiative, including outdoor activities focussed on challenging young people whilst building confidence, self-esteem and teamworking skills. This is followed up with ongoing support to enable the young people to engage in additional activities and established youth work activities in their local community, further education, and employment opportunities.

A range of agency inputs aimed at stimulating discussion around a variety of issues relevant to young people are also included as part of this programme. These include issues such as antisocial behaviour and its impact

on the community, drug and alcohol misuse, addictions/recovery, sexual and mental health, knife crime and domestic violence. This work has been supported by representatives from a range of agencies and departments including, Community Learning and Development, NHS A&A, Police Scotland, South Ayrshire Women's Aid and Recovery Ayr.

This reporting period saw the TAYP Xtra programme developed in conjunction with Kyle Academy. Cashback Round 5 funding helped support of a pilot of longer-term engagement with 6 young people that the school had referred due to increased support needs. This engagement was initially planned to be for a 3-year period, however, due to complications around engagement because of the Covid pandemic, we had to shorten the engagement to 18 months. This approach will be evaluated at the end of funding period in March 2023.

UNCRC – Progress Report

In 2021, led by the Health & Social Care Partnership, we established the UNCRC Action Group, tasked to create a South Ayrshire Vision Statement and Framework to ensure children's rights are reflected in all our policies and procedures. 7 young people from the South Ayrshire Youth Forum (SAYF) were part of the team that created the Vision Statement.

A subgroup was established, consisting of key frontline staff, a member of SAYF as well as one of our elected members of the Scottish Youth Parliament (Ayr MSYP). This subgroup was initially tasked to develop a consultation lesson plan to support young people to have a say on the UNCRC framework. In addition, we also created informative video scribes.

A total of 30 young people took part in the pilot consultation lesson plan. A further

Youth Survey took place with 300 young people aged 12 to 21 years responding and 53% stated they understood the UNCRC and 47% said they did not. The results and discussion of the actions of the consultation and survey took place with 15 young people at a Youth Voice Survey.

In addition to the consultation, the action group have delivered various workshops raising awareness of the UNCRC within CLD youth groups with a total of 57 young people. In addition, a Mental Health Charter created by SAYF and CLD, which has a specific principle focused on rights, has been delivered to 160 young people. In summary, in 2022 a total of 269 young people have taken part in Thriving Communities group work discussions around the UNCRC and an additional 300 young people took part in a survey around Youth Voice and the UNCRC.

Happy 21st Birthday Domain Youth Centre

In September 2022, the Domain Youth Centre held an open day event to celebrate the centre being open for 21 years. The event was attended by over 100 people, current youth club members, past youth club members, previous members of staff and families from the area.

As part of its Birthday celebrations, the Domain Youth Centre benefited from £25,000 of South Ayrshire Council's Place-based Funding in 2022 to support various upgrades and enhancements inside and out. The Domain Youth Centre is one of the services most invaluable assets, supporting over 100 young people per week, operating over 6 days. Upgrades included:

- A new exterior sign with updated branding
- A new ramp to ensure the outdoor spaces were accessible to all
- Enhancements to the garden area at the side of the building to allow outdoor learning
- New and modern exterior cladding to match the recently upgraded the windows

This welcome investment demonstrates the Council's commitment to support young people in North Ayr.



Priority 2

Mental Health & Wellbeing – Building Healthier Communities



Key Successes

- Promotion of A Guide for Young People (mental health and wellbeing resource produced by NHS A&A, SAC, EAC. NAC partners).
- 320 copies distributed; 7 copies downloaded from NHS A&A Health Information & Resources Service
- Development of the Green Health app promoting physical activity opportunities outdoors developed.
- Promotion of Ayr Active Travel Hub activities and events
- Promotion of the staff cycle to work scheme with NHS Ayrshire & Arran
- In 2022 79 cycles were purchased by staff.
- We delivered the Mental Health Improvement – A Practical Approach course to:
 - SAC Sports Development Team, April 2022, 12 staff
 - UWS, June 2022, 43 students over 2 sessions (21 & 23)
 - Ayrshire College, July 2022, 18 staff from all 3 campuses
- A total of 73 individuals completing the Mental Health Improvement – A Practical Approach course!



Development of South Ayrshire's Children & Young People's Mental Health Strategy & Plan

Our colleagues in Psychological Services carried out a consultation and engagement exercise which included:

- an audit of all sectors to identify a 'map' of existing supports and services as well as gaps in the mental health and wellbeing provision for young people.
- A survey of schools, parents, and young people themselves to explore views on the existing supports and services, as well as the identifiable gaps, in the mental health and wellbeing provision for children and young people and families.
- This audit of children, young people & parent's mental health & wellbeing indicated that COVID has had a negative impact on mental health and therefore must be addressed within an up-to-date mental health plan

As a result, partners have been working closely together to develop a Mental Health Strategy and plan which will be launched during the Year 2 cycle of our CLD Plan.

Key approaches the plan will take include:

1. Prevention and Early Intervention
2. Outstanding universal provision that supports physical and mental health & wellbeing
3. Access to support and joined-up services that tackle inequality
4. Love and support for care-experienced young people

Care Experienced Duke of Edinburgh's Award Group



- Started in 2021 with support from Education welfare officers, Duke of Edinburgh's award team and Domain youth centre.
- Through promotion in schools, 8 young people (5 males & 3 females) expressed an interest in joining the group; these young people came from 4 different schools.
- Four of the group already engaged with the champions board but the other 4 did not.
- The group gelled well together formed new friendships within the group
- They all took up further wider opportunities, out with the DofE group, participating in residentials, summer programmes and youth clubs at the Domain Youth Centre.
- In Easter 2022, all 8 young people completed their Bronze awards and have now all progressed onto their Silver awards.

Youth Work Education Recovery Fund

The Youth Work Education Recovery Fund was established to enable the sector to engage young people in some of the country's most vulnerable communities and support their educational, social and emotional recovery in the wake of the pandemic. Projects were awarded funding across all of Scotland's 32 local authorities and were designed to support effective partnership working between youth work organisations (statutory and third sector) and formal education. In South Ayrshire, we were awarded just over £58,000 to deliver on this initiative. Many projects also included elements of outdoor learning and creative arts.

All the projects sought to deliver at least three key outcomes and in South Ayrshire, we focussed on:

- Developing young people's skills, including interpersonal skills
- Improving young people's physical and mental health and wellbeing
- Recognising young people's wider achievement and attainment (e.g. through youth awards)

Outcomes achieved:

Developing skills, including interpersonal skills

Belmont Academy – 16
Carrick Academy – 12
Marr College – 9
Prestwick Academy – 5
Girvan Academy – 21

Total – 63 young people

Outcomes achieved:

Raising attainment through recognition of wider learning and achievement

Belmont Academy – 20
Carrick Academy – 22
Marr College – 16
Prestwick Academy – 9
Girvan Academy – 13

Total – 80 young people

Outcomes achieved:

Improved Health & Wellbeing

Belmont Academy – 17
Carrick Academy – 12
Marr College – 11
Prestwick Academy – 12
Girvan Academy – 21

Total – 73 young people



Awards Achieved:

Dynamic Youth Award – 52
Duke of Edinburgh's Award – 5
1 young person received their
Hi5 award

“It was good being able to speak to the Youth Workers as they listened to what I had to say. This was important to me as I don't feel listened to at times which leaves me feeling frustrated. The workers always asked me how I was, and I now feel I have people I can trust.”

“Talking through my feelings with Ann-Marie really helped with my built-up anger issues. This would usually impact on my school work but I think it has helped to talk about my feelings.”

“I think that health and wellbeing was improved for all pupils. One pupil I work closely with was more open about sharing her emotions and accepting when things weren't going so well. She would describe herself as having anger issues but during and after the project was more reflective of her actions before reacting.”

Priority 3

Employability & Volunteering – Supporting our communities to progress

Headline Performance Stats



In 2020/2021, 98.3% of school leavers progressed to a positive destination; this is based on 1124 leavers. As of August 2022 - South Ayrshire has 93.7 % of 16 – 19 year olds participating, 3% not participating and 3.4% unconfirmed.



Within the period of 1 September 2021 – 31 August 2022 South Ayrshire Council recruited 63 Modern and Craft Apprentices. They were recruited in the following areas – Craft trade, including 4 adult apprentices, Sport and Leisure, Active schools, Ayrshire Roads, Business and Administration, Youth Work, Horticulture and Social Services Children and Young People.



Of the 63 apprentices that started within this period – 9 have left the programme due to various personal circumstances and the remaining 54 have either achieved or working towards achieving their MA.



From 1 September 2021 – 31 August 2022 we have supported 84 care experienced young people into positive destinations. 79 young people have progressed to further education, 4 young people progressed to Modern Apprenticeship Opportunities and 1 young person to external employment.



Within the period of 1 Sep 2021 – 31 August 2022 South Ayrshire Council provided support to 73 clients within our Supported Employment Programme's. The range of support offered to participants includes - Outdoor Activities, Personal Development Groups, Allotments, Travel Training, Walking groups, Steps to Employment, Life skills, Interview Prep, CV Workshops, Customer Service (Accredited)



18 people have gone into a positive destination in the following areas - Tailored Jobs – 3 | Employment – 7 | Modern Apprenticeships – 2 | FE - 6



South Ayrshire Council have delivered 3 employability programmes aimed at parents and carers with an increase in participation levels within each programme. We also have a key focus on young carers accessing the same level of enhanced support as care experienced young people from March 2022.



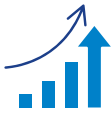
Support for mental health and personal development was key moving forward from COVID. Localised lockdowns, home-schooling, and restricted access for face to face working shifted focus to walking appointments, working outside on allotments and so on to build confidence in participants as part of the return. This allowed an increase in demand for and participation in groups for Living Life to The Full, Mental Health & Well Being and Personal Development.



Thriving Communities employability have certified 118 accredited qualifications from 1/09/2021 - 31/08/2022



14 individuals received devices from Phase 3 Connecting Scotland which were delivered in December 2021



SALUS Working for a Healthy Economy 66 referrals made from 1st September 2021 – 31st August 2022



Aerospace continuing as key focus for training and work opportunities open to all age and skill levels; working group established with the Economy and Regeneration team to develop and promote training and work in this sector



South Ayrshire Council have made continued progress to implement Fair Work practices with employers across South Ayrshire during this period

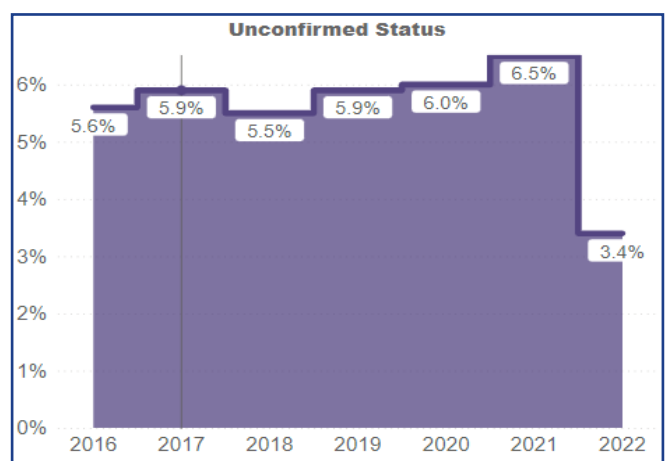
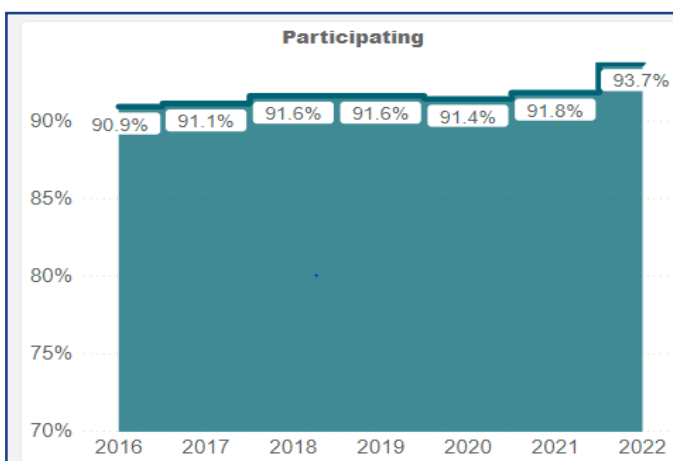
No One Left Behind Delivery Plan Published

No One Left Behind is our approach to changing employment support in Scotland to deliver a system that is more tailored and responsive to the needs of people of all ages who want help and support on their journey towards and into work.

Through No One Left Behind, people can gain skills, confidence, and access support to help achieve their employment goals. This support may include help to prepare for employment, training, education, and volunteering and to support career progression.

Support is flexible, tailored, and person-centred; and also connected with other key services including health, justice, housing provision and advice services ensuring people can get the right support at the right time.

People who choose to participate receive support from an Employability Key Worker and work with the Key Worker on an individual plan to help them reach their goals. We were delighted to launch our delivery plan during year 1 of our CLD Plan!





Volunteering Strategy South Ayrshire

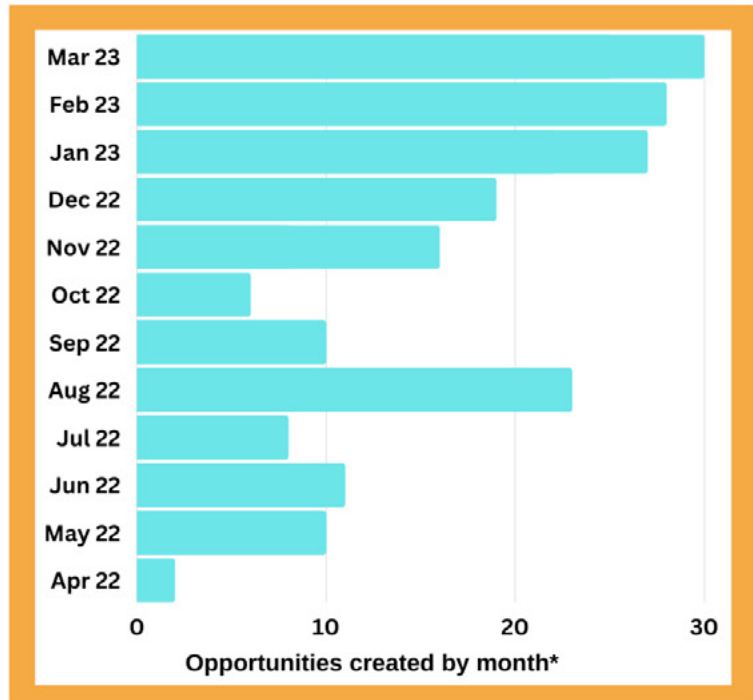
In early 2022, we launched our Volunteering Strategy, published by Voluntary Action South Ayrshire on behalf of the Community Planning Partnership.

The Volunteering Strategy shows our commitment to ensuring that volunteers have the best possible experience and by incorporating a best practice infrastructure, we will help to support the many local organisations and charities to achieve this. It also demonstrates our collective commitment of continually improving the community planning process to support our local communities to improve outcomes and reduce inequalities. In developing the strategy, we carried out many months of extensive consultation with a diverse range of stakeholders and members of the public in order to form the objectives and action plan contained within the strategy.

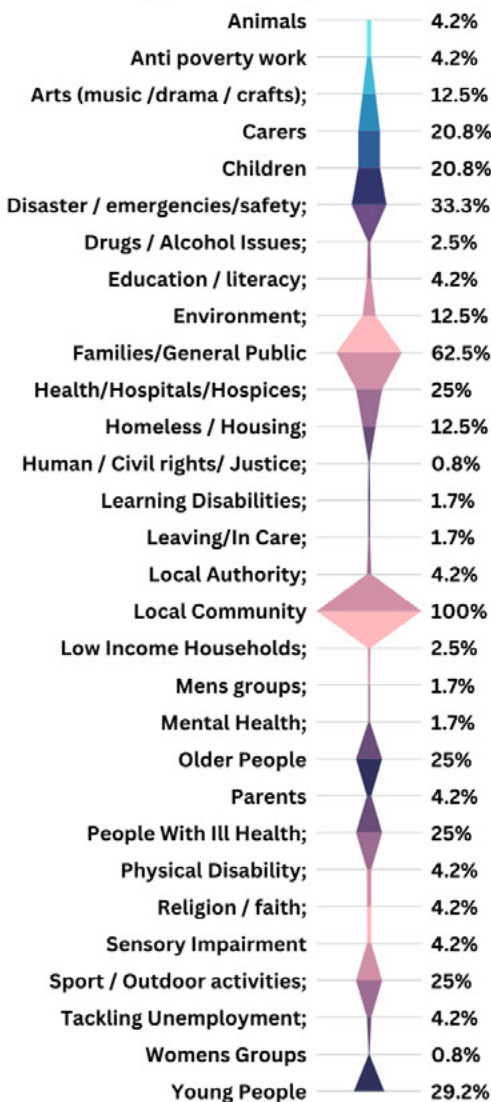
The key objectives for the strategy are:

1. Activities across national & local government, community and voluntary sector to be more integrated and aligned.
2. Volunteering infrastructure to be strengthened and supported leading to more confident and knowledgeable management systems.
3. Recruit, deploy more volunteers and support both volunteers and voluntary organisations.
4. Levels of volunteering to be re-energised and increased.
5. The benefits of volunteering to be recognised, valued and promoted.
6. Promoting volunteering as a means to improve the wider community.

Actions from Objective 4 - Levels of volunteering to be re-energised and increased.



Opportunities by theme*



Opportunities by postcode*



ALMOST 50% OF THE TOTAL GROUP ADMINS IN SOUTH AYRSHIRE WERE CREATED BETWEEN 2022 AND 2023

4,445
TOTAL HOURS
LOGGED
BETWEEN APRIL
2022 AND
MARCH 2023



* all information relevant to the 7th April 2023

Priority 4

Adult & Family Learning – Improved Outcomes for adults & families

Adult Learning happens in a variety of places, in a range of ways for any number of reasons. We continue to develop and deliver programmes that are relevant and accessible to our communities. We want all learning to be life long, life wide and learner centred. We aspire to establish adult learning as a route into community involvement and personal empowerment. CLD, will facilitate the development of digital skills that adult learners in the community may need, to access all opportunities to further learning, employability, or involvement in their community. We continue to cultivate digital confidence in parents, to ensure that each child thrives in their home, social and school environment.

Over the course of the past 12 months, the local authority has delivered a range of interventions to improve outcomes for adults and families. Some of our achievements are noted below:



- 32 programmes delivered in 21/22
- 303 learners highlighting an improvement in their skills
- 266 participants have increased knowledge
- 71 people have improved their employability outcomes
- 167 accredited learning places were delivered this year
- In addition, the use of Social Media channels, course bulletins, and posters/flyers as well as open day events and consultations continue to be utilised to increase awareness of opportunities available to our local communities.

In addition to the above, these stats below demonstrate the impact our work is having on learners:

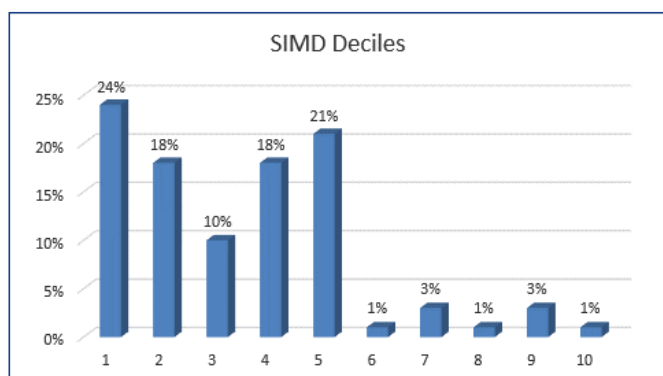
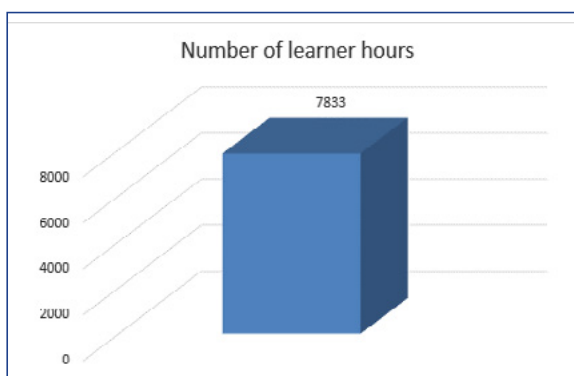
Learner Hours

These learners took part in 7598 learning hours which included 3720 in the SWAP programme and 2268 hours in adult literacies and ESOL provision.

5 family learning programmes were delivered involving 21 parents.

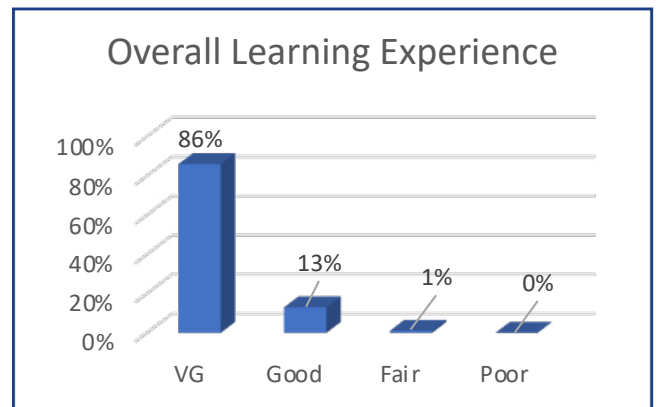
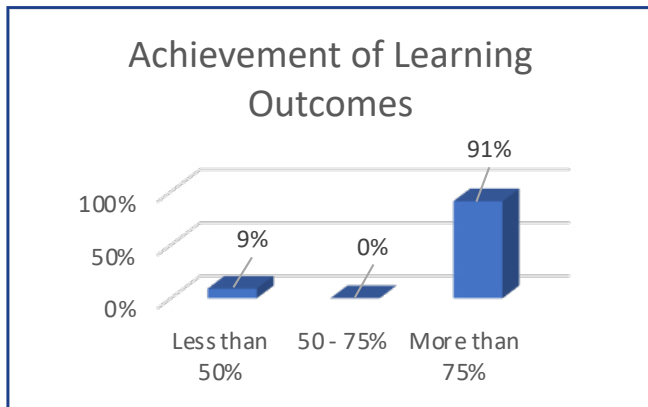
SIMD Data

This initial benchmarking exercise for 2020-21 demonstrated that 54% of learners resided in the Deciles 1 - 3 and 88% resided in Deciles 1 – 5. This demonstrates that learning programmes are targeted at the areas of greatest need.



Learners Achieving Learning Outcomes

Of the learners completing the programmes (where retention was accurately recorded), 91% of learners achieved more than 75 % of learning outcomes.

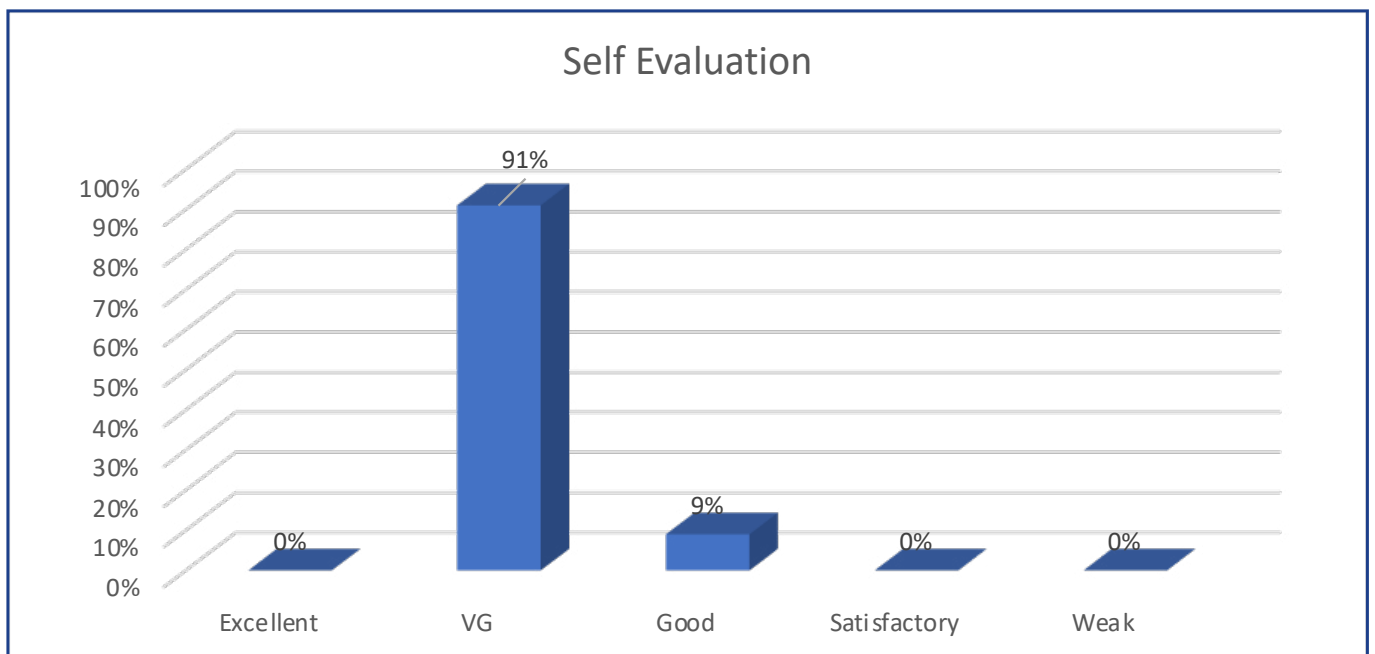


Overall Learning Experience

Learners rated their overall learning experience highly. 99% of all learners, rated their Learning Experience as Very Good or Good.

Self Evaluation

Using Quality Indicator 5.1 (Delivering the learning offer with learners) from the How Good is our Learning and Development in our Community framework, key workers evaluated all work carried out in South Ayrshire as very good or good.



CBAL Annual Report 21-22 - Key Stats

Number of programmes	64 plus 30 Literacies
Family Learning programmes	32
Number of learning places	583 plus 105 literacies
Hours of learning	7833 plus 3330 literacies
Numbers completing	523
Accreditation	167 (32%)

Learner Progression:

- College 29
- Uni 3
- Training 2
- Volunteering 67
- CLD 128
- FTE 21
- PTE 33

Community Based Adult Learning Recovery Fund

The Scottish Government provided a Covid-19 recovery investment for community-based adult learning (CBAL) to support local adult learning recovery needs in the financial year 2021/22. The investment was issued to VASA with the expectation that they collaborate with South Ayrshire Council's adult learning and CLD leads. Together, through the Employability and Lifelong Learning Partnership, we agreed how the investment could best support local adult learning needs as identified in our CLD plan.

Our CBAL Recovery Fund met the following outcomes:

- Adult learners shaped and informed decisions on the diverse opportunities and support they needed to help them recover from the impact of COVID-19 and re-engage in learning.
- Increased engagement, re-engagement and support for adult learners and communities who needed it most, including those disproportionately disadvantaged by COVID-19.
- Increased access to face to face learning opportunities with a focus on supporting educational, social and emotional recovery and renewal.
- Increased digital inclusion through the development of digital skills and the improvement of digital infrastructure for learning.
- Improved support for adult learners' mental health and well-being.
- Increased opportunities for adult learners to improve their health and well-being.
- Stronger social connections between adult learners, their communities and wider networks to tackle isolation and loneliness.
- Improved partnership working across providers which supports the delivery of education recovery and renewal.
- Improved outcomes for adult learners through, for example, the achievement of qualifications and the provision of positive pathways that build confidence and develop skills for learning, life and work.





Key Achievements

- 12 people successfully gained Food Hygiene certificate and are now able to use community kitchen for events in community and support local Food Pantry
- 11 successfully completed course and now able to support community events as first aiders
- 12 local people attended NHS “I CAN COOK” course
- 36 learners noted they had improved family learning support
- 6 families with complex needs participated in an intensive family engagement programme and benefited from having positive family interaction where peer support was evident - 1 child who hasn't been to school for a significant period was supported by his parent to start to try attending for two hours - 1 care experience family reported better communication with the young person – 2 families reported they had a good family experience that they have not experienced before
- 66 Industry recognised certificates gained by learners through the REHIS, Emergency First Aid courses and Bar Licence
- Improved employment situation -12 learners; Improved volunteering situation - 29 learners
- Learned new knowledge - 29 learners; Gained Skills – 23 learners
- Improved Mental Health & wellbeing – 23 learners
- 14 community volunteers gained First Aid in the Workplace certification
- On the practical kitchen skills course 4 of the group gained their first SQA qualification with 4 others achieving their first qualification at SCQF Level 6; 2 were able to continue their employment as a result of passing both exams and 1 gained new employment at a higher rate of pay (previous employment at minimum wage)

Delivering the Learning Offer - ESOL & Literacies

The Adult Literacies team of 6 Literacies Development Officers continue to deliver programmes to adults looking to improve their reading, writing, spelling, numeracy, and IT skills. On our team are Digital Champions, who continue to support individuals benefitting from the Connecting Scotland initiative. Throughout the pandemic we piloted work in 2 primaries, working with parents who were feeling challenged by “home schooling” and promoted confidence in our own learners to continue to learn using a variety of digital platforms. This work has established a profile for the service with education staff and we continue to work with families.

We delivered our own bespoke 12 session training for literacies/ESOL volunteers and currently have over 70 active volunteers on our database. Many of the current volunteers have moved into sessional employment in the Literacies/ESOL team. They have benefitted from workforce development and have been supported in achieving the PDA ITESOL at Ayrshire college. This session (21/22), we trained an additional 13 volunteers.

For ‘New Scots’ recently arrived from Syria and Afghanistan, there were ESOL (English for Speakers of Other Languages) classes from complete beginner to intermediate. We provided programmes in small groups or one to one with a tutor, to anyone who wanted to build their confidence, improve their chances of employment and at the same time, integrate into the community. The settling families are a small part of the ESOL service, and we continue to work with individuals (39) with 15 different linguistic profiles on our programmes.

Since April 2022, we welcomed Ukrainian learners into the service, engaging with 213 residents in South Ayrshire. The ESOL programme was delivered across South Ayrshire in various venues in Ayr, Girvan, Troon and Maybole. Our focus continues to be to respond to needs as they arise and provide quality and timely community-based adult literacies learning opportunities across South Ayrshire for all.

The Literacies work which covers all core skills (Communications, IT and Numeracy) was delivered to 105 registered learners both in one to one (volunteer support) and group activity. The team also delivered Literacies assessments for the Criminal Justice team to fulfil the requirement for court reports.

The marked increase in ESOL numbers has presented challenges for the team with Ukrainian numbers fluctuating on a weekly basis. We were able to register, assess level and deliver within 7 days of referral. Our class groups delivered at a capacity of more than 35. Furthermore, we provided ESOL support to 202 Ukrainian learners as well as the existing cohort of New Scots (39).

Finally, CLD in SAC are the first in Scotland to develop a community interpreter course. This project in collaboration with WEA is innovative in training a locality based, language support workforce. Fife college completed the SCQF levelling and we will deliver the initial pilot with North and East Ayrshire as part of the Pan-Ayrshire collaborative.



Success Story - Lynanne McRoberts and family



Hi, my name is Lynanne and I have 3 children, 2 twin boys and 1 girl and we live in Wallacetown. I first got involved with the parent and child group when the St John's School Expressions App mentioned that there was a group starting (this was after I filled out a survey expressing what interests and needs I had). I registered and then received a call from Ann-Marie with further details. I thought this would be great as there didn't seem to be much for parents and children together in the Wallacetown area. I wasn't nervous about joining the group as I'd met Ann-Marie who was taking the group previously who also runs the Girls Group my daughter attends.

I can only say that my boys love this group and can't wait for a Wednesday to come around. It's a different activity every week, even although it might be based around the same theme, e.g. outdoor activities. It's great interaction and quality time between me and the boys. To see the boys happy, makes me happy. Everyone at the group gets on really well and there's never

any complaining as they really enjoy themselves. It's nice to be around more adults, have some adult conversations and to be out of the house and not staring at four walls all day. The workers make us feel like one big family, which is amazing.

We have done so much in the group from arts and crafts, making masks, Father's Day Gifts to plaster of Paris plates with an autumn theme. STEM activities (making bows and arrows), fun at the park, den building, learning how to make outdoor fires and toasting marshmallows, which we will be getting a certificate for. We also had a bowling / lazerquest night, adults v children which we all enjoyed.

Since then, I have joined the Wallacetown Women's group and my boys are part of the Friday night Youth Group and my daughter and niece go to the girls group on a Wednesday night, all of this in the Wallacetown area. I feel the support myself and my family have received has been very good with all these activities now available in the Wallacetown community this has made a huge difference to our lives.

Thanks Lynanne

Priority 5

Community Empowerment & Engagement – Supporting our communities to thrive

A key role for CLD practitioners is Community Engagement. Over the past 12 months, we have supported and encouraged our communities to share their views on how their needs are best met and influence how services should be delivered, which has given communities the power to make and share decisions on how services are delivered. We have made significant strides to improve placemaking and create local place plans by listening to our communities, empowering them to take control and enable greater choices in how they lead their day to day lives. We published Place Plans for Girvan and Ayr North in the last 12 months.

Over the past few years, we have developed and delivered the Consultation Institute course and as the table outlines below, 78 partners have completed the course. It aims to update the participants understanding of the law and the process as well as demonstrating best practice and the risks associated with programmes of change where public stakeholder involvement is needed.

Attendees	Date	Number of participants
Elected Members	Feb 2023	16
Thriving Communities; Health and Social Care Partnership; Special Projects Team; Planning; Environmental Health; Organisational Development; Legal and Licensing; Economy and Regeneration; Libraries and Culture; Asset Management	Feb 2022	16
Elected Members	March 2022	17
Community Safety; Policy and Performance; Economic Development; Licensing; Education; Organisational Development; Neighbourhood Services; LibrariesV Employability and Skills; Housing; Planning; Community Engagement; Arts and Culture	November 2020	21
Community Engagement; Education; Community Planning; Community Learning and Development; Community Safety; Asset Management; Housing	2018/19	8
TOTAL		78

It covers these key areas:

- Your duties to consult and engage
- Best Practice public consultation – what lies ahead for your organisation
- The Law of Consultation and how it affects you
- Engaging the public on your Council Budget
- How an independent Quality Assurance will safeguard your reputation for public consultation
- Observing best practice standards in public engagement and consultation
- Update on Scottish issues, Empowerment Act, National Standards, Audit and recent Court of Session judgments relating to public consultation
- Avoiding Judicial Reviews

The Consultation Reference Group was established to enhance the standard of consultation and engagement activity across SAC. The officer's group provides support and guidance to services planning to carry out a consultation. The CRG also provides a reference point to share practice and access relevant documents relating to consultation that will ensure consistency, best practice and training.

This training covers:

- Consultation Charter
- The fundamentals of consultation and engagement
- Preparing for public consultation (Pre-Consultation)
- Conducting a public consultation
- Effective digital-first consultation
- Analysing results, feedback and feed-forward

Over the last year, we have made progress in supporting our local Community Councils to flourish. We have 29 active Community Councils being supported by Thriving Communities Officers from South Ayrshire Council. The Community engagement team have delivered a range of supports including:

- Carrying out a contested election in 3 areas. This included issuing 6000 ballot papers and overseeing the counting process
- Delivered Link officer training, facilitated for TC staff
- Finalised the new Scheme of Establishment and Guidance for Community Councils
- Delivered training for new and existing Community Councillors – 6 sessions, afternoon and evening in Troon, Ayr and Girvan
- Issued a survey to all community councils and will analyse these results in Year 2.
- Processed all Admin Grants/Accounts
- Finalised dissolved Community Councils who never established after the elections
- Worked with Community Councils to ensure they had an updated Constitution

We have also supported local community groups with funding support and over the past 12 months, we have continued to build good working relationships with community groups and social enterprises across all of our localities, develop connections with key funders (NCCBC, Foundation Scotland, National lottery), redesigned and launched the new updated Funding Alert which has had positive feedback, designed and launched two new grant making processes (3rd currently under development) and developed further the Positive partnership work between South Ayrshire Council and VASA.

Some Key strengths include:

- › 33 Dedicated funding reports developed
- › £324k investment to communities (int)
- › £1.6m of external funding delivered
- › Regeneration Capital Grant Fund – we supported the preparation of 4 x Stage 1 RCGF applications. Two of those, with a combined value of £2m, have progressed to Stage 2.
- › We supported Ayrshire Women’s Hub to gain £50k of investment through the Big Issue Invest’s Power Up Scotland programme.
- › Coastal Communities Fund – we managed the CCF grant process during Jan/Feb 2022. Nine eligible applications received; 8 grants were made totalling £119k.
- › LACER Funding – we submitted a proposal to use some of the LACER funding to establish a Social Enterprise Growth & Resilience Fund. £200k was allocated with 4 grants made to date totalling £78k. Four further applications are currently being assessed.
- › We provided support to 38 organisations over the past 12 months.
- › We worked with colleagues from across South Ayrshire and invited and assessed applications from local organisations for the Community Renewal Fund funding. A shortlist of 6 projects was submitted to the UK Government, of which 2 were awarded funding of just over £1m.

In addition, we continue to support the Wallacetown Community Energy Project - working with Fort, Seafield & Wallacetown Community Assoc (CA) to develop the WCEP. We provided liaison with colleagues from Assets and Education to identify 3 education buildings that would form the focus of project. The CA secured a grant from the Coastal Communities Fund to undertake baseline and feasibility studies – both have now reported – and discussions will continue between CA and SAC. If implemented, this project can deliver, lower fuel bills, an income from power sold into the grid and a reduced carbon footprint.

Workforce Development

Thriving Communities have continued to support 3 members of staff to attend University to achieve their CLD qualification.

Senior staff from Thriving Communities took part in Education Scotland’s Professional Learning Programme looking at self-evaluation, evaluative writing, improvement actions and improvement planning.

All staff and partners have been upskilled in the new “How Good is our Community Learning and Development 4” framework with sessions delivered to frontline staff, Youth Services Strategic Group, Employability & Lifelong Learning Partnership and the CLD Partnership.



Youth Work Network

In August 2022, we set up our Youth Work Network with the intention of bringing local youth work organisations together. The network provides partners supporting youth work for young people aged 8-18 in South Ayrshire with an opportunity to engage with other practitioners, plan collaboratively, develop their skills, knowledge and practice and inform local and national youth work strategy. The group also supports the planning and delivery of South Ayrshire wide events, identifies staff training needs, champions innovative practice and highlights youth work funding opportunities.

Over the next year, we are excited to see the network grow and develop and plans are at an advanced stage to create a Network Small Grants Programme! The networks continue to meet between 6-8 times a year and all the meetings are in person and take place in the evening. We agreed to have an alternative chair to share responsibility of leading the group with partners. This group feeds into the wider South Ayrshire Youth Services Strategic Group.

The South Ayrshire Youth Work Network currently has 45 member organisations including South Ayrshire Council – Thriving Communities; Uniformed Youth Groups; Girvan Youth Trust; The Ark; VASA; Room 60; Champions Board; South Ayrshire Befrienders; South Ayrshire Young Carers Centre; LGBT Youth Scotland; The Gaiety and Voluntary Youth Work Groups.



Overview:

Over the past 12 months, the Wallacetown Strategic Delivery Partnership has developed significantly and now has representation from

several statutory and 3rd sector organisations as well as members of the community. It has been providing the Community Planning context in relation to the development of a “Team within the Community”. We continue

to provide leadership and commitment for the development and implementation of new ways of service delivery to support the Wallacetown Improvement Strategy.

Through a public health approach, the Partnership has supported the development of a strong resilient community voice, which has been able to lead positive change reflecting the experience of people living in the community. It encourages a trauma informed approach in the delivery of all services and is responsible for performance management including measuring impact, monitoring progress and evaluation.

A delivery plan has been developed to ensure appropriate governance and leadership is in place through the Strategic Delivery Partnership and Operational Groups to enable improved access to services and ensure better outcomes for people living in Wallacetown.

In addition, we will develop an action plan to support the implementation of local outcomes and will be reviewed as an action log at each Wallacetown Strategic Partnership meeting.

Community Voice meetings

Over the past year, there have been a series of Community Voice meetings with members of the community being joined by a wide range of services and agencies.

These meetings are used to discuss issues arising in the Wallacetown community but also ideas for development of wider community engagement. Issues raised have ranged from drug dealing and related antisocial behaviour, environmental issues through to safety concerns due to poor lighting in the area. The group have also been working on ideas for development and wider engagement which have included organisation of a fun day, family trips and development of specific themed groups. These meetings take place around 6-8 times per year and are held in person in the

evening to encourage greater attendance. These meetings feed into Wallacetown Strategic Delivery Group Partnership.

The group has a range of key partners involved including:

- Wallacetown Residents
- Police Scotland
- Scottish Fire & Rescue Service
- South Ayrshire HSCP
- NHS Ayrshire & Arran
- South Ayrshire Council
- Fort Seafield & Wallacetown Community Council
- Newton & Heathfield Community Council
- Elected Members
- 3rd Sector/VASA.

Action developed through Community Voice meetings during this reporting period:

- Purchase of play equipment through Participatory Budgeting – linked to community engagement/fun day. Wallacetown Community Fun Day (inc. partner engagement)
- Area audit of lighting and swift associated repairs
- Response to long standing Housing repairs
- Programme of broken window repairs
- Introduction of activities for young people
- Introduction of Women's Group
- Engagement with Ukrainian support group
- Link with summer programme with family engagement
- Development of drop in café
- Introduction of Pop-Up Cinema
- Increased police presence in area
- Progressed CCTV deployment per community request
- Progressed communal close improvement/repairs
- Progressed environmental initiative tackling fly tipping
- Link with Fort, Seafield & Wallacetown Resident's Association to progress renewable energy project.
- Development of Wallacetown Hub meeting space. Accessible front door to access services.



This information can be made available, on request, in braille, large print or audio formats and can be translated into a range of languages. Contact details are provided below.

درخواست کرنے پر یہ معلومات نابینا افراد کے لئے ابھرے حروف، بڑے حروف یا آڈیو میں مہیا کی جاسکتی ہے اور اسکا مختلف زبانوں میں ترجمہ بھی کیا جاسکتا ہے۔ رابطہ کی تفصیلات نیچے فراہم کی گئی ہیں۔

本信息可应要求提供盲文，大字印刷或音频格式，以及可翻译成多种语言。以下是详细联系方式。

本信息可應要求提供盲文，大字印刷或音頻格式，以及可翻譯成多種語言。以下是詳細聯繫方式。

ਇਹ ਜਾਣਕਾਰੀ ਮੰਗ ਕੇ ਬੋਲ, ਵੱਡੇ ਅੱਖਰਾਂ ਅਤੇ ਸਣਨ ਵਾਲੇ ਰਪ ਛਾਚ ਵੀ ਲਈ ਜਾ ਸਕਦੀ ਹੈ, ਅਤੇ ਇਹਦਾ ਤਰਜਮਾ ਹੋਰ ਬੋਲੀਆਂ ਛਾਚ ਵੀ ਕਰਵਾਇਆ ਜਾ ਸਕਦਾ ਹੈ। ਸੰਪਰਕ ਕਰਨ ਲਈ ਜਾਣਕਾਰੀ ਹੇਠਾਂ ਵੱਢੀ ਗਈ ਹੈ।

Niniejsze informacje mogą zostać udostępnione na życzenie w alfabecie Braille'a, w druku powiększonym lub w formie audio oraz mogą zostać przetłumaczone na wiele języków obcych. Dane kontaktowe znajdują się poniżej.

Faodar am fiosrachadh seo fhaighinn, le iarrtas, ann am braille, clò mòr no clàr fuaim agus tha e comasach eadar-theangachadh gu grunn chànanan. Tha fiosrachadh gu h-ìosal mu bhith a' cur fios a-steach.

South Ayrshire Council
Customer Contact Centre
03001230900

Community Learning and Development Progress Visit Report

South Ayrshire Council

14 November 2023

1. Context

HM Inspectors visited South Ayrshire Council to undertake a community learning and development (CLD) progress visit during October 2023. During the visit, we talked to learners and community representatives, CLD leaders, managers, staff, and volunteers, and other key stakeholders. HM Inspectors evaluated the effectiveness of local authority CLD partnerships' approach to self-evaluation and planning for improvement, and considered progress made against identified priorities in their CLD plans.

South Ayrshire encompasses the main towns of Ayr, Girvan, Maybole, Prestwick and Troon and a large rural area stretching from Dundonald in the north to Ballantrae in the south. In June 2021, the council created a new Thriving Communities service that brings together community-based services, CLD, community safety, community engagement and development, health and wellbeing, and employability. From January 2023, community wealth building also became part of the service.

2. Findings from the progress visit

How effective is the leadership of the local authority and their CLD partners in improving outcomes?

Areas of positive progress

The CLD Partnership and leaders have a clear vision for improvement. There is a culture of trust across partners, and they are clear about their own and each other's roles. Networking is strong and effective, benefitting from well-established relationships, including strengthened partnership working with Voluntary Action South Ayrshire. Partners are solution-focused and work together effectively to avoid duplication. As a result, resources are targeted well to meet local and South Ayrshire-wide priorities. Partners also collaborate and respond well to emerging needs. For example, supporting a large number of Ukrainian refugees to access learning and to secure employment. With the creation of Thriving Communities, the profile and recognition of CLD within the council and across local communities has increased. The structure, planning and delivery of the service around localities is helping to drive a similar approach by the Community Planning Partnership (CPP). This is beginning to simplify and rationalise the overarching CPP response to local need and the allocation of resources. The voices of young people are increasingly included at strategic level, such as in the mental health partnership. Staff at all levels are trusted to lead and their views are listened to and inform planning and practice. Recently, staff helped to develop locality and team plans. These plans are clearly linked to council, CLD and community planning priorities.

There is a clear shared vision, commitment, and ambition to improve outcomes for individuals and groups and to address inequality and social and economic disadvantage. CLD leaders and staff are resilient and confident in their approaches. Staff and volunteers are empowered to build capacity within a strong strategic framework. They have appropriate flexibility and autonomy at a local level to drive improvement. The council and partners are clearly committed to professional learning and workforce development for CLD staff and volunteers. For example, a few staff have been supported to gain CLD qualifications and a few modern apprentices have secured employment with Thriving Communities. Opportunities for career progression have been strengthened further as a result of the restructuring and bringing together of teams who work closely with communities. The council and partners are effective in securing additional external funding to increase capacity across services, including improvements to local facilities.

Areas for development

The third sector and community representatives are not yet sufficiently active participants in strategic decision-making or engaged early enough in the planning process. The recent refresh of the Communities Reference Group has the potential to increase the ability of community representatives to have a stronger and clearer voice. Going forward, it will be important to evaluate how effective this is in achieving its intended purpose. CLD partners should continue to develop community capacity building to empower communities further to do more for themselves. For example, taking ownership of land and buildings where appropriate to the benefit of local communities, and having a larger role in delivering local services.

How well does the performance of the local authority and their CLD partners demonstrate positive impact?

Areas of positive progress

Thriving Communities and partners use data effectively to show how they are improving performance and outcomes. Comparative reports clearly show increasing and improving trends across most measures. Employability data is particularly strong and shows significant sustained improvement. Strategic decisions are informed well by demographic, qualitative and quantitative data, which is complemented and informed by staff knowledge and local intelligence. There is a clear focus on improving outcomes for disadvantaged and marginalised groups including care experienced young people, young carers, those who are economically inactive and people who would benefit from support with their mental health and wellbeing. Case studies are used very well to show how services are improving the lives of individuals, communities of interest, geographic and equality groups. Learner feedback is gathered systematically, and programmes are adjusted flexibly in response.

Partners are delivering services effectively, which is helping to improve the life chances of disadvantaged individuals and groups in local communities and across identified groups. For example, English speakers of other languages learners are very well supported. Alongside the tutor, a team of committed volunteers are creating a relaxed and collaborative learning environment that is building the confidence of the learners to achieve their goals. 'Living Life to the Full' members completed a cooking on a budget course, which is helping them to manage the impact of the cost-of-living crisis. An emotive short film produced by a few young carers has helped to raise the profile of the challenges they face. As a result, there are significantly more young people self-identifying as young carers and able to access support. The Glendoune Community Association provides very effective support for local people, boosting confidence and civic pride, and engaging them in community led initiatives and adult learning. A focus on cost-of-living support, including food provision is helping to improve lives.

Participants are gaining new knowledge and skills across a range of programmes, which is helping them to meet their needs and to progress. Effective collaboration by the local employability partnership (LEP) is helping local people to secure employment. The third sector are an important and active member of the LEP. Member organisations of Voluntary Action South Ayrshire benefit from increased volunteering opportunities and work placements, which are helping people find long term work. Partners know each other's role well. As a result, they are highly effective at signposting learners to the most appropriate support no matter which service they contact. The employment of care experienced young people in modern apprenticeships, mostly with the council, is well above the national average.

Areas for development

In taking forward their intention to reduce the number of actions within the CLD plan, partners need to review and set out clear improvement targets and measures of success. These targets should take full account of partners priorities, local needs, and available resources. The council are at an early stage of developing a youth engagement and participation strategy and should continue with their intention to increase local youth engagement, to ensure it is inclusive and representative. The council and CLD partners should continue to review the demographic groups that they are focusing on. For example, developing their plans to engage more fathers and male learners and to increase the offer for older people as part of their Ageing Well work.

3. Practice worth sharing more widely

The local approach to employability is leading to sustained success for young people and adults across a range of measures. Job seekers and learners are benefitting from an effective 'no wrong door' approach. This is supported by a range of partners including Thriving Communities, psychological services, third sector organisations, Skills Development Scotland, the jobcentre and Ayrshire college. In recent years, the initial school leaver destination percentages are consistently high. Progression is clear, strong and well-evaluated. Last year, 1,175 adults and young people benefitted from the person-centred approach. Job seekers value the 52 week after-care offered to them after they find work. This is building their confidence, helping them to sustain employment, and to seek additional help if they need it. A focus on supporting care experienced young people is ensuring that those at risk of dropping out of college are engaged with at the earliest opportunity.

4. What happens next?

The local authority and their CLD partners are making sufficient progress with their CLD plan and have the capacity to continue to improve. As a result, HM Inspectors will take no further action in relation to this progress visit. During the inspection, we identified an aspect of highly effective practice which we would like to explore further.

Simon Ross
HM Inspector
14 November 2023

Community Learning and Development (CLD) Progress visits (PV) Record of Visit (ROV)

Purpose and audience

- This document, called the Record of Visit (ROV) is provided to support the partners to make changes and improvements.
- The ROV is provided for use by the education authority, lead officer for Community Learning and Development (CLD), CLD managers, CLD partners in the local authority and the local community to which it refers. It is a technical document designed to support improvement and careful thought should be given to how and when it is shared.
- A ROV is not intended to be copied and distributed in its entirety. CLD managers should use their judgement in sharing particular sections of the ROV confidentially with partners as appropriate to their areas of responsibility and interests. We would however encourage it to be shared widely and as appropriate.

Contents

- The ROV is the set of notes used by the inspection team for the discussion of findings meeting at the end of the progress visit. It may also contain information that was not required in the discussion.
- The information in this ROV has been checked and edited to ensure that individual members of staff below appropriate levels of seniority and individual learners cannot be identified and that it conforms to Scottish Government guidelines on the disclosure of data.
- The ROV is not an exclusive record of all of the evidence which underpins the inspection findings as expressed in the published progress visit report, and should not be regarded as such.

Local authority	South Ayrshire Council
PV dates	2 to 4 October 2023
PV Managing Inspector	Simon Ross
Discussion of findings (date)	4 October 2023

Context

South Ayrshire encompasses the main towns of Ayr, Girvan, Maybole, Prestwick and Troon and a large rural area stretching from Dundonald in the north to Ballantrae in the south. Based on 2021 estimates, the population is 112,450 spread over an area of 476 square miles. Seventy-point one percent of the population live in Ayr, Prestwick and Troon with the remaining 29.9% in Girvan, Maybole, rural Kyle and Carrick. Six datazone areas are in the 5% most deprived in Scotland and 19 are in the 15% most deprived in Scotland.

In June 2021, South Ayrshire Council created a new Thriving Communities (TC) service that

brings together community-based services, CLD, community safety, community engagement and development, health and wellbeing and employability. In January 2023, community wealth building, funded through the Ayrshire Growth Deal, also moved to TC.

How effective is the leadership of the local authority and their CLD partners in improving outcomes?

Strengths

- The CLD Partnership benefits from strong and well-established relationships across its membership. They are solution focused and work together well to avoid duplication. As a result, resources are targeted well to meet local and South Ayrshire wide priorities.
- Partners collaborate and respond well to emerging needs, such as supporting a large number of Ukrainian refugees to access learning and to secure employment.
- The CLD Partnership and leaders have a clear vision for improvement. Although some priorities have shifted since the 2021-24 plan was published, the CLD Partnership did not change their published plan. Their rationale is clear, and they are confident that evolving priorities are being taken forward within other council and community planning partnership (CPP) strategic plans.
- With the creation of TC, the profile of CLD within the council and in communities has grown. The structure and planning of the service around localities is leading the way within the CPP. Partners and other council services are gradually moving in a similar direction. Over time, this is helping to simplify and rationalise the CPP response to local need and the allocation of resources.
- There is a culture of trust across partners and they are clear about their own and other's roles. Networking is strong and effective. Partnership working with Voluntary Action South Ayrshire (VASA) has been strengthened.
- Increased effective joint working within the TC service is based on evidence of need. Staff at all levels are trusted to lead and their views are listened to and inform planning and practice. Recently they have helped to develop locality and team plans. These are clearly linked to council, CLD and community planning priorities.
- The voices of young people are increasingly included at strategic level such as within the mental health partnership.

Areas for development

- The third sector and community representatives are not yet fully active participants in all stages of strategic decision-making and planning. The recent reconfiguration of the Communities Reference Group has the potential to increase the ability of community representatives to have a stronger and clearer voice in strategic decision making. It will be important to evaluate how effective this is over time. Further developing the partnership agreement with VASA to increase further the role of community voices in designing strategy and policy would also support this.
- The council and CLD partners should continue to progress with their focus on strengthening further their joint self-evaluation and reflective practice at all levels.
- Where joint working is developing well within TC there is further opportunity to involve partners and communities in strategic development and planning at an earlier stage. There is also scope to strengthen further operational planning and coordination at programme level with key partners. Although terms of reference are in place for strategic and operational groups, only a few are clear about the governance and reporting arrangements. Adding this clarity in all cases would be helpful.

Strengths

- CLD planning is data informed and evidence led. There is a clear shared vision, commitment and ambition to improve outcomes for individuals and groups and to address inequality and disadvantage.
- CLD leaders and staff are resilient and confident in their approaches. They are empowered to build capacity within a strong strategic framework and have a degree of autonomy at a local level.
- The council and partners are committed to professional learning and workforce development for CLD staff and volunteers. A few staff have been supported to gain CLD qualifications and a few modern apprentices have secured employment with TC. Opportunities for career progression have been strengthened as a result of the restructuring and the bringing together of teams who work closely with communities.
- The council and partners are effective at securing additional external funding to increase capacity across services. This includes investment in local facilities and a focus on emerging need such as the cost-of-living challenges impacting on people's lives.
- Processes are in place to monitor and review regularly key policies and priorities.

Areas for development

- Continue to develop community capacity building to empower communities to do more for themselves. For example, take ownership of land and buildings to the benefit of local communities and take a larger role in delivering local services.
- In moving forward, it will be important to ensure that, wherever possible, additional capacity created through additional external funding is sustainable.
- Voices of young people and communities could be further developed to influence service delivery.

How well does the performance of the local authority and their CLD partners demonstrate positive impact?

Strengths

- TC and partners use data effectively to show how they are improving performance and outcomes. Three year comparative reports show an increasing and improving trend across most measures. Despite a backdrop emerging from the pandemic, a few key measures show improvement over a longer period. Employability data is particularly strong and shows significant sustained improvement.
- Strategic decisions are informed well by demographic, qualitative and quantitative data and supplemented and informed by local intelligence. Case studies are used well to show how services are improving the lives of individuals, communities of interest, geographic and equality groups.
- There is a clear focus on improving outcomes for disadvantaged and marginalised groups including care experienced young people, young carers, those who are economically inactive and people who would benefit from support with their mental health and wellbeing.
- TC staff have well-established systems in place to identify need through their use of demographic data, consultation and person-centred engagement with individuals.
- Staff feel empowered to use data at a local level to develop programmes to meet the needs of the range of diverse communities in the region. Effective use of data on poverty, employability and participation with targeted resource such as adult learning, support to local communities. Learner feedback is ongoing and programmes are adjusted flexibly to reflect ongoing feedback.

- Partners set specific targets around positive destinations for young people and have increased the numbers of young people to almost 100% in some schools.

Areas for development

- In taking forward their intention to reduce the number of actions within the CLD plan, partners need to review and set out clear improvement targets and measures of success. These targets should take full account of partners priorities, local needs and resources to maximise support to communities.
- There is scope to strengthen further the capacity of partners to share their data with the CLD Partnership to ensure there is a fully comprehensive picture of strengths, areas for development and local needs and to support further local needs and aspirations.
- It may be helpful for real life case studies to be presented to strategic leaders to support further their understanding of the positive impact services are having on people's lives and life chances. This will help to support them in making strategic decisions based on lived experiences alongside data and reports.

Strengths

- There is a strong commitment among staff, partners and leaders to improving life chances for all, in particular communities of social and economic disadvantage.
- TC are effectively targeting disadvantaged groups of young people in local communities and across identified groups. This is helping young people to gain new skills and experiences, gain accreditation for their achievements, and have their views heard. A few young people are also able to influence decisions which lead to improvement and investment in local amenities.
- The Health and Social Care Partnership and South Ayrshire Council are working effectively together to raise the profile and increase support for young carers. A few young carers gained a range of new skills and personal insights through creating a short film aimed at secondary school audiences. As a result, alongside other awareness raising activities, the number of known and self-identified young carers has increased from just over 100 to almost 400 in one year. The council and partners recognise the needs of young carers and have put in a wide range of similar support to care experienced young people. This is helping them to have a voice, access support, and to achieve success.
- English for speakers of other languages (ESOL) learners are very well supported to develop their language skills in a relaxed and collaborative environment. Alongside the tutor, a team of committed volunteers are creating a learning environment that is building the confidence of the learners to achieve their goals. A holistic approach and strong local partnerships mean that learners can discuss their needs and be referred to other services as appropriate. For example, the trusted relationship with Ayrshire College is ensuring that learners are assessed appropriately to be referred to the right resource for them. Learners can access Scottish Qualifications Authority (SQA) accredited courses up to level two. This is facilitating a learning pathway and transition to college.
- Support for vulnerable learners and those experiencing difficulties is a strength. Enthusiastic and professional staff are empowering learners to improve wellbeing, gain new skills and develop relationships. Staff are sensitive to the needs of learners while encouraging progression. For example, members of the parent and child together (PACT) group support each other. This has improved the relationships within the family and increased parental engagement in children's learning. 'Living Life to the Full' members have successfully completed a 'cooking on a budget' course. This is helping them to

manage the impact of the cost-of-living crisis. Learners are actively engaged in developing learning programmes, with staff able to engage partners, as necessary.

- Mental health and wellbeing is a priority for the CLD Partnership and the local authority. This focus is embedded well in a range of programmes. As a result, people are building their resilience and gaining the skills and confidence to progress. For example, the Say It Out Loud programme, developed by young people, is available in the majority of secondary schools and several primary schools. The youth led approach allows young people to tailor the resource to suit their setting. They produce materials that highlight an issue and signpost where to get help. Senior pupils undertake additional training to effectively support their younger peers. For example, Ayr Academy have organised wellbeing events for young people, staff and parents and developed a mental health and wellbeing policy.
- The Higher National Certificate Childcare Studies Group is an effective partnership approach, involving Ayrshire College, Job Centre and council, which supports learners previously distant from the job market. Participants lives, confidence and wellbeing are improving and there is a positive effect on their families and communities. They are often the first in their families and communities to participate in further education, becoming ambassadors and role models. Participants are proud of their achievements and the efforts of the partners to keep them motivated and on track despite life challenges.
- There is effective support to very socio-economically disadvantaged communities and individuals. For example, the Health and Wellbeing team is supporting a range of people to participate in health promoting activities. Ayr United Football Club contributes to this offer, supporting mental health. There is a strong 'grow your own' culture and examples of pathways through volunteering into employment with TC. The Glendoune Community Association provides very effective support for local people, boosting confidence, civic pride and supporting people to engage in community led initiatives and adult learning. The centre supports a range of skills for around 40 regular adult learners and their families and supports cost of living support, including food provision to the local community. The centre has a very active management group, comprising centre users, which is considering taking more agency for its own affairs, including community asset transfer of the building and the running of services.
- Schools value the one point of contact provided by TC to provide support to young people around wider achievement. TC has added to a positive perception of young people who do not thrive in school but may be leaders in out of school activities. Headteachers highlighted the effectiveness of the support from TC in addressing the needs of young people not thriving in school and their families.
- TC staff build relationships with young people at early age, these relationships are sustained in the long term. Care experienced young people benefit from modern apprenticeships and employability programmes. Positive destinations for young people are among the highest in Scotland. Effective Links with local businesses and third sector groups enable employability placements for young people that are matched to their interests and aspirations.
- The health and wellbeing offer ensures that people have the opportunity to participate in sport and physical activity.

Areas for development

- The council are at an early stage of developing a youth engagement and participation strategy and should continue with their intention to increase local youth engagement and ensure that it is inclusive and representative. They should also ensure that young people's views continue to help inform strategic decision making.

- ESOL tutors would benefit from dedicated time together to inform service improvement. As planned, the local authority should increase capacity to meet demand by training more tutors to deliver SQA accredited courses.
- There is scope to develop further the 'grown your own' approach with partners to widen volunteering and employability opportunities.
- Strengthen further the relationship with primary schools by sharing the success of the PACT group, and building on the learning that children and their parents engage in.
- The local authority should continue to implement the Say It Out Loud programme, developing it for a youth work setting as planned. The capacity building approach to extending the programme is helping TC meet the demand from schools. Staff should ensure that young leaders can articulate well the skills and competencies they achieve from participation.
- Develop further the health and wellbeing offer with partners to encompass more aspects of mental health.
- Consider further progressing routes and opportunities for vulnerable people into college work. For example, by using case studies to impact on cultural perceptions of communities who believe that further education is not for them.
- Strengthen community empowerment with the full CLD contribution of partners and local communities to increase agency. Consider building the capacity of communities to take on further challenges in taking ownership of land and buildings and delivering services.

Strengths

- A strong commitment to partnership working at a strategic level through the local employability partnership (LEP) is leading to improved employment opportunities for local people. LEP leads are cascading this approach to their agency's staff through effective information sharing and joint development sessions. The third sector are an important and active member of the LEP. Members of VASA are benefitting from increased volunteering opportunities and work placements which are helping people find long term work.
- Partners know each other's role well. As a result, learners are appropriately referred for support, no matter which service they contact. Robust data processes are in place to ensure that learner pathways are tracked. For example, a focus on supporting care experienced young people is ensuring that those at risk of dropping out of college are engaged with at the earliest opportunity.
- The employability pipeline is coherent, strong and well evaluated with adult learners and young people. Last year, 1,175 adults and young people were supported. Learners value the holistic approach to understand their needs and build a tailored pathway to employment, across a range of partners. Learners can access 52 weeks of after care when they move into a new placement. As a result, learners are finding training and employment opportunities that meet their needs and interests. This is helping them to sustain placements and employment in the long term. The employment of 12.7% of care experienced young people in modern apprenticeships, mainly with the council, is well above the national average and demonstrates the partners ongoing commitment to supporting this specific group of young people.
- Effective partnership working is leading to the highest school leaver destination returns in Scotland. Monitoring and evaluation of the adult learning offer demonstrates an increase in learner uptake post-Covid-19. A learner retention rate of 90% is attributed to the return to face-to-face learning and a focus on locality planning. This is ensuring that courses take place at a time and place that is suitable to the learners. Seventy-three per cent of learners

achieved a formal qualification in 2022-2023. Learners show very high-levels of satisfaction with their learning experiences and the support offered to them.

- Learning pathways are a strength and learners and partners report that this has improved since TC was formed. Psychological services, VASA, General practitioners (GPs) referrals, job centre and college are all clear on their role in supporting learners.

Areas for development

- The LEP should continue their focus on those who are economically inactive and least likely to engage with services. This includes older people who may benefit from part time work or volunteering. As the population is projected to age, the LEP recognises that the care sector is a growth industry for the area. This will help the LEP contribute to the authority's 'Ageing Well' agenda.
- Going forward it is important that the LEP continues to engage with employers to ensure that job seekers are given the opportunity to gain skills and training that matches employer's needs.
- There is a strong emphasis on building the confidence and mental wellbeing of learners. The CLD team recognises a need to focus on learners progressing to accredited courses.
- The learner profile continues to be dominated by female learners, due in part to family learning sessions populated mainly by mothers. The CLD team should continue to develop plans to engage more fathers and males.
- Many learners find out about opportunities by word of mouth. There is scope to increase the number of learners through further promotion.
- Continue to evaluate with VASA community capacity building needs and develop shared programmes to support community empowerment.

Safeguarding and child protection - Summary from self-evaluation pro forma

- The local authority CLD partnership submitted self-evaluation information related to child protection and safeguarding. Inspectors discussed this information with relevant staff. In addition, inspectors examined a sample of safeguarding documentation. Areas for development have been agreed with the local authority and CLD partnership.

What happens next?

The local authority and their CLD partners are making sufficient progress with their CLD plan and have the capacity to continue to improve. As a result, HM Inspectors will take no further action in relation to this progress visit. During the inspection, we identified an aspect of highly effective practice which we would like to explore further.

Case study

- Effective partnership working is leading to the highest school leaver data returns in the country. The partnership makes effective use of the data to demonstrate the impact of the employability programmes. The employability pipeline is coherent, strong and well evaluated with adult learners and young people. One thousand one hundred and seventy-five adults and young people were supported last year.
- LEP leads are cascading their collaborative approach to their agency's staff through effective information sharing and joint development sessions. The third sector are an

important and active member of the LEP. Members of the VASA are benefitting from increased volunteering opportunities and work placements which are helping people find long term work. Job seekers and learners are benefitting from the effective partnership working as this is creating a 'no wrong door' approach. This means that they are receiving appropriate advice and referrals from a range of agencies who understand well what each other does.

- Learners value the holistic approach to understand their needs and build a tailored pathway to employment, across a range of partners. The approach is embedded well within schools. Job seekers value the 52 week after-care offered to them after they find employment. This is building their confidence to maintain their employment and to seek help if they need it, resulting in long term employment and uptake of learning. Whatever an individual's starting point is in their learning, TC is able to offer a tailored programme with services and partners. The close joint working of TC staff and partners is key to success. The Life Chances programme provides confidence-building and opportunity for participants to challenge negative self-talk and a belief that defines them as non-learners.
- Learning pathways are a strength and learners and partners report that this has improved since TC formed. Psychological services, VASA, GPs referrals, job centre, college are all clear on their role in supporting learners.
- A focus on supporting care experienced young people is ensuring that those at risk of dropping out of college are engaged with at the earliest opportunity. Learners' stories are very powerful from those who have been completely disengaged from learning.