

South Ayrshire Council

**Report by Director of Communities and Transformation
to Cabinet
of 25 September 2024**

Subject: Community Learning and Development Plan 2024-2027

1. Purpose

1.1 The purpose of this report is to seek approval from the Cabinet to approve the new CLD Plan 2024-2027.

2. Recommendation

2.1 It is recommended that the Cabinet:

2.1.1 approves the new Community Learning and Development Plan 2024 – 2027; and

2.1.2 notes the progress made by the CLD Partnership during 2021-2024.

3. Background

3.1 In June 2012 the Scottish Government issued the CLD Strategic Guidance. While directed at Community Planning Partnerships (CPPs) and recognising the vital role played by a wide range of organisations and services, the guidance clearly identifies a lead role for local authorities **‘to provide clear leadership and direction, and to drive the action needed to ensure we maximise the contribution of CLD partners in the reform of public services’**.

3.2 This expectation was formalised by The Requirements for Community Learning and Development (Scotland) Regulations 2013 [CLD Regulations](#) which place a legal requirement on local authorities to fulfil this role. The CLD Regulations support the achievement of the following policy goals:

- To ensure communities across Scotland – particularly those which 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; and

- To make the role and contribution of CLD more visible
- 3.3 The CLD Regulations place a duty on local authorities to secure the delivery of community learning and development in their area, working with other CLD providers and communities. The regulations state that local authorities must publish a plan every three years setting out:
- what action it and its Partners intend to take to provide CLD over the period of the plan;
 - how delivery will be coordinated by the local authority;
 - what needs have been identified but will not be met during the relevant three years.
- 3.4 In South Ayrshire, 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 (DWP), Skills Development Scotland (SDS) and Ayrshire College.
- 3.5 In September 2021 South Ayrshire Council's Leadership Panel approved the [CLD Plan 2021-2024](#)
- 3.6 On 13 June 2023 the [CLD Plan Mid-Term Progress Report](#) was presented and approved at Service and Partnerships Performance Panel.
- 3.7 From 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.
- 3.8 The HM Inspectors progress report is published on Education Scotland website [Education Scotland CLD Inspection South Ayrshire](#).
- 3.9 On 5 December 2023 ,Graeme Dey, MSP announced in Parliament that there would be an independent review of Community Learning and Development. The review took place between December 2023 and June 2024 and the findings from this review were published on 18 July 2024 [Learning for All for Life \(www.gov.scot\)](#).
- 3.10 The timing of the publication meant that the findings from the review could not be included in the new CLD Plan 2024-27, however the CLD Partnership have agreed to consider the recommendations over the next twelve months and if there are any changes or updates required to the new CLD Plan 2024 – 2027 it will be brought back to the Cabinet.
- 3.11 On 14 February 2024, the [Cabinet](#) approved for the CLD Partnership, led by Officers from Thriving Communities, to consult on a new CLD Plan 2024 – 2027. The consultation sought the views of CLD practitioners, learners, partner organisations and community representatives. Face to face engagement sessions took place along with online surveys as part of the consultation process.

- 3.12 Following the engagement and consultation the partnership agreed the following priorities;
- Adult and Family Learning – Improving Outcomes For Adults and Families;
 - Financial Inclusion – Supporting our Families to Progress;
 - Youth Work – Improved Outcomes For Young People; and
 - Community Development – Supporting Our Communities To Thrive.
- 3.13 Workforce Planning was also identified as a priority and inline with the CLD guidance there will be a specific action plan developed to support Workforce Planning.
- 3.14 The CLD Partnership agreed that following approval of the Plan at the Cabinet, an action plan will be developed to support the priorities set out in the Plan.
- 3.15 Progress of the new Plan will be reported through Pentana, and a Mid-term Report will be reported to Service and Partnerships Performance Panel.

4. Proposals

- 4.1 The Cabinet is asked to
- 4.1.1 approve the new draft CLD Plan 2024 - 2027 (Appendix 1), developed by the CLD Partnership;
 - 4.1.2 approve the CLD Partnership to develop an action plan that supports the priorities set out in the new plan. Progress will be reported via Pentana and to the Service and Partnerships Performance Panel;
 - 4.1.3 acknowledge the findings from the national review of CLD [Learning for All for Life \(www.gov.scot\)](http://www.gov.scot) and agree for the CLD Partnership to provide updates via the Members' Bulletin on this review should it impact activity locally; and
 - 4.1.4 recognise the progress made during the previous Plan 2021-2024 (Appendix 2).

5. Legal and Procurement Implications

- 5.1 The recommendations in this report are consistent with legal requirements and in particular the Requirements for Community Learning and Development (Scotland) Regulations 2013 which require a local authority to publish a CLD Plan every three years
- 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 risk implications from adopting the recommendations in this report.

8.2 *Risk Implications of Rejecting the Recommendations*

8.2.1 The risks associated with rejecting the recommendations are that we are not complying with the CLD Regulations.

9. Equalities

9.1 The proposals within this report have been assessed through the EQIA scoping process. The CLD Plan was also one of areas of work where the Integrated Impact Assessment has been piloted (Appendix 3).

10. Sustainable Development Implications

10.1 ***Considering Strategic Environmental Assessment (SEA)*** - The proposals in this report represent a qualifying plan, programme, policy or strategy for consideration for SEA. However, it has been determined by South Ayrshire Council that the proposals are unlikely to have significant environmental effects; the CLD plan is therefore exempt from the SEA process and can be pre-screened out.

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 Community Learning and Development Plan 2024 - 2027 contributes to each of the priorities within the Council Plan.

13. Results of Consultation

13.1 The results from the consultation and the process that has been followed are included in the CLD Plan 2024 - 2027

13.2 Consultation has taken place with Councillor William Grant, Portfolio Holder for Education, and the contents of this report reflect any feedback provided.

14. Next Steps for Decision Tracking Purposes

14.1 If the recommendations above are approved by Members, the Director of Communities and Transformation will ensure that all necessary steps are taken to ensure full implementation of the decision within the following timescales, with the completion status reported to the Cabinet in the 'Council and Cabinet Decision Log' at each of its meetings until such time as the decision is fully implemented:

Implementation	Due date	Managed by
Publish CLD Plan 2024 - 2027	1 October 2024	Assistant Director - Communities
Develop an action plan for the new CLD Plan 2024 - 2027	1 November 2024	Assistant Director - Communities
Report progress of the CLD Plan to Service and Partnerships Performance Panel	1 February 2026	Assistant Director - Communities

Background Papers **Report to Leadership Panel of 21 September 2021 - [Community Learning and Development Plan 2021-24](#)**

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 Cabinet of 14 February 2024 – [Community Learning and Development Plan 2024-2027](#)

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

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Date: 17 September 2024

South Ayrshire Community Learning & Development Partnership Plan 2024 - 2027



Foreword

As Portfolio Holder for Education, I am delighted to introduce you to South Ayrshire's Community Learning and Development Plan for 2024-2027, which forms part of our statutory responsibilities outlined in the requirements for CLD (Scotland) Regulations 2013.

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

The previous CLD plan, published in 2021, was very ambitious during a backdrop of economic challenges along with the Covid-19 pandemic. I am delighted with the progress made and the positive feedback from Education Scotland during their 'Progress Visit' in 2023.

I am equally pleased that this new plan builds on those achievements and demonstrates our commitment in South Ayrshire to creating Thriving Communities while also focusing on addressing inequalities.

This plan recognises the economic challenges facing our communities in South Ayrshire and the role the CLD Partnership has in supporting children, young people and adults.

There is a focus on improving outcomes for our children and young people through our youth work approaches. There is a clear commitment to closing the poverty related gap by supporting education outcomes with a focus on attendance and positive destinations on leaving school.

Through the introduction of the UNCRC and the recently published Children's Service Plan we must ensure children and young people are at the heart of decision making in South Ayrshire.

The plan also sets out our commitment to promoting family learning and ensuring local support is available for families. This will ensure our families have opportunities to thrive while also supporting age friendly communities across South Ayrshire.

I believe this plan assists South Ayrshire Council and our Community Planning Partners to continue supporting our communities by building capacity.

Finally, I would like to thank everyone who has helped shape this plan and priorities. Through our ongoing engagement and consultation with communities we will ensure CLD resources are targeted at those most in need in our communities.



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

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Introduction

The main purpose of this 3-year CLD Plan (2024 – 2027) is to support the coordination of all CLD provision in South Ayrshire and the contributions of the CLD Partnership are acknowledged and play a significant role in achieving outcomes identified in South Ayrshire’s Local Outcome Improvement Plan (LOIP).

Although progress has been made over the past few years, CLD Partners recognise that we must continue to manage resources effectively and efficiently moving forward to support our communities.

This plan commits the CLD Partnership to ensuring CLD support exists in South Ayrshire to support our most disadvantaged individuals and communities.

The plan recognises that CLD support is offered through the third sector, uniformed organisations, registered charities and statutory organisations and we continue to strengthen the relationships across these sectors.

Our Commitment:

- We will coordinate the provision of CLD through the CLD Partnership and support priorities through the Youth Work Network, Learning Community Partnerships, Community Planning Participation and Engagement Group and Local Employability Partnership (LEP).
- We will support the Community Planning Partnership Strategic Delivery Partnership priorities, adding value and additionality to the CPP.
- Share joint ownership of the plan in relation to the actions, delivery and evaluation.
- We will share resources, data and/or staff and work collaboratively to identify the needs of our communities.
- We will create and support workforce development opportunities across the CLD Partnership.

Jamie Tait
Service Lead Thriving Communities
Chair of South Ayrshire CLD Partnership



CLD Partnership

In South Ayrshire the CLD Partnership is made up of representative 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) and Skills Development Scotland (SDS).


The purpose of the CLD Partnership is:

- To oversee compliance for the CLD (Scotland) Regulations 2013 through the development, implementation, monitoring and evaluation of the 3-year plan 2024 – 2027 and update to reflect any changes as required.
- To delegate key functions of the CLD Plan to meet priorities and monitor progress between partners to ensure improved outcomes for learners, families and our communities.
- 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.
- Review the quality and effectiveness of CLD activity in line with Education Scotland's self-evaluation framework 'How Good is the Learning and Development in Our Community?'
- 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 Community Planning Partnership SDPs
- Represent South Ayrshire at the South West CLD Network.
- Ensure that leadership for CLD is effectively provided by South Ayrshire Council's Service Lead for Thriving Communities.

“ We have developed an effective workforce development plan for staff, partners and volunteers to ensure they are upskilled to the level required. ”



What is Community Learning & Development?

A group of children and adults are playing a ball game on a grassy field. The children are holding pink and blue balls, and the adults are also participating. The field is marked with yellow and green lines. In the background, there are soccer goals, a fence, and a hillside under a clear blue sky.

CLD is the field of professional practice in Scotland which includes youth work, community-based adult learning, family learning, and community development. CLD practice enables people of all ages to identify their own individual and collective goals, to engage in learning and take action to bring about change for themselves and their communities. CLD is a key element of the education sector in Scotland.

CLD should empower people, individually and collectively, **to make positive changes in their lives and their communities, through learning.** The principles that underpin practice are:-

- *empowerment* - increasing the ability of individuals and groups to influence matters affecting them and their communities;
- *participation* - supporting people to take part in decision-making;
- *inclusion*, equality of opportunity and anti-discrimination - recognising some people need additional support to overcome the barriers they face;
- *self-determination* - supporting the right of people to make their own choices; and
- *partnership* - ensuring resources, varied skills and capabilities are used effectively. The purpose and principles are embodied in the competences and ethics for CLD practice as set out by the CLD Standards Council for Scotland

Community Learning & Development in South Ayrshire

Within South Ayrshire Council, CLD is part of the Thriving Communities Service which incorporates Employability, Health & Wellbeing, Community Safety and Community Engagement.

CLD Practitioners from the local authority and the third 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. These partnerships include the Community Planning Partnership (CPP), including Children's Services, Community Safety, Financial Inclusion, Population Health as well as the CLD Partnership, Local Employability Partnership (LEP) and Community Planning Participation & Engagement Group.

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 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.



National Context

The Government’s National Performance Framework sets out the strategic objectives for all public services, including those delivering CLD. Within this, CLD’s specific focus should be:-

Improved life chances for people of all ages, including young people in particular, through learning, personal development and active citizenship

Stronger, more resilient, supportive, influential and inclusive communities

These priorities are incorporated in the CLD Strategic Guidance for Community Planning Partnerships which was published in June 2012.

In September 2013, the Scottish Government implemented 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 (CPP).

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.

This new CLD Plan for 2024-2027 demonstrates our key objectives and priorities for the next 3 years, continuing the work established throughout the last plan and building on its successes, whilst ensuring we meet the required objectives set out in South Ayrshire’s Local Outcome Improvement Plan 2024 – 2029, South Ayrshire Council Plan 2023 – 2028, Health and Social Care Strategic Plan 2021-31, South Ayrshire Children and Young People’s Services Plan (2023 – 2026) and South Ayrshire Child Poverty Strategy (2024 – 2029).



National Policy

The national policy objectives below are key policy areas where CLD practice continues to have a significant impact on the most vulnerable learners and communities across Scotland:

- Raising Attainment
- New Scots Refugee Integration Strategy
- ESOL
- Curriculum for Excellence
- Community Empowerment
- Family Learning
- Employment and Skills
- Mental Health Support
- Developing the Young Workforce
- UNCRC and Youth Participation
- Tackling Child Poverty
- Getting it right for every child (GIRFEC)
- Keeping the Promise
- Volunteering
- Learning for Sustainability



Independent Review

The Minister for Higher and Further Education; and Minister for Veterans announced on 5 December 2023 an independent review of CLD provision across Scotland. The independent review of CLD seeks to better understand the extent to which CLD is delivering positive outcomes for some of Scotland’s most vulnerable learners. In doing this, the review will consider how the CLD sector:

- Effectively and consistently measures outcomes delivered through CLD and reports this across the sector. This includes data on the CLD workforce, engagement opportunities and outcomes for learners.
- Delivers positive outcomes and improved life chances for marginalised and vulnerable learners in communities, in the context of wider education reform and public finance constraints.
- Maintains a strong and suitably professionalised CLD workforce equipped to deliver high quality outcomes for learners in a reformed education system.



Throughout the development of this CLD Plan, we acknowledge the ongoing review. Depending on its outcomes, we may need to conduct further consultations and update this plan accordingly.



Local Policy & Priorities

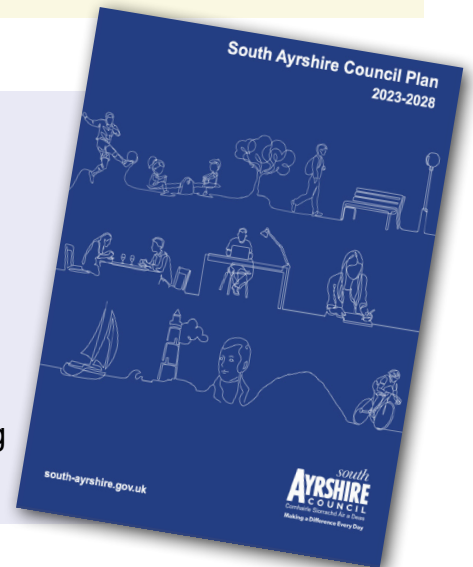


The Local Outcome Improvement Plan (LOIP 2024 – 2029) for South Ayrshire [Local Outcomes Improvement Plan \(south-ayrshire.gov.uk\)](https://south-ayrshire.gov.uk) outlines a range of key priorities that underpin the delivery of the CLD Plan, ensuring an effective collaborative approach to CLD in South Ayrshire.

The LOIP has two high-level outcomes focused on Place and Wellbeing, under which several key [priority areas](#) are incorporated, including Children’s Services, Community Safety, Population Health, Sustainability and Financial Inclusion and Growth.

In addition to the LOIP, in 2023 South Ayrshire Council also published their [Council Plan 2023-28](#).

South Ayrshire’s Council Plan (2023 – 2028) [SAC Council Plan 2023-28 - v4 Feb 2023 for panel.pdf \(south-ayrshire.gov.uk\)](#) has three overarching priorities - Spaces and Places; Live, Work and Learn; and Civic and Community Pride with supporting outcomes. The Council’s priorities and outcomes place an emphasis on the connection between our places and the wellbeing of our communities and environment.



The priorities and outcomes identified have been influenced by the Places and Wellbeing Outcomes, a joint initiative between Public Health Scotland and the Improvement Service, aimed at recognising the important effect our places have on the wellbeing of our communities and environment.

Recognising the role of CLD SAC has a specific action to consult, develop and publish a new CLD Plan within their strategic plan 2023-2028.

CLD activity is embedded within and supports Community Planning priorities and will continue to contribute to these priorities throughout the lifetime of the 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:

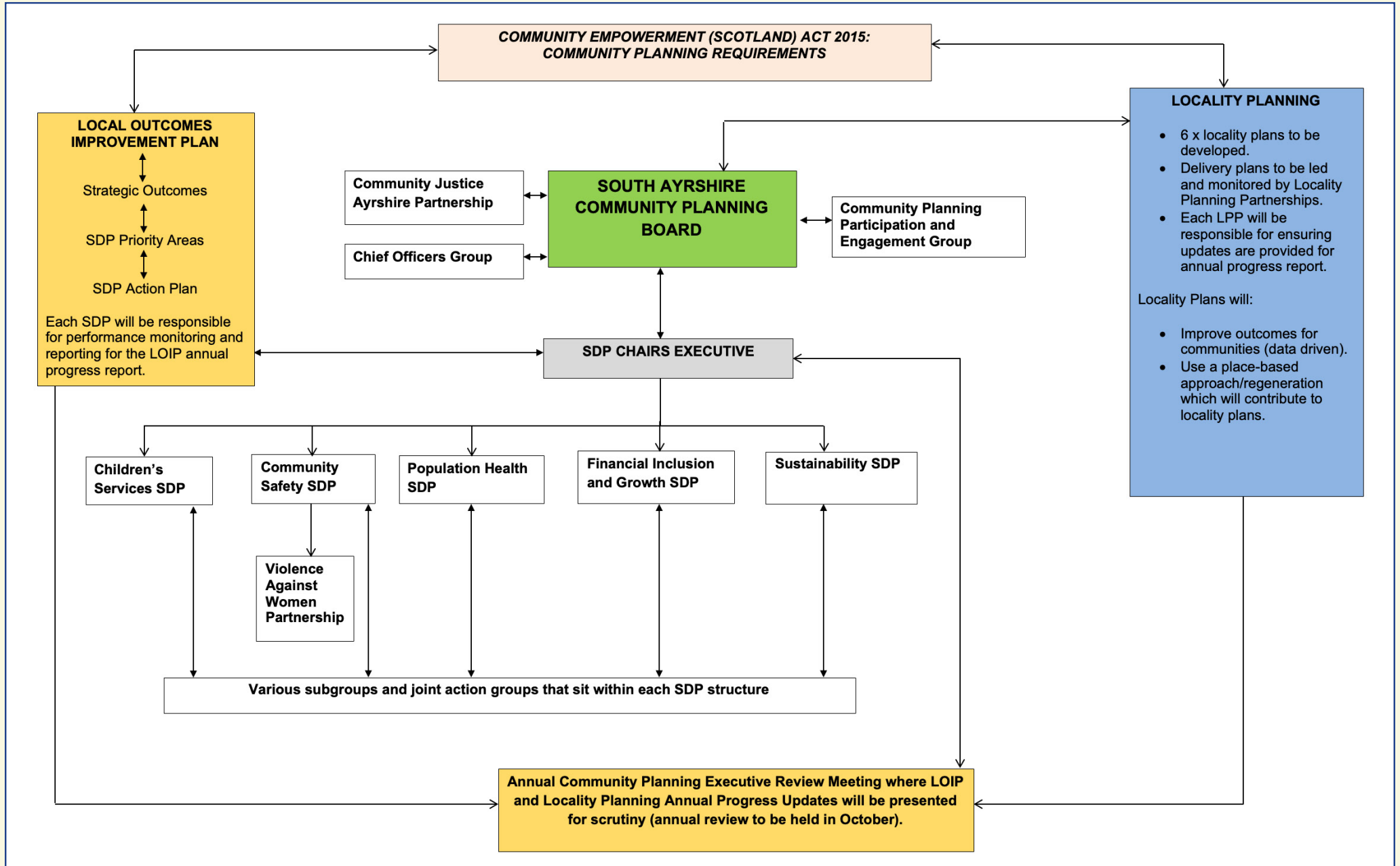
[Children’s Service](#) | [Community Safety](#) | [Financial Inclusion](#) | [Population Health](#) | [Sustainability](#)



Voluntary Action South Ayrshire (VASA) lead on the Community Planning Participation and Engagement Group which supports the CPP with wider local community engagement and participation.



Local Outcomes Improvement Plan



Child Poverty

The Child Poverty (Scotland) Act 2017 (the Act) sets out highly ambitious poverty mitigating related targets to be achieved by Community Planning Partnerships by 2030. In 2022 the Scottish Government produced a new Delivery Plan [Best Start, Bright Futures: tackling child poverty delivery plan 2022 to 2026](#).

The plan recognises the significant contribution partners have made toward tackling child poverty since the Act was introduced but highlights the strategic challenges that have emerged over the past few years including the pandemic and the cost-of-living crisis.

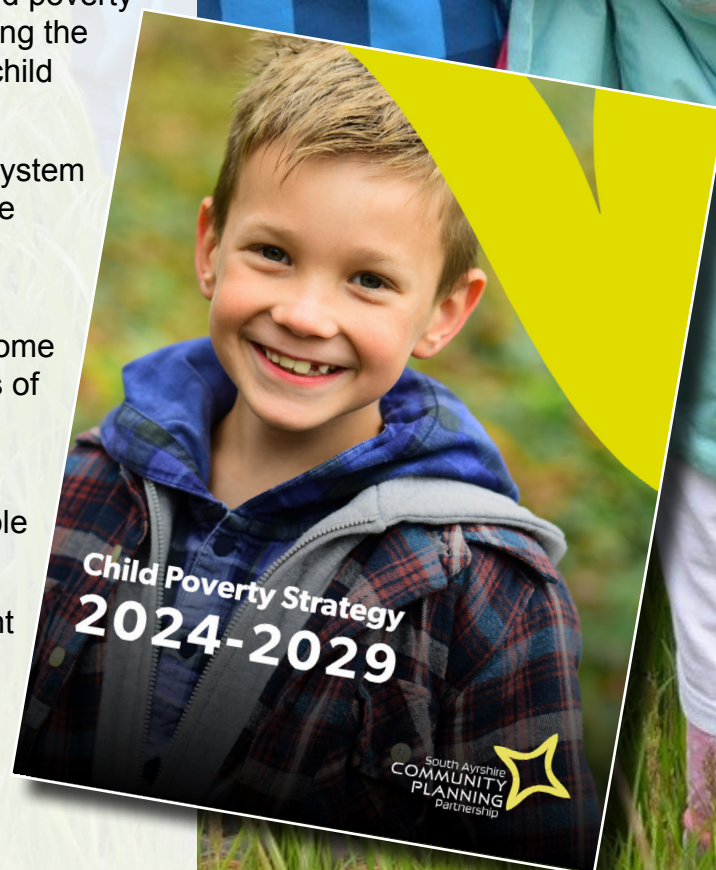
The key drivers that impact on child poverty have been stated within the Act's Delivery Plan as:

1. Income from employment
2. Cost of living
3. Income from social security and benefits in kind

South Ayrshire Council's Community Planning Partnerships [Child Poverty Strategy 2024-29](#) provides an insight into child poverty in South Ayrshire as well as identifying the following priorities to help to tackle child poverty across South Ayrshire:-

- Priority Area 1 - A child poverty system in South Ayrshire that delivers the best possible outcomes for our communities
- Priority Area 2 - Coordinated income maximisation following principles of proportionate universalism
- Priority Area 3 - High quality, flexible, accessible, and affordable education and childcare.

Community Learning & Development will play a key role in supporting priorities, ensuring a strategic and impactful approach to addressing child poverty across South Ayrshire.



Integration Joint Board Strategic Plan

South Ayrshire Health and Social Care Partnership (HSCP) Integration Joint Board Strategic Plan (2021-2031) is a ten-year vision for integrated health and social care services with the vision of ‘empowering our communities to start well, live well and age well’.

The HSCP developed the ‘Wellbeing Pledge’ reflecting the notion of two parties (public services and the community) contributing to a common goal:



‘Team Around’ the Locality is an ongoing development enabling the operational implementation of the ambitions set out in the IJB Strategic Plan and other key strategic objectives. Services within HSCP have developed their own strategies to deliver on the strategic priorities.

Mental Health & Wellbeing

Mental wellbeing has close ties with people’s lifestyles and behaviours. Financial security, employment, and location are influences that often have a bearing on these choices. We will support the mental health and wellbeing of our communities with a focus on prevention and early intervention. We aim to provide access to support and learning that promotes positive mental health. We will work to enhance financial literacy and employment opportunities to reduce the socio-economic factors impacting mental wellbeing. Our goal is to create supportive networks that empower people to make healthy lifestyle choices and have support available when needed. Our comprehensive approach ensures that mental health considerations are integrated across the work of the CLD Partnership.



Ageing Well

South Ayrshire has a significantly higher proportion of older people than East and North Ayrshire. To ensure that we support individuals as they grow older to live as independently and fully as possible, our CLD Plan aligns with the [Ageing Well Strategy Ageing Well - Health and Social Care Partnership \(south-ayrshire.gov.uk\)](#). This strategy promotes Age Friendly Communities and identifies key priorities for ageing. By integrating these priorities into the work of CLD, we are committed to creating environments where older people can thrive.

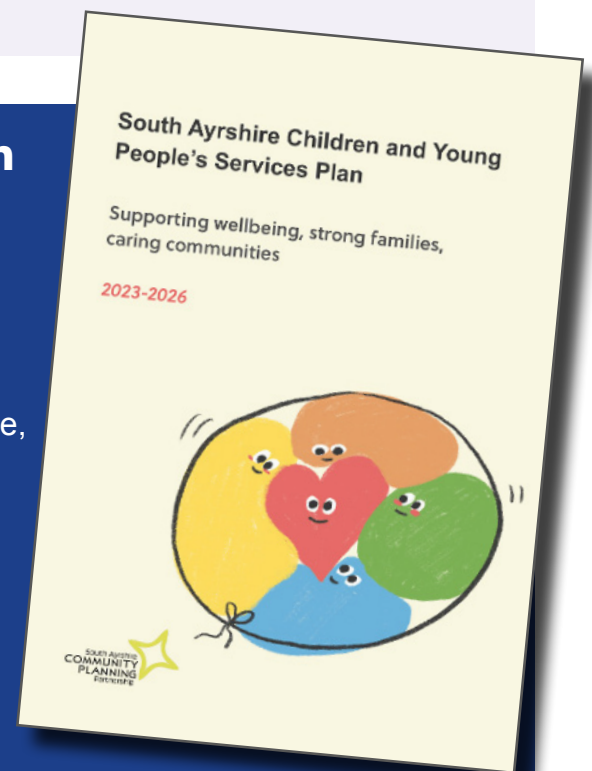
The CLD Plan aligns with the strategic vision of the HSCP, supporting communities to live and age well by fostering well-being, resilience, and lifelong learning. Through strong local relationships and partnership work, the CLD Partnership will continue to support HSCP priorities. CLD will remain a key partner in developing and shaping future plans and priorities, including the Mental Health and Suicide Prevention Strategies.



Children Services & Young People Plan

The Children and Young People's Services Plan (2023-2026) [South_Ayrshire_Children_and_Young_Peoples_Services_Plan_2023-2026.pdf \(south-ayrshire.gov.uk\)](#) sets out a shared vision, priorities and aims for the wellbeing of children, young people and families in South Ayrshire. Central to this are six interconnected priorities: The Promise, Families, Included, Voice, Healthy and People. Each priority underlines our commitment to delivering integrated, effective and caring services in our communities. Thriving Communities are represented across each of the thematic priority groups and will continue to lead the development of specific areas such as Voice. Our dedication to The Promise and our Young Carers furthers our commitment to creating supportive and caring communities where every child can achieve their full potential.

Our CLD Plan demonstrates our commitment to improving outcomes for children and young people are aligned to and contribute to our Children and Young Peoples Service Plan.



Childrens Rights (UNCRC)



The United Nations Convention on the Rights of the Child (UNCRC) is the global “gold standard” benchmark for children’s rights and sets out the fundamental rights of all children. This plan embraces a right-respected approach, ensuring that children’s voices, rights, and needs are at the heart of our decisions and the delivery of our CLD priorities. We are committed to embedding the principles of the UNCRC throughout our support, fostering an environment where every child is heard, respected, and supported to achieve their full potential.

Community Learning & Development are a key partner in supporting the Family First model which has been launched in South Ayrshire. The Family First model is built around South Ayrshire’s eight educational clusters, organised by our eight Secondary Schools in South Ayrshire including their associated primary schools. A Family First ‘Support Around Schools’ approach brings key partners together into teams within their community areas, alongside families to improve outcomes in three key areas:

- School attendance
- Supporting pupils who are at risk of exclusion
- Improving transitions

This collaborative approach aims to meet the specific needs of children and families in South Ayrshire through early intervention and integrated services, prioritising the wellbeing of each child through a GIRFEC approach.



Summary

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.

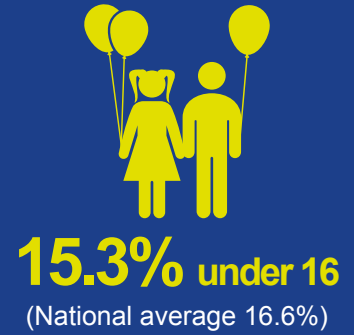
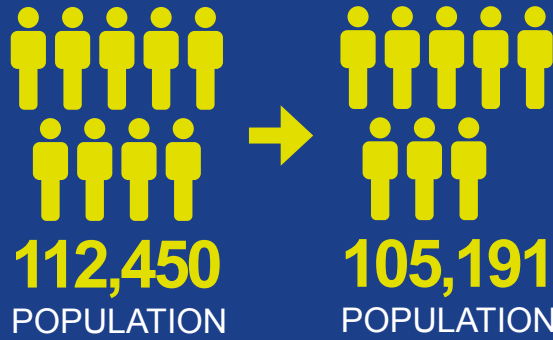


The CLD Partnership will maintain strategic responsibility for the development, monitoring and evaluation of the three-year plan. This plan has been approved by South Ayrshire Council Cabinet and will be endorsed by South Ayrshire's Community Planning Partnership Board.

An annual progress report will be submitted to the Service and Partnership Performance Panel. While the CLD Partnership oversee the plans implementation, specific actions to support priorities will be allocated to the Youth Work Network, Learning Community Partnership, Community Planning Participation and Engagement Group and the Local Employment Partnership (LEP). The Children Services Priority Groups and the Community Planning SDP's will also contribute to CLD priorities.

South Ayrshire Overview

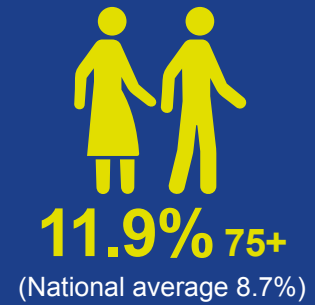
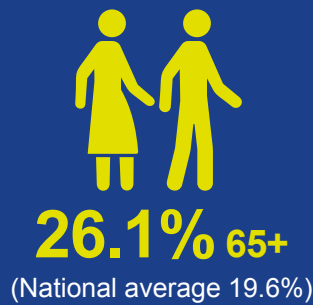
Between 2021 and 2043 the population of South Ayrshire is projected to decrease from 112,450 to 105,191. This is a decrease of 6.9% which compares to a projected increase of 1.7% for Scotland as a whole.



58.6%

of the population are working age (16-64) compared with

63.8% Nationally



By 2043 it's estimated the number of people 75+ years will have increased by 35% from

13,664
people in 2021 to
21,040



In 2021, South Ayrshire had the 4th highest dependency ratio in Scotland

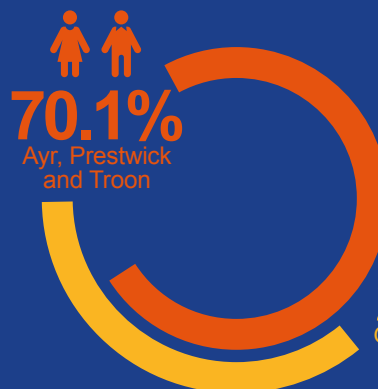


South Ayrshire has 7 datazones in the top 5% most deprived vigintile



In 2022, there were 56,453 dwellings in South Ayrshire.

95.5% were occupied dwellings which is slightly less than national rate of **95.7%**



29.9%
Girvan, Maybole,
rural Kyle and
Carrick



● TROON

● PRESTWICK

● AYR

● MAYBOLE

● GIRVAN

(Source: National Records of Scotland, Small Area Population Estimates 2021)

Further supplementary data can be found in appendix one.

Consultation and Engagement Process

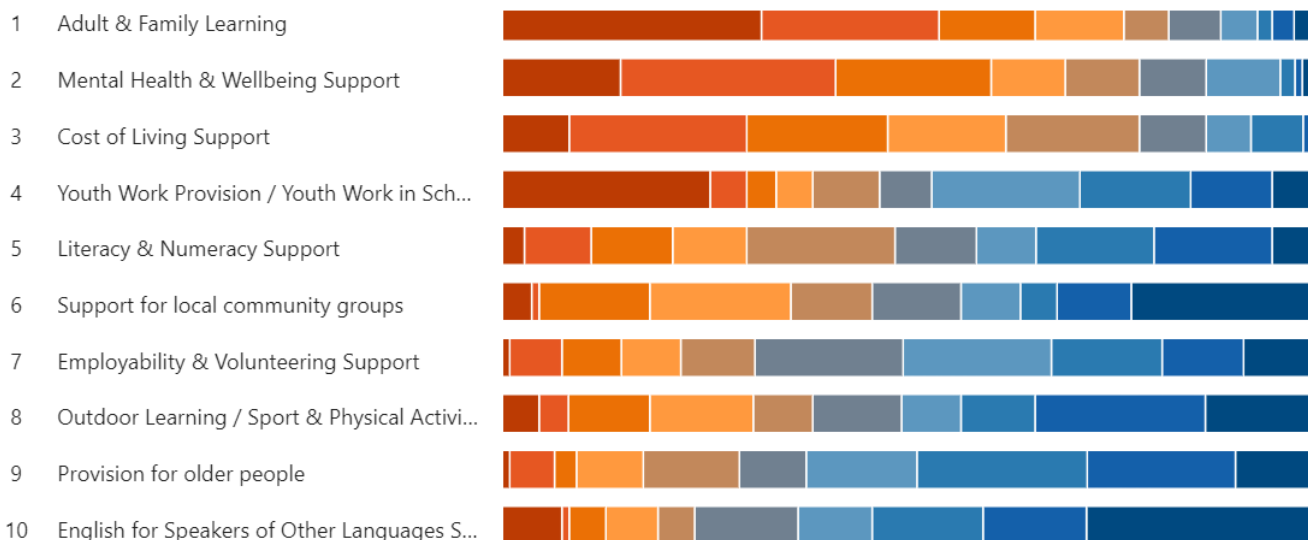
In developing the Community Learning & Development 2024 – 2027 Plan, a consultation and engagement exercise was undertaken with the community, partners and the workforce. Workshops took place with the CLD Partnership and other relevant partners.

The survey posed key questions such as identifying priorities for CLD over the next 3 years, understanding the impact of CLD activities on individuals, uncovering any barriers to participation and asked for information on areas for development and improvement.

Within the learner survey we asked what our priorities should be over the next 3 years and asked them to ranked from 1 – 10 (1 being the highest priority and 10 being the lowest)

ID	Choice	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th
1	Adult & Family Learning	34	24	13	12	6	7	5	2	3	3
2	Mental Health & Wellbeing	16	29	21	10	10	9	10	2	1	2
3	Cost of Living	9	24	19	16	18	9	6	7	1	1
4	Youth Work	28	5	4	5	9	7	20	15	11	6
5	Literacy & Numeracy	3	9	11	10	20	11	8	16	16	6
6	Community Capacity/ Support for Local Groups	4	1	15	19	11	12	8	5	10	25
7	Employability & Volunteering	1	7	8	8	10	20	20	15	11	10
8	Outdoor Learning/Sport & Physical Activity	5	4	11	14	8	12	8	10	23	15
9	Provision for Older People	1	6	3	9	13	9	15	23	20	11
10	English for Speakers of Other Languages	8	1	5	7	5	14	10	15	14	31

Priorities



Our Priorities

1st September 2024 – 31st August 2027

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. Additionally, consultation sessions were held with CLD Partners and staff and it was recognised the overarching importance of mental health and ageing well. Consequently, we are committed to integrating mental health and ageing well support through all aspects of CLD work and have set out the following priorities for the plan:-

1. Adult & Family Learning – Improved Outcomes for Adults & Families

Adult Learning happens in a variety of places, in a range of ways, and for any number of reasons. We want to deliver programmes that are relevant and accessible to our communities. We want all learning to be lifelong, life-wide, and learner-centred.

Recognising the critical role of family learning, we believe that involving entire families in the learning process enhances educational outcomes, strengthens family bonds, and fosters a culture of learning within the community. We will deliver high-quality, effective adult and family learning provision that meets the needs of our communities at times and places that suit them.



2. Financial Inclusion – Supporting our Communities to Progress

South Ayrshire Council and CLD Partners are committed to addressing social and economic inequalities by supporting those who are most vulnerable. The Local Employability Partnership (LEP) 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.

We will facilitate access to community spaces where individuals can take part in learning opportunities that will develop skills and confidence for further education, volunteering and employment as well as providing numeracy support.



3. Youth Work Provision – Improved Outcomes for Young People

CLD 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.



4. Community Development – Supporting our Communities to Thrive

Community Development is a pivotal function of CLD. It involves a deliberate and structured approach aimed at collaborating with specific groups united by location, interests, affiliations, or identity to actively participate in community decision making. Our goal is to encourage communities to voice their preferences for meeting their needs and to influence service delivery aiming to empower communities to take charge and expand their choices in daily living.

We will support communities by raising awareness of funding opportunities and work with relevant partners who can assist communities to take forward actions that are important to them. By connecting communities with resource and expertise, we aim to ensure that they have the financial and strategic support needed to achieve their goals and help them to thrive.



Workforce Development

The Strategic Guidance for Community Planning Partnerships on CLD emphasises the importance of workforce development and effective leadership over the next three years.

This plan recognises that CLD in South Ayrshire is provided 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 including supporting staff to complete their CLD professional qualification, Education Scotland provided a Professional Learning Programme looking at self-evaluation, evaluative writing, improvement actions and improvement planning.

We worked with partners and delivered joint training, partnership development opportunities, inputs at team meetings and sharing resources. Locally we will continue to support and promote CPD opportunities including opportunities for staff to gain the CLD professional qualification and enhance promotion of the CLD Standards Council.

The introduction of Youth Work Modern Apprentices has been positive and something the partnership will continue to support, while exploring other opportunities. The partnership is committed to 'growing our own' workforce in South Ayrshire to support community wealth building.

The CLD Partners do however recognise workforce challenges including reduced budgets, resources and challenges recruiting staff in our rural areas.

To support the implementation of the new 3-year CLD Plan, the CLD Partnership will develop an updated workforce development plan. This plan will focus on identifying training needs and providing CPD opportunities. We will ensure adherence to the standards and ethics of CLD practice and will raise awareness of the CLD Standards Council for Scotland. Additionally, we will ensure that staff undergo robust induction programmes, providing them with comprehensive support to seamlessly integrate into their roles.

We are committed to the design and delivery of a right-based, trauma responsive offer of training for our workforce. We need to ensure that our multi-agency workforce is skilled, nurturing and connected to positively impact on the well being of children, young people and families.



Unmet Need

South Ayrshire is an area with pockets of significant economic and social issues. In a time of reduced budgets and staffing levels, coupled with an increased demand for services the Community Learning & Development partnership acknowledge that it is inevitable that some community needs will remain unmet.

Equalities

South Ayrshire Council (SAC) Integrated Impact Assessment process has been followed during the various stages of the CLD Plan. The Integrated Impact Assessment (IIA) incorporates a range of cross-cutting themes including: Equalities and the Fairer Scotland Duty, United Nations Convention on the Rights of the Child (UNCRC); Sustainability, Climate Change and Biodiversity; Our Ageing Population; Trauma Informed Services; Health and Wellbeing, Rurality and The Promise.



Summary detailing how this plan was developed:-

Date	Activity
14th February 2024	Cabinet Approval to consult on new CLD Plan
22nd April 2024	CLD Partnership update and feedback opportunity on consultation process/timeline.
May – July 2024	Consultation period with staff, partners, volunteers and learners
11th June 2024	Update on consultation with Third Sector and Community Planning Participation and Engagement Group Partners
12th July 2024	Extended CLD Partnership workshop
17th July 2024	Thriving Communities Leadership Team Feedback
23rd July 2024	Issue Draft CLD Plan for feedback
21st August 2024	Pre- ELT Deadline
28th August 2024	ELT Deadline
4th September 2024	Portfolio Holders



Glossary of terms/key national indicators used in the 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

ESOL – English for Speakers of Other Languages

HSCP – Health & Social Care Partnership

CPD – Continuing Professional Development



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Making a Difference Every Day

South Ayrshire Community Learning & Development Partnership 3 Year Plan

September 2021- August 2024

End of Plan Report



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Introduction

We are delighted to introduce you to the Community Learning and Development (CLD) Partnership end of plan report. In September 2021, we published our 3-year plan CLD which set out our priorities for the CLD Partnership and agreed an action plan to meet these priorities and support our communities in South Ayrshire.

In South Ayrshire the CLD Partnership is made up of representative 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) and Skills Development Scotland (SDS).

Over the past three years, we have made significant progress in supporting individuals, families, and communities facing various barriers to reaching their full potential, improving their life chances, and raising their aspirations. Our efforts have been focused on key areas including Youth Work, Adult & Family Learning, English for Speakers of Other Languages (ESOL), Employability, Volunteering, Community Empowerment and Community Engagement. In this report, we highlight the substantial work carried out under each of these priority areas.

Our CLD partnership and associated Learning Community Partnerships has been key in addressing the diverse needs of our community, ensuring that our support is inclusive, impactful and we have created environments where individuals and communities have the opportunity to thrive.



Priority 1

Youth Work - Improving Outcomes for Young People

Our Thriving Communities team aim to empower and support young people to improve their life chances and opportunities 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. We work collectively to provide our young people with the skills, confidence and resilience required to achieve the very best they can. Our Youth Work takes place in a variety of settings including community centres, schools, youth cafés and on the street.

Key Youth Work Data:

Number of young people engaged by youth work theme:

	2023/24	2022/23	2021/22	2020/21
Holiday Programmes	422	778	298	158
Community-based Youth Work	1263	968	613	390
Work in schools	412	376	125	206
Total	2097	2,122	1,036	754

Background information:

	2023/24	2022/23	2021/22	2020/21
Care Experienced	59	58	61	14
Young Carers	29	13	49	7
SIMD 1-3	893	1,104	500	260
Referred Group	147	119	103	134
Outwith target group	969	828	323	340
Total	2097	2,122	1,036	755

Learner Hours by theme:

	2023/24	2022/23	2021/22	2020/21
Holiday Programmes	3755	6,931	1,977	1,488
Community-based Youth Work	19,484	15,182	14,911	3,683
Work in schools	6,567	9,453	3,528	4,548
Total Hours	778	31,566	20,416	9,719

Learning Outcomes:

	2023/24	2022/23	2021/22	2020/21
Positive Relationships	388	494	362	106
Safe and Welcome	403	512	376	113
Have a Say	376	466	346	100
New Experiences	361	467	343	103
Skills and Knowledge	357	429	318	106
Better Informed Decisions	343	440	328	78
Positive Futures	358	459	358	107
Total number completed	404	513	378	113

Work Accreditation:

	2023/24	2022/23	2021/22	2020/21
Hi5! Award	88	184	18	9
Dynamic Youth Award	53	76	30	21
John Muir Award	29	17	27	15
Saltire Award	57	95	42	21
Youth Achievement	0	2	0	0
Duke of Edinburgh - Bronze	11	3	8	5
Duke of Edinburgh - Silver	0	6	0	0
Princess Trust Achieve L4	1	3	0	0
Princess Trust Achieve L3	2	10	0	0
SQA Personal Development	0	0	12	6
Total Awards Completed	241	396	137	77

Thriving Communities

Through the 'Have Your Say' and 'Social Media' survey and further focus groups, Community Planning partners now have an improved and shared understanding of how young people wish to have their voice heard, communicated and how information should be shared.

The consultation highlighted that young people would prefer to be part of local youth voice groups to engage in youth voice relating directly to their community/ area they live in.

As a result Thriving Communities have set up various local Youth Voice Groups and through these platforms young people's views and opinions are better heard to empower and support in advocating issues that affect their lives



The groups take place in the following localities:

**Ayr North | North Carrick | Glendoune |
Plans are in place for Prestwick and Troon and Ayr South**

The local Youth Voice Groups are open to young people aged 11 years up, to informally meet every fortnight with a mix of fun interactive activities to support building relationships and opportunities to have a say and influence within their community.

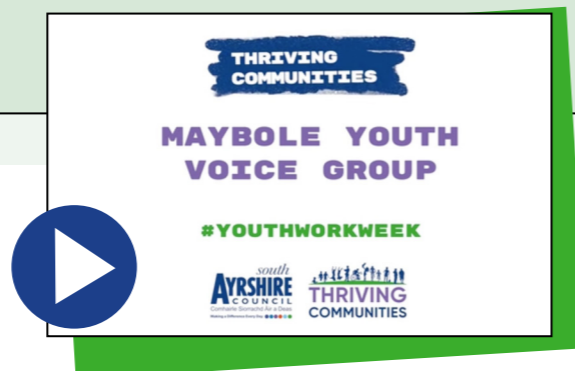
Young people participating so far have been involved in developing new facilities in their area (local Skate Parks), planning and fundraising for the local youth activities available in their area, planning South Ayrshire wide events or local fun days and part of research and having a say on the refurbishment of local Youth Centres.

The North Carrick Youth Voice Group was involved in the development of the new Skate Park in Maybole. The young people created and carried out a consultation with over 300 young people across North Carrick and collated and presented the results. Construction has now finished and the final design was directly informed by young people. The group are now planning a Graffiti Art project and launch event.

This group have also contributed towards South Ayrshire wide events such as Bounce and Question Time.



Click here to view video



Youth Work Summer Programmes

Over the past 3 years, Thriving Communities have delivered Holiday Programmes which were designed to support disadvantaged families and young people during the school holidays by providing healthy meals and enriching activities. All activities were free of charge, accessible and offered young people and families exciting new experiences which were rooted in opportunities for informal learning. People who engaged in programmes often tried and enjoyed new things they would not otherwise have taken part in, such as trips, STEM and drama. There were positive signs that our Holiday Programmes helped to improve socialisation and confidence, with most young people and their parents reporting they felt more confident because of participating in activities.



Key Strengths:

- Place-based approach to identifying and addressing need
- Effective partnership working
- Fun, healthy and free educational activities
- Communities were stakeholders in the programme
- Effective engagement with young people and families who are amongst the most vulnerable in our communities

Youth Work Holiday Programme data:

	2023/24	2022/23	2021/22	2020/21
Holiday Programmes	422	778	298	158

Click here to view video



South Ayrshire Youth Awards 2024

The South Ayrshire Youth Awards took place on 17th April 2024 to recognise and celebrate the achievements of local young people aged 11 to 25 years across South Ayrshire.

The planning and delivery of the awards was completely youth led, with 100 young people from local youth clubs participating in a survey to vote on the theme/categories and entertainment.

The youth led planning group included 18 young people, including youth volunteers and members from locality groups who designed the nomination form, category descriptions, invites and decorations.

The ceremony was a fun and vibrant experience for the 80 young people who attended the event. The locality youth voice groups made an amazing effort with designing the neon themed decorations and co-hosted and presented the awards to their peers.

Young people were recognised across a variety of categories including volunteering, mental health and wellbeing, community service, skills and development, digital and arts and culture.



The feedback from partners, elected members and young people was extremely positive. There was a wide representation of young people across South Ayrshire demonstrating the impact that young people have in our communities.

Young people's comments:

“ It was the best day I had in a long time. ”

“ I loved it so much – I had to talk – I was petrified – everyone is so kind. ”

Youth Voice Youth Council and Youth Strategy

Our Voice Group, partnered with young people have been pro-active in identifying and taking action to overcome structural and individual barriers to participation within Youth Voice.

Data and information gathered from the 2022 'Have Your Say' Survey and further focus groups identified existing and emerging needs to review priorities to improve opportunities for young people. In order to make decisions at a strategic level and have a voice and influence in services that affect young people.

Between 2023 to early 2024 there have been a range of interactive consultation events and roadshows to gather views of children and young people.



This approach has ensured there was a variety of accessible settings to gather views of young people to help shape the new Youth Council and Youth Participation Strategy that will be published in 2024/25.

Activities delivered were fun and interactive to suit the needs and styles of young people participating.

Tour of Parliament and First Minister's Questions

In April 2023 a total of twenty young people had the opportunity to visit the Scottish Parliament, observe the First Minister Questioning, and meet with local MSP Siobhan Brown. Young people represented a wide range of Youth Voice Groups such as North Carrick Youth Voice, Young Carers, Champions for Change and Queen Margaret Academy Rights Committee. This was a new experience for many, a chance to see democracy in action and to witness first-hand the power of speaking up and being heard. Young people listened to debates around poverty, misogyny and tackling youth violence. Young people also recorded their Rights Respecting School Award evidence with the backdrop of the Parliament. "This was an unforgettable experience to see key decisions taking place and it was great to meet other young people from other Schools and groups" *QMA pupil*.



The newly established Youth Council is informed and developed together with 700 local young people, with young people having a say on the final representation members and of the election process. Young people are involved in all steps from the final decisions of the setup to the delivery of the promotion and selection through a democratic vote.

The Youth Council expression of interest opens in May 2024, with a ballot and celebration following. Through partnership and collaborative working this new approach will ensure the voices of young people influence service design across services.

Bounce Festival

In August 2022 Thriving Communities hosted the first ever youth work festival for young people in South Ayrshire, 'Bounce Festival 22'.

The main aim of the event was to provide local young people aged 10 to 16 with an opportunity to engage and enjoy a wide range of positive activities, including live music, entertainment, street food, health and wellbeing workshops and a Youth Voice consultation.

Thriving Communities 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!

Since 2022, we have continually built on the success of Bounce Festival, engaging over 300-year people each year. Young people from as far as Ballantrae to Dundonald attend the event with transport and support being provided by Thriving Communities staff.



Detached Youth Work

Working closely with colleagues across Thriving Communities and Police Scotland, we have continued to develop our Detached Youth Work offer across South Ayrshire over the past 3 years.

Our role is to deploy skilled Youth Workers to engage positively with young people in their local community to challenge their attitudes and actions in an attempt to alleviate antisocial behaviour and support critical discussion around alcohol consumption, personal safety, and drug use. Detached Youth Workers respond quickly to emerging themes by facilitating informal issue-based inputs on the street. It's also a great opportunity for us to build relationships with young people who aren't engaged in traditional youth work provision and support them to make informed choices.

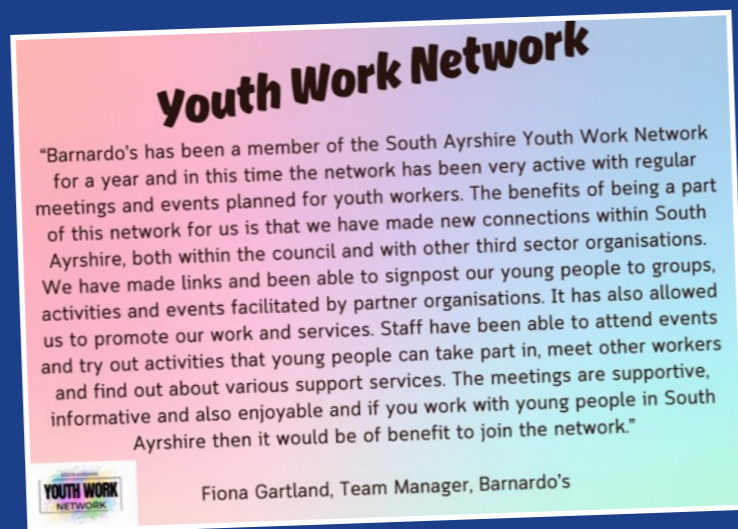
Areas targeted by youth workers are directly informed by local data and trends.

Youth disorder has fallen by 14% in 2022/23 from the previous year. We have delivered a total of 101 detached youth work sessions on Friday evenings in 2022/23.



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.



The Weekender Diversionsary Youth Work Programme

We devised an aspirational diversionsary programme targeted at young people of secondary school age involved in anti-social behaviour and underage drinking on Friday evenings and during the weekend. The programme has a focus on off-site activities which offer young people new experiences and opportunities to participate in exciting activities, out-with our centre-based provision. Young people have been identified through targeted local youth club provision, street work and discussions with other key partners. This initiative complements our TAYP (Targeted Approach Young People) project which is usually facilitated during the school day.

Local MATAAC reports/youth incident reports highlighted that ASB and underage drinking have been an issue across Ayr and that there was a need for positive alternatives at targeted weekend times. This data informed the basis of the format and times of the programme, helping to meet this need.

The programme offered free recreational activities which enhanced the social and emotional wellbeing of the young people engaged. All of the young people who completed the evaluation recorded that they had built positive relationships on the programme. For example, one young person said they had "made new friends." All of the young people also recorded that they had gained new experiences. This is important as it can help the young people develop self-confidence/communication skills in working with others whilst engaging them in positive diversionsary activities. The feedback from the young people involved in the programme captures the impact and how the activities have helped them make better choices at weekends.

Alongside this, quantitative measures show that the programme offered 265 learner hours of positive youth engagement at targeted evening and weekend times along with 20 young people registered from our targeted group.

An important contributing factor to the success of the programme was the partnership work with Ayr Academy Pupil Support Department.



By working closely with the school department, the young people who were most vulnerable were able to be identified, many of which were not known to the Thriving Communities service. After the young people were identified, our staff were able to link in with the young people on a weekly basis to build up relationships with them. This helped enable the participation of the young people in the programme.

one young person said the programme has helped them by

“ stopping them making bad decisions” while another said, “it’s stopped me getting drunk and getting in trouble.”

The Targeted Approach to Young People (TAYP)

The TAYP programme is delivered by South Ayrshire Council Thriving Communities Team, and aims to engage young people who are involved in, or on the periphery of antisocial behaviour/crime in the community, or who are not engaging at school in the normal 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, Police Scotland, South Ayrshire Women's Aid and Recovery Ayr.

This reporting period saw the continuation of TAYP Xtra programme developed in conjunction with Kyle Academy. South Ayrshire Alcohol & Drugs Partnership funding helped support this longer-term engagement with 4 young people that the school had referred due to increased support needs. This engagement will continue into its third year, with the aim of supporting young people involved through to positive destinations at the end of 4th year.



Success Story - Ryan Clowes

“Although from South Ayrshire from the age of 8 – 15years I had lived in a children’s unit in East Ayrshire and attended school in Glasgow. My social worker thought it would be a good idea to start to reintroduce me to other young people from South Ayrshire in a group setting and suggested I might like to join the care experienced Duke of Edinburgh award group at the Domain Youth Centre.

At first I was not sure about this as I did not know anyone but the group leader rang me up and explained that it was a new group, all care experienced, and a lot of the young people did not know each other. I decided to give it a go.

At the first session I met the other eight young people and have not looked back. All of them were really friendly and over the next two years I built strong friendships. At the weekly group sessions we completed tasks for our section awards and went out on practice hill walking sessions as training for or expedition section.

Over the two years I learned new skills and together took on the challenges of our expedition. I have now completed my Bronze and Silver awards and have enrolled for my Gold award.

The confidence I gained from taking a chance and meeting new people made it a lot easier for me to go to college last year and I have now moved back to South Ayrshire to live with my grandmother and be nearer my new friends.”

YOUTH WORK IN SCHOOL

Braehead Fun Friday's



The Fun Friday's project was developed following discussions with Braehead Primary School who had identified a reduction in attendance and engagement of Primary 7 pupils on Friday afternoons.

CLD staff identified an opportunity to deliver a learning offer to promote meaningful engagement and participation to the whole class of 26 pupils, which also aligned to the Curriculum for Excellence area of Health and Wellbeing.

A 12-week programme involving 4 weekly workshops was devised and included: outdoor learning, STEM, expressive arts and crafts, and cooking. The project was planned to take place in the nearby Lochside Community Centre to help young people feel more engaged in their local community by utilising community spaces. The class would be allocated to the 4 different workshop groups to allow more individual support and relationship building and would rotate around the workshops every 3 weeks. Young people were also offered the opportunity to complete the Youth Scotland Hi5 Award.

Nearly all young people reported that Fun Fridays became a much-anticipated part of their week. The class teacher reported an increase in pupil attendance on a Friday for the duration of the Fun Friday's Programme. She stated that she feels this was because the children were looking forward to their workshops on Friday afternoon! The pupils have demonstrated that they have learned new skills and strengthened their relationships with each other and youth work staff. This project also helped them to feel more connected and engaged within their local community.

Thank you for making our Fridays fun. You guys made us excited for school. Thank you.

Thank you. I have really enjoyed all the activities and have been able to learn with them.

Thank you for taking the time out of your day to do these fun activities. These past few Fridays have been the best!

Thank you for having us every Friday, it has been the best and thank you for the time for my class. You made me try new things and it helped me as I am now cooking at home.

Two local youth clubs (Lochside and the Domain Youth Centre) had 10 pupils from the Fun Friday Project sign up and attend their youth clubs due to the young people and staff being able to build positive relationships. All 26 pupils completed their HI5 award and gained a certificate.

Please scan the QR code to watch our Fun Friday video!



SCAN HERE



FRIDAY NIGHT FITBA

Girvan Football Club (GFC) approached Thriving Communities regarding issues of littering and vandalism within the stand area of their football park. They were very keen to try and address these issues and were prepared to assist in any way they could. A meeting took place in the autumn of 2021 and an initial partnership was established with Thriving Communities, GFC, and the Campus Police Officer where the initiative of Friday Night Fitba was born.

Friday Night Fitba' was run on Friday nights, when anti-social behaviour was at its highest from 7pm to 9pm at Hamilton Park in Girvan (GFC's ground) on the all-weather floodlight pitch. Thriving Communities provided a coach, youth worker and project lead. The initiative ran successfully through the winter months from October to March with average nightly attendances of 25.

Throughout the project the partners negotiated access to the clubs portacabin and served hot drinks and biscuits to young people not only taking part in the football but that were coming into the football grounds. Additional partners also became involved including Community Sports Hub and Girvan Youth Trust.

This preventative approach to ASB has paid dividends with a 22% drop in youth related anti-social behaviour on Friday nights in Girvan since the initiative began in 2021. There has also been follow-up activity, with 3 of the partners implementing additional programmes. The partnership also re-invigorated an annual Summer Cup football tournament which takes place at the end of June as part of the town's Civic week celebrations. With this partnership, GFC is replaced with Girvan Youth Football Club (GYFC) as the tournament takes place on Victory Park.

This initiative would not be able to run without a partnership approach. In March 2024 the initiative was nominated for a National Youth Work Award and made it to the final. In June 2024, at the awards ceremony in the Hilton in Glasgow, the initiative won the National award for "Inclusion and Prevention". This award was sponsored by a national Scottish initiative called No Knives Better Lives. Our coaches are young people themselves and enjoyed their moment on the red carpet, celebrating their success as if they had just won the Summer Cup!

Priority 2 Mental Health & Wellbeing – Building Healthier Communities



ESOL & Multiply Gardening Allotment Projects

The gardening and allotments projects engaged ESOL and Multiply learners to support health & wellbeing by taking learners out of their traditional learning environments and into open-air spaces in their localities.

The aim of the allotment project was to develop language and numeracy skills using sustainable teaching and learning strategies. Multiply funding allowed the creation of an enterprise opportunity, where the women used their prior knowledge to grow vegetables. These vegetables could then be used or sold within the community. Numeracy skills were enhanced by weighing produce, budgeting to buy starter plants, and handling money, enabling the women to feel confident when selling their produce at the local farmers market.

From a language perspective, this was a great opportunity to expand contextualised language relevant to the project. The women benefited from recognising the names of vegetables in English, negotiating which vegetables to grow, and feeling empowered to know this was their project.

The allotment project also provided the women with a space to use their prior skills and knowledge. Most of the women had grown their own vegetables in their home countries, so they felt confident and happy to demonstrate this knowledge. The allotment

became their wellbeing corner, where they felt confident, relaxed, and part of the community. They contributed their knowledge and, in turn, learned English language skills while having the opportunity to make sustainable food choices for their families.

The allotment was a drop-in and fluid experience over the summer months, often including children and extended family members. Learners used the space independently of staff, dropping by to water plants, assess growth, and use the green space as they wished. Formal class attendance exceeded 20 learners weekly.

The summer of 2023 saw an overhaul of the outdoor space and flexible, drop-in attendance at the allotment. This flexible approach respected childcare and other commitments during the holiday period and allowed outdoor work to be the focus.

ESOL and Multiply staff embedded and reinforced allotment numeracy and language work in the indoor class setting. Joint facilitation formed a curriculum basis that captured various elements of the outdoor work. Worksheets and reflective practice allowed language learning to be centred around tools, plants, foods, seasons, and similar topics. Multiply input consolidated work around measurements, volume, distance, space, time, and basic calculations.

LEARNER PROFILE



Iqra Zeshan, from Pakistan, was referred by her health visitor to the all-women’s group in March 2022. At the time, she had three small children and felt quite isolated due to her limited English language skills. She joined the ESOL provision and quickly made friends with the other women. Gradually, her English language skills improved, and she participated in various wellbeing activities such as Zumba and Walk and Talk sessions. As her confidence grew, she volunteered to help at the monthly ESOL Chat Café.

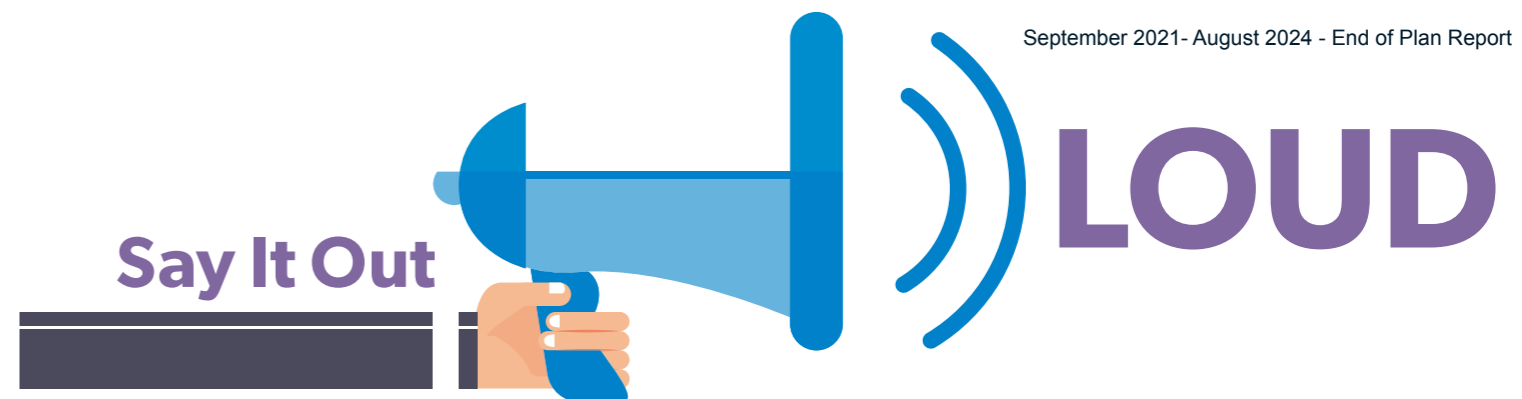
Iqra was also involved in the production of the ESOL recipe book. She contributed by writing and compiling her own recipe for Chicken Biryani. The recipe book was published and has become a valuable resource for our CLD cooking classes. By March 2023, Iqra was ready to progress into other CLD provisions while continuing her

ESOL classes. She was referred to the PACT group at St John’s Primary School in Ayr. With increased confidence, she now attends other CLD programmes and participates enthusiastically, often alongside her children.

Iqra is particularly enthusiastic about the allotment project. She frequently checks on the allotment and encourages her children to water the plants. She has shared that she sometimes visits the allotment to sit in the wellbeing area, enjoying some time for herself. Keen to grow her own vegetables, Iqra appreciates the opportunity as she does not have a garden, similar to many women involved in the project. She continues to benefit from our local CLD provision and feels confident to engage in additional projects.



The group also produced a video, please see link below:-



The Say It Out Loud Award supports local young people to develop meaningful programmes, activities and resources that are well matched to learner needs. Young people taking part in the award have a say on sufficient decisions relating to improving mental health support available within their school; this includes creating key initiatives to reduce barriers felt by local young people.

All young people participating gained valuable skills to set up Mental Health Wellbeing (MHWB) Committees within their School/Community and to become MHWB Ambassadors. Effective foundations have been laid to support MHWB Ambassadors to gather views of their peers and identify key areas to

lead programmes and shape the MHWB action plans and policies.

Through the use of evaluations and consultations majority of young people participating within the SIOL award reported an improved understanding and awareness of their rights, felt their rights are respected and supported, and are participating in positive opportunities to build friendships and join new groups. Video evidence reported that the role of Mental Health Ambassadors have helped young people feel more comfortable to talk about their feelings/concerns, increase understanding of their feelings/emotions, improve knowledge of support available and feel calmer in school environments and hall ways.



15 Primary Schools and 5 secondary schools registered with SIOL Award taking a whole school approach in order to promote mental health effectively.

9 Schools achieved and evidenced meeting the needs of the 8 principles of the Scottish Government Whole School Approach to Mental Health and Wellbeing.

5 Schools completed level 2 of the Award and working towards level 3 (2 Primary and 2 Secondary)

Salus Occupational Health, Safety & Return to Work Services

SALUS is a pan-Ayrshire project that aims to support people back with health barriers back into employment.

The Working for a Healthy Economy initiative was launched in May 2021 to support Ayrshire residents who cannot contribute to the economy fully due to poor health.

Teaming up with NHS Salus, Working for a Healthy Economy provides individuals immediate contact with a health professional who can assess their circumstances to better manage any new/existing health conditions.

This support is fully funded by the Ayrshire Growth Deal with no charge to individuals or local businesses. Working for a Healthy Economy can support people who are in employment and also people who are unemployed.

Over the next five years, the AGD team hope to support around 7,500 Ayrshire residents. By offering an integrated Ayrshire health & employability support service, 4629 unemployed individuals and 2871 employees with the aim of at least 25% securing sustainable employment and at least 85% retaining/safeguarding employment.

SALUS has supported the following individuals from 2021 – 2024:-



Project Year	Referred	Engaged
2021/2022	169	101
2022/2023	279	150
2023/2024	290	153
April to 24/06	47	19

Priority 3 Employability & Volunteering - Support Our Communities to Progress



South Ayrshire's Local Employability Partnership (LEP) is a well-established partnership and has clear links to local strategic plans, including Community Learning and Development plan and South Ayrshire's Volunteering Strategy 2021.

The LEP is made up of representative from South Ayrshire Council, Skills Development Scotland (SDS), Ayrshire College, Department for Work and Pensions (DWP), Ayrshire Chamber of Commerce & Developing Scotland's Young Workforce (DYW), NHS and Voluntary Action South Ayrshire (VASA), as the Third Sector Interface.

The LEP are fully committed to improving volunteering, training and employment opportunities for young people and adults and lead the planning, decision-making and implementation of volunteering and employability provision across South Ayrshire to ensure individual needs and labour market demands are met.

The LEP ensures local data informs decisions and reflects service delivery priorities to make best use of resources that maximises value for participants whilst contributing to local and national policy ambitions.

In line with the Scottish Government's No One Left Behind and UK Government's Shared Prosperity Fund priorities the LEP ensure there are real, meaningful, work experience and training opportunities available.

Thriving Communities and LEP Partners develop and deliver a range of and employability programmes that help residents of South Ayrshire gain skills, confidence and access to support to help them achieve their employment goals, relevant to the local labour market.

We recognise the benefits of volunteering in a participants' learning and employability journey and utilise the knowledge, expertise and reach of the third sector, via VASA, in the design and delivery of services.

A wide range of programmes are offered that are tailored to meet the needs of individuals with enhanced support provided for care experienced young people and young carers, those who require specialised supported employment, parents from priority family groups and ex-offenders.

Our focus is on the impact service delivery has on participants with emphasis on progression through the employability pipeline. There are robust monitoring and tracking systems in place allowing the LEP to report on the outcomes of all participants.

Main Objectives:-

- To reduce levels of child poverty by supporting parents from the priority family groups to increase their income from employment;
- To reduce inequality in the labour market by supporting those further from the labour market to increase their income from employment.
- Ensuring employability support is embedded within a wider range of services that wrap-around the individual, including building relationships with various stakeholders and partnerships locally
- Employability support is embedded within a wider range of services that wrap-around the individual; developing place based, integrated offers of support for participants- especially parents, in line with Best Start, Bright Future ambitions.
- Build relationships with various stakeholders and partnerships locally, including Child Poverty Leads



- To increase the number of local people engaged in volunteering opportunities.
- To work with Volunteering Engaging Organisations to create a diverse range of volunteering opportunities to suit all.
- Increase the number of young people registering for Saltire.
- Encourage Volunteering Engaging Organisations to work towards best practice standards

School Leaver Destination Report (SLDR)

Over the past three years South Ayrshire have been in the top four councils across the country for the number of young people progressing to a positive destination on leaving school (SLDR)

- **98.1%** 2022/23 (Published Feb 24) surpassing national average 95.9%
- **97.3%** (Follow Up Report Published 18 June 2024) national average 92.8%
- **98.6%** 2021/22 (Published Feb 23) surpassing national average 95.7%
- **96.9%** (Follow Up Report Published August 23) national average 93.5%
- **98.3%** 2020/21 (Published Feb 22) surpassing national average 95.5%
- **97.6%** (Follow Up Report Published June 2022) national average 93.2%

Participation Measure

Reports on the number of 16 – 19year olds participating in education, training or employment. Since 2022 Thriving Communities have had a real focus on ensuring young people aged 16-19years are supported into further education, training or employment and the work of the team since 2022 is reflect in the undernoted data:

- Published data (August 23) notes South Ayrshire’s rate of **96.6%** surpassing the national average of 94.3%
- Published data (August 22) notes South Ayrshire’s rate of **93.7%** surpassing the national average of 92.4%
- Published data (August 21) notes South Ayrshire’s rate of **91.8%** which was just below the national average of 92.2%

Tailored Jobs

Since 2021 Thriving Communities have created **14 tailored, part-time jobs**. These jobs were specifically created for people with additional support needs who are ready to progress into the world of work. Thriving Communities work with colleagues across the council to create job opportunities specifically designed to suit each individual person’s circumstances. The jobs are designed around the skills, interests, and capabilities of the person, and supported throughout by a dedicated Thriving Communities Officer.



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Evolve Programme

The Evolve Programme offers parents 6months paid employment within the local authority or with 3rd sector organisations, giving them the experience of fair and flexible employment and enhancing the prospects of permanent employment to suit their individual needs around parental responsibilities. Since 2021 **74 parents** have taken part in the Evolve Programme.

Employer Recruitment Incentive (ERIs)

Over the last 3 years Thriving Communities have supported 137 local businesses to take on an individual through a permanent contract of employment.

Employer Recruitment Incentives play an important role in not only supporting local businesses but supporting individuals to gain sustainable employment.

Modern Apprentices

South Ayrshire Council offer Modern Apprentices to young people aged 16 to 19, or up to 29yrs for people who are care experienced/young carer and/or have an additional support.

Whilst completing their apprenticeship the MA works towards the relevant work-based qualification. Modern Apprenticeships are available at a variety of levels, all mapped to the Scottish Credit and Qualifications Framework (SCQF) and accredited by the Scottish Qualifications Authority (SQA).

From 2021 Thriving Communities have supported **187 MAs** in a range of occupational areas including the recruitment of our first Adult Craft Trade Apprenticeships within Property Maintenance.

South Ayrshire Council	Care Experienced MAs	National Average
2020-21	12.5%	1.7%
2021-22	12.7%	2%
2022-23	5.5%	2.1%

Stats show Thriving Communities have well surpassed the national average over the last 3years

Please scan the QR code to hear about Lauren’s journey into employment.





It has been a long journey to try and get local people once more engaged in volunteering post COVID. VASA have worked using different methods including road shows, social media and by attending events to promote volunteering.

Over the last three years:-

- Over 700 people have been interviewed looking to volunteer
- 918 local people have received a South Ayrshire Volunteer Award
- 683 young people have signed up for a Saltire award
- Young people have volunteered 18,892 hours
- 19 Saltire Summit awards have been achieved
- 842 individual volunteering opportunities have been advertised – in most cases each individual opportunity requires in excess of 5 volunteers.
- 4 organisations have achieved Volunteer Friendly
- 2 Organisations have achieved Investors in Volunteers
- 1 intergenerational event took place

South Ayrshire Volunteer Awards

An amazing army of volunteers were honoured on Thursday 6th June 2024 for their tireless work across South Ayrshire. To celebrate the 40th Anniversary of National Volunteers' Week, Voluntary Action South Ayrshire (VASA) hosted the South Ayrshire Volunteer Awards event in Ayr Town Hall to say 'thank you' to the local heroes who step up to support people in communities across South Ayrshire.

More than 500 nominations were received, with each nominated volunteer receiving an award certificate. Volunteers were nominated by 31 local and national organisations. Around 200 volunteers attended the awards ceremony, where they enjoyed refreshments, a light buffet, entertainment, and a round of applause as their names were read out in a roll of honour.

This year's awards also recognised and valued not only the organisations offering volunteering opportunities but also the significant contributions made over long periods. In commemoration of the 40th Anniversary of National Volunteers' Week, the awards highlighted the achievements of thirteen organisations that have been operating in South Ayrshire for forty years or more. The event underscored the vital role that volunteers and organisations play in fostering strong, supportive, and vibrant communities in South Ayrshire.



Darren's Journey



Darren was referred to VASA for volunteering by the Carers Centre in Ayr in February 2024. He had not previously volunteered, and was interested in gaining more experience in the community and building his confidence. Darren has additional support needs and had previously had some difficulty finding opportunities to volunteer independently.

Darren came into VASA with his mum, Diane, and met with Sarah. They had a chat about Darren's different interests and support needs, and shortlisted some ideas of voluntary opportunities based on Darren's passion and interest for healthcare. Darren was supported by VASA to prepare for volunteer interviews, and after a few visits to different organisations, he was successfully placed with St John Scotland as a CPR volunteer. At the volunteer induction meeting, Darren's mum, Diane, was inspired to also sign-up as a volunteer. Both Darren and Diane are ecstatic about their volunteer placements and look forward to the opportunity to share CPR knowledge with the next generation in local schools and academies.

Intergenerational Event



The Age Without Limits Action Day was an event which sought to contest the often adverse and stereotypical depiction of older individuals which can be prevalent in our society. Belmont Academy volunteers joined forces with South Ayrshire's Ageing Well Champions Board to bring together a mix of over 50s and S2 pupils.

The day was filled with activities and dialogues, bringing together over 70 individuals to participate in walking football matches, 'new tech' demonstrations, craft activities, a Trishaw demonstration from Cycling Without Age, and even enjoying a showcase of historic and retro items from local library collections.

The day ended with stimulating debates on ageism, a fun game of Beetle and a certificate of participation for everyone present. All young people at the event received a Saltire Award for their voluntary contribution to the day.

The event was a great success and fostered connections that might not have occurred otherwise thanks to the efforts of volunteers spanning various generations.

Health & Wellbeing



Thriving Communities offer a variety of volunteering opportunities and programmes to support young people and adults to develop skills for life and employment. The Active Schools Leadership Academy begins with the Junior Coaching Academy in P7 and offers opportunities through leadership in sport, dance and ambassadorial roles through to S6. Young people will volunteer their time to complete a range of qualifications and support the delivery of sport and physical activity across schools and communities, they will also receive the Saltire Award to acknowledge their contribution as volunteers.



There is a placement programme in place to support students from Ayrshire College, UWS and other FE/ HE establishments out with South Ayrshire providing the environment and opportunities for students to satisfy their course requirements and progress to other volunteering opportunities in schools and across South Ayrshire communities. Each placement is varied to provide each student

with the best experience in addition to real time work experience to help support and influence future career paths. Dolphin House routinely provided day and residential placement opportunities for pupils attending school within South Ayrshire, Scottish and International students studying at Moray House and beyond, and volunteers via The Outdoor Partnership and Project Search. (infographic / case study attached plus figures in chart below).

Young people taking part in The Duke Of Edinburgh's Award will complete their volunteering section which can be anywhere between 3 and 18 months depending on the level of the award. Volunteering opportunities often include support to local communities for social action, within local organisations such as youth groups or sports clubs, or within charitable organisations.



Targeted support to individuals and groups to access volunteering opportunities across the full team are provided via Employability's Workout programme, Project Search, Family First referrals and via other internal and external partnerships as required.

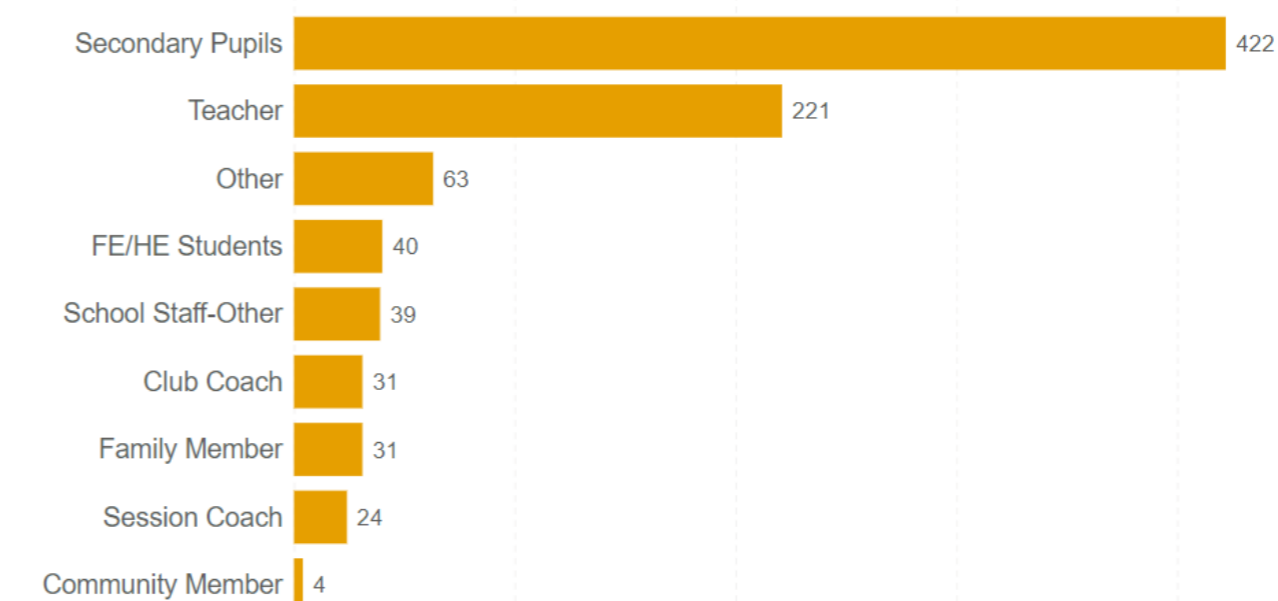
Thriving Communities provide a wide range of volunteering opportunities for adults to volunteer as sport and physical activity coaches, event support, expedition leaders with the Duke of Edinburgh's Award, Cycling Without Age and Walking for Health Leaders. The team offer a range of coach education and training opportunities to volunteers such as National Governing Body Awards, first aid training, walk leader training, safeguarding, CLPL for school staff and ongoing mentoring and support. (152 volunteers took part in training opportunities during 22/23 in addition to 35 current qualified walk leaders)

An annual Sports Awards is held to recognise and celebrate the contribution volunteers make to a huge variety of sport and physical activity provision across South Ayrshire.



The total number of volunteer opportunities within the Active Schools programme reported to Sport Scotland in 22/23:-

Number of deliverers by type



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:

- 258 programmes delivered over the last 3 years
- 37% learners highlighting an improvement in their skills
- 75% participants have increased knowledge
- 23% people have improved their employability outcomes
- 340 accredited learning places were delivered between 2021 - 2024
- 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.

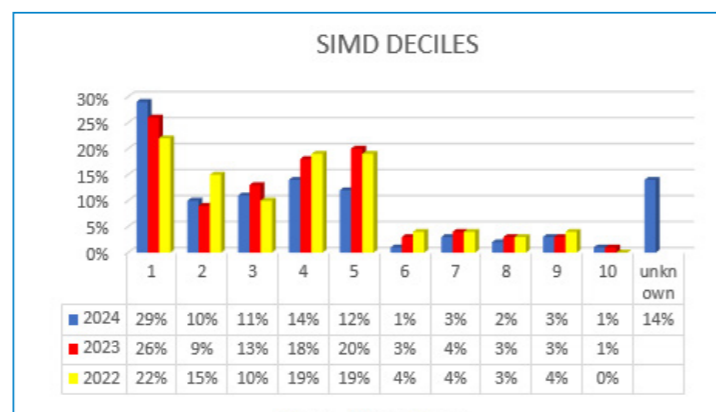
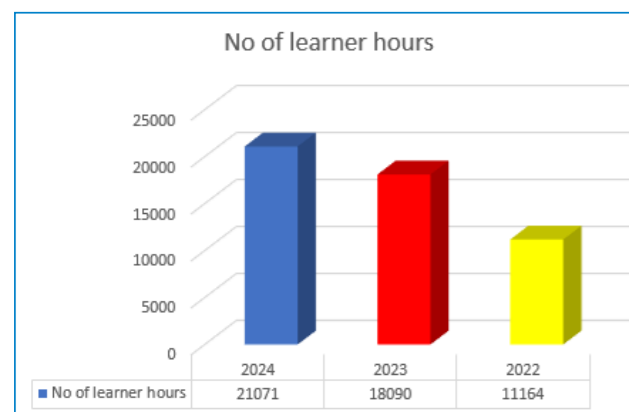
In addition to the above, these stats below demonstrate the impact our work is having on learners:

Learner Hours

These learners took part in 50,324 learning hours which included the SWAP programme and HNC Childhood Practice courses in Girvan as well as South Ayrshire wide adult literacies and ESOL provision. Over the three year period 113 family learning programmes were delivered involving 479 parents.

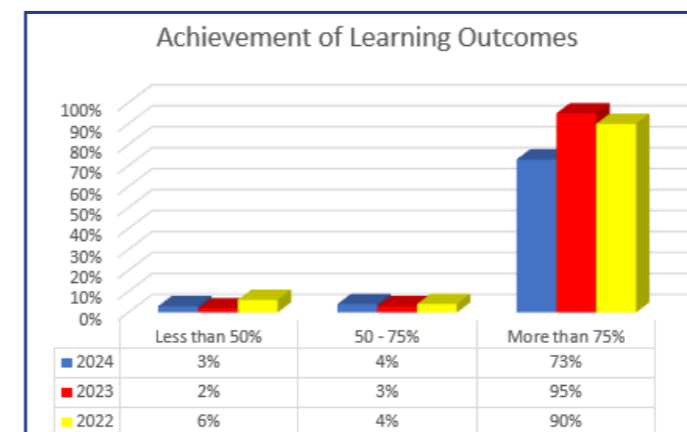
SIMD Data

Between 2021 – 2024, 47% of learners resided in the Deciles 1 - 3 and 83% 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, 92% of learners achieved more than 75 % of learning outcomes.

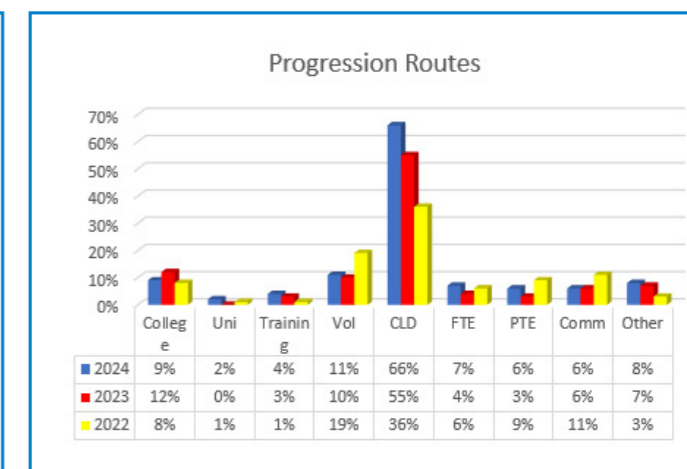
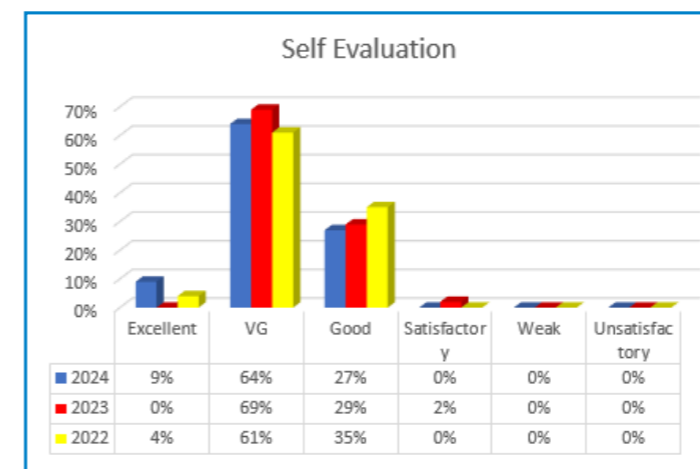


Overall Learning Experience

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 21-24 - Key Stats

Number of programmes	258
Family Learning programmes	113
Number of learning places	3066
Hours of learning	50,324
Numbers completing	2752
Accreditation	38%

Learner Progression:

College	167
Uni	12
Training	48
Volunteering	204
CLD	903
FTE	85
PTE	86



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.

Please scan the QR code to watch our videos on Adult Family & Learning support:-



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)



Pathway to a career in Early Years A Partnership Approach

In February 2020 we piloted a SWAP – Access to Childhood Studies course delivered by Ayrshire College in The Carrick Opportunities Centre in Girvan.

Through the pilot 10 students started the SWAP – Access to Childhood Studies course delivered by Ayrshire College in The Carrick Opportunities Centre in Girvan. SWAP is the Scottish Wider Access Programme aimed at supporting adult learners into Higher Education and is specifically designed for adults who are returning to education after a gap, and who have the motivation and ability to go on to study at university or for a higher-level qualification at college. Students were drawn to this course as it was local, and it worked around school hours. Due to covid restrictions a large part of the course was delivered online with students being supported to do so with access to laptops and online support. As restrictions began to ease the students returned to face to face learning one day a week whilst the rest of the course was delivered online. This wasn't easy for students, but they supported each other and worked hard to complete the course.

On successfully completing the SWAP programme, Ayrshire College delivered a 'Preparation for Childhood Studies course. This course supported the SWAP learners in preparing for an HNC course. Five of these students progressed on to the HNC Childhood Studies course and another 8 learners joined.

All 13 students have successfully passed the course and are now fully qualified Early Years' Practitioners. The students described this course as "life changing" and said that if it weren't for this course, they would either be unemployed or working in a job that they didn't enjoy, and which was unfulfilling. The students are very grateful for the support that they received from Ayrshire College staff and South Ayrshire Council's Thriving Communities team who supported learners from the start of their journey and continue to do so as they now progress into employment. Students had the opportunity to go on a placement to gain

experience and to build their confidence one student said that "placement has given me a vast amount of knowledge and experience". The students have grown throughout this course in many ways with one student saying, "this course have given me the confidence to believe in myself for the first time ever." Elizabeth Lyon the lecturer for the course has said "I am thrilled at the hard work, determination and commitment the students have shown and I am so proud of their success throughout this educational journey".

One student is furthering their learning and is moving on to university to Study Primary Teaching and feels that this course has giving them the confidence to progress on to university. All other



students have signed up to South Ayrshire Council's Thriving Communities Employability and Skills programme where they will receive support to secure a career in Early years.

The course has continued for new cohorts throughout the period of this plan due to the success of the initial pilot. Through delivering more courses further progression routes have been identified with a number of people successfully gaining a place at the University of the West of Scotland to study Childhood Studies.

Literacies



The Adult Literacies team of 6 Literacies Development Officers continue to deliver critical programmes to adults looking to improve their reading, writing, spelling, numeracy, and IT skills.

We are currently working with 28 learners registered with the service

As part of the Ageing Well focus in South Ayrshire we have been delivering support to sheltered housing units across localities

For those learners who, for a variety of reasons, have not been able to attend our groups, we provide one to one tuition. This has very much been learner led and has been taught to a variety of needs, levels and interests.

Each learner has a bespoke programme of work designed to tackle exactly the literacy issues they face whether that is budgeting, reading official letters, measuring and weighing or simply reading for pleasure.

Learners are paired with their own tutor and meet throughout Thriving Communities localities.

We have delivered 12 bespoke training sessions for Literacies and 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 and more recently at Dundee.

ESOL (English for Speakers of Other Languages)

Thriving Communities are currently supporting 119 active learners across South Ayrshire. Tutors have supported small groups or provided one to one support to people to help build confidence, improve their chances of employment and at the same time, integrating into the community. Thriving Communities have worked with 15 different linguistic profiles over the period of the plan.

Thriving Communities have provided pre-literacies programmes up to and including SCQF Level 4 with accreditation at Levels 1, 2 and 3 (SQA approved support arrangement with Ayrshire college)

The ESOL programme has seen significant engagement and expansion:-

- **Ukrainian Cohort:-** The Ukrainian learners have transitioned from hotel accommodations to social housing. Many of these learners require support for IELTS and equivalence of Ukrainian qualifications for professional purposes. Collaboration with Skills Development Scotland facilitates these needs, with structured evening sessions to support higher-level accreditation.
- **Separated Children:-** Access to mandatory education supports wider learning needs and



linguistic development for separated children. Due to the increased demand from the Ukrainian crisis, the English as an Additional Language (EAL) offer in schools is limited. Thriving Communities have provided ESOL support to initially 9 children, this number has risen to 23. The objectives for this group include language development, socialisation, and integration

- **Community Interpreting Course:-** South Ayrshire has pioneered the development and delivery of an accredited SCQF Level 5 Community Interpreting course, a first in Scotland. This initiative, in collaboration between South, North and East Ayrshire with WEA and Fife College, has produced six community interpreters who now support language, settlement, and integration efforts across various services.



Learner Profile

Ali was referred to South Ayrshire CLD ESOL provision by the local EAL department in September 2023. He came under the category of a young unaccompanied person. He was separated from his country in Africa and his family. Ali was 16 and did not understand any English. This disadvantaged Ali at school, as he was placed in the year relevant for his age but he did not have the required language skills to immerse himself in the school curriculum.

Ali was placed at Kyle Academy where the EAL department gave him language support within the school environment. However, he needed exposure to everyday reading and writing, along with contextualised speaking and listening opportunities. In September 2023, he started attending the ESOL community classes at the Wallace Tower, Ayr. This provision follows an ESOL methodology and targets literacy gaps which most separated children encounter.

Ali started to learn the alphabet, sounds of letters, symbols, how to write on lines and copy accurately. He soon progressed onto reading simple texts and writing basic sentence structures.

Within class Ali offered peer support to other young people. He has gained confidence and has decided to leave school to allow him to attend a full time ESOL course at Anniesland College in August 2024. He has commented how the ESOL CLD Wednesday sessions have helped him and he wishes he had had longer sessions rather than the 1.5 hours once a week.

The team have made substantial progress in delivering adult literacies and ESOL programmes, responding adeptly to the challenges posed by fluctuating learner numbers and diverse community needs. Continued collaboration and innovation will ensure the sustained impact of these initiatives.

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 have made progress in supporting our local Community Councils to flourish. We have 23 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 7 areas. This included issuing 19,000 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 as well as upskills Community Council office bearers from various community councils to support independent panels processes for complaint panels.
- 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
- Consultation with 2 Community Council areas regarding a change to boundaries
- Consultation with Community Councils’ regarding amendments to the Scheme for Establishment.

Thriving Communities have been supporting Community Councils to develop Community-led action plans.

Since Sep 2023, Thriving Communities has been:

- Developing surveys based on ‘How Good is Our Place’ for the communities with questions adapted to the village/town.
- Developing surveys for children in P4, P5, P6, P7 to encourage discussion about ways to improve their place and community.
- Supporting Community Councils with consultations to develop an action plan with a list of priorities and aspirations for their communities, with short, medium and long term objectives.
- Engaging with local primary and secondary schools for the promotion and administration of village and/or town consultations.
- Supporting community councils to forward their action plans to council officials and teams for project development.
- Making sure that the shift to developing a local place plan is easy.

Towns/villages currently at different stages in the process of developing a community-led action plan.

Towns/villages who have been contacted but process is currently paused.

We have also supported local community groups with funding support and have continued to build good working relationships with community groups and social enterprises across all of our localities, developed connections with key funders (NCCBC, ARIA, Grant Nav System, Foundation Scotland, Scottish Land Fund, Robertson Trust, National lottery), redesigned and launched the new updated Funding Alert which has had positive feedback, designed and launched new grant making processes and developed further the positive partnership work between South Ayrshire Council and VASA.

Some strengths include:-

- 55 Dedicated funding reports developed
- £699,748k investment to communities (int)
- £4.9m of external funding delivered
- Regeneration Capital Grant Fund – we supported 2 applications proceed to Stage 2 which were successful for Pinwherry & Pinmore Community Development Trust who received £197, 633 and the Maybole New Stables Lane Scheme who received £959,807.
- In January 2023 an additional Funding Officer was appointed to support the final 2 years provision from the UKSPF for Community Empowerment Fund and contribution towards Participatory Budgeting:-
 - Participatory Budgeting – In 2023, £15,000 was allocated to South Carrick. In 2024 a total of £89,036.00 has been allocated, panel decisions will be made in August.
 - For 2024 a total of £105,000 has been allocated to the Community Empowerment Fund, panel decisions are currently in process.
- Coastal Communities Fund – we managed the CCF grant process and since 2021 27 groups were awarded funding totalling £350,296
- We submitted a proposal to access LACER funding to establish a Social Enterprise Growth & Resilience Fund (SEGAR) and a Cost of Living Grant fund. £200k was allocated for the development of the SEGAR Fund and £100,000 for the Cost of Living grant. A total of 13 groups have been successful obtaining SEGAR funding with a total of £171, 189 being allocated. For the Cost of Living grant a total of 13 groups were successful and the full £100,000 was allocated
- We provided support to 97 organisations over the period of this plan.



Partnership work with



Funding Extravaganza

A funding extravaganza was developed to take place in Ayr Town Hall in October 2023. This consisted of significant national funders being invited to South Ayrshire to take part in presentations to our community groups and then participate in a Q&A session.

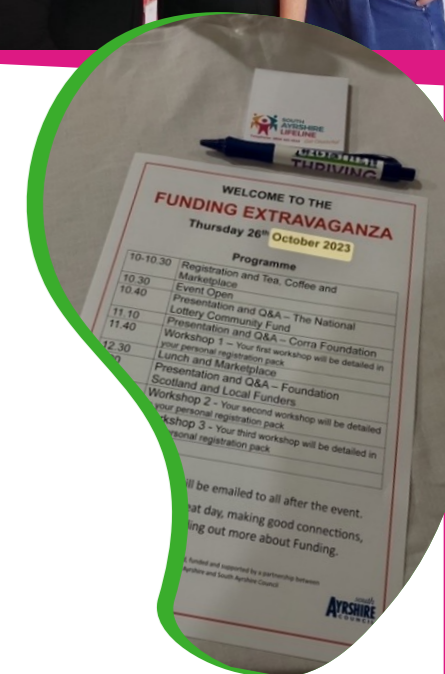
Presenting on the day were The National Lottery Community Fund, The Corra Foundation and Foundation Scotland.

As well as the Presentations we developed a number of workshops that our community representatives could take part in, these included:-

- Funding Ready
- Application Form Hints and tips
- Fundraising
- Community Benefits
- Evaluation Ready

There was also a market place stall during the intervals and at lunch time where the groups could go and introduce themselves to funders and ask questions.

Over 100 community representatives attended on the day and the feedback from the evaluations was very positive.



Locality based Funding surgeries

In 2024 a total of 5 localised funding surgeries have been held. Community groups have been invited to attend half hour slots to meet face to face with our dedicated National Lottery Funding Officer.

To date 45 groups have managed to speak directly with the National Lottery to discuss their funding bids, as well as with VASA staff and Thriving Communities Funding Officer for additional capacity building support and advice.

Impact statements from community organisations:

“We have received tremendous support from Thriving Communities, this has helped us navigate the challenges of fundraising for our charities and has resulted in successful funding awards.”

“Navigating through potential funding sources can be very challenging and time consuming for community volunteers. Thriving Communities has been, and continues to be extremely helpful to us as we try to identify sources of funding. As a result of Thriving Communities guidance and advice we have submitted a number of successful grant funding applications.”

“The support and guidance we have received from Thriving Communities has been crucial to our success in acquiring vital funding for our projects development. Thriving Communities have engaged with us extensively by visiting the building, recommending suitable funds, and delivering detailed guidance on how to navigate the funding process. This has resulted in receiving funding for architectural development and then progress with a subsequent successful application to bring our beloved building into community ownership for the first time!”

Kincaidston Action

Thriving Communities have been supporting the Kincaidston Action Group Committee to develop a plan for refurbishing the Community Centre. The group has a community lunch drop in and a foodbank on a Wednesday and many community groups use the space including Scouts, dancing fitness classes and the local Church. The Group have a long-term lease of the building and refurbishment of the building was required.

Thriving Communities assisted the group to make a funding application to EB Scotland a landfill tax credit for the upgrade of the all the windows and doors and cushioned flooring all of the corridors and the office in the centre. This was successful and they were granted £25000.

These upgrades will make the building more energy efficient as they have single glazed windows and poorly fitting doors. Through advice from Thriving Communities they also made an application to Community Benefits Scheme and from this they have had a local company who will refurbish the toilets, including the disabled toilets.

The group have planned for the further refurbishment, including upgrading of the heating system to an environmentally friendly option, looking at the internal spaces of the building and insulation for the building to ensure the building is energy efficient as possible.





Lochside Neighbourhood Group

Thriving Communities support the Lochside Neighbourhood Group to advocate and provide services for their Community. The group advocates to services on the community's behalf around issues in the neighbourhood.

Through discussions with community members the group decided that they would like to run a cosy space for people within the community that were struggling with the cost of living crisis. The group, with the assistance of Community Development staff, have applied for funding to run the Cosy Space in the Lochside Community Centre. Initially the group successfully applied to the Mental Health and Wellbeing Fund administered by VASA, their funding from pot was extended to cover March 2023 until March 2024. In addition to this the group were assisted to make a successful application to the Scottish Government's Social Isolation and Loneliness fund for £40000, split over 3 years. They were awarded £6500 to support the Cosy Space and set up a group where people can meet on a weekly basis to develop relationships. This funding will last for 3 years.

The Cosy Space has on average 50 people coming along two days per week. Over the winter months the group were supported to make an application to the South Ayrshire Charitable Trust to purchase food vouchers

and blankets to hand out to people who were particularly struggling at home through the colder months.

The Happy Mondays Group which has been set up in conjunction with Thriving Communities CLD to relive social isolation and loneliness. The group have had 46 people registering to come along with the group averaging 25 people a week. Due to the success of the group and the evidenced need for people to have this type of activity in the area. In March 2024 Thriving Communities Community Development Staff have assisted the group to apply for additional funding to the Robertson Trust's Wee grant programme to help with the additional costs as the group has been more successful than anticipated and to explore other funding sources.



Glendoune – Girvan

The CLD partnership and South Carrick Learning Community Partnership are committed to improving outcomes for people living in Glendoune in Girvan.

During the life of the CLD 2021-2024 plan, significant progress has been made with a sharper focus in improving outcomes for young people and adults while also trying to build capacity within the community.

The appointment of a dedicated Senior Communities Officer has helped address some of the barriers in the area while also coordinating other services who can support mental health, drugs and alcohol and food insecurity.

The 'Glendoune Route Map' that was developed and allowed the community to codesign a plan that would help improve their local area. This plan has ensured an increase in community engagement, increase in funding for the local community while also providing employment and family learning experiences.

The work in Glendoune is something the CLD Partnership are extremely proud of and demonstrates how communities can work together to improve their local area.



Parent

“I have lived here all my life and never saw anything like this happen before. I didn't even know what a Community Worker was until now, it's great to see things like this happen in our community!”





Brian Cooper is far more than just a Community Worker. He is a role model, an advocate for young people and a lifeline to families living in Ayr North. Brian has been the backbone of the Domain Youth Centre for over two decades and has supported thousands of young people from three generations of families to thrive. He has made the Domain far more than just a youth centre, it's a safe community hub where problems are solved and people feel valued, respected and loved.

young people's rights and champions the life changing impacts of youth work.

Although often branded as 'Mr. Domain', Brian's work extends well beyond the four walls of the building. He's maintained close links with social work to support young people most at risk; worked with schools including Ayr Academy and Dalmling Primary to offer alternative curriculum opportunities which support attendance and educational attainment; and engaged young people in their own territory on the street.

Nothing is too much trouble for Brian and he goes out of his way to help anyone who needs it. He is extremely well known, liked and highly respected in the local area and his calming influence is invaluable.

Brian's extensive knowledge of the local area has allowed him to sensitively navigate a complex

Brain was formally recognised as an Outstanding Employee at this year's The Outstanding People Awards after winning the Gold award.

Brian works collaboratively with key community stakeholders to facilitate high quality, universal and targeted youth work opportunities for young people living in some of the most deprived communities in South Ayrshire, and indeed, Scotland. He is a fervent ambassador for

community landscape, utilising his relationships to often have the 'hard conversations' to positively affect change. He truly cares about the bigger picture and seeing young people grow into confident, happy and independent adults is his driving force.

Brian's annual Summer Programme's at the Domain are legendary, offering young people exciting new experiences which are rooted in opportunities for informal learning. There's always a palpable buzz when Brian produces his characteristically analogue Summer Programme display board.

Brian's youth work approach is unapologetically old school but his passion for supporting young

people is infectious. He has skilfully mentored several budding community workers into competent and principled CLD practitioners. People go the extra mile for Brian, simply because he's one of life's good guys.

The staff team's adoration for Brian is immeasurable, everyone only has good things to say about his strong work ethic and loyal nature. He is a highly regarded by community partners but most importantly, by the young people he works with and supports.

Brian's hard work has literally changed the lives' of countless young people. Below is a quote from Lauren, now aged 28, who Brian worked with:

‘That guy. School can be hard; home life can be harder but after a night at the Domain you left full of laughter. The man behind it all is the definition of a gentleman, he made everyone feel so special and welcome. He would open those doors and we would all burst in, excited to hear the next adventure he was planning. Seems so long ago but the memories don't go away, but what I love the most is that guy is still doing it to this day. I see the kids go in on my way home from work and can't help but smile knowing those kids have that guy as their rock. That guy is amazing and his name is Brian, thanks for everything you're one in a million.’

Workforce Development

Thriving Communities have supported 4 members of staff to attend University to gain 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.

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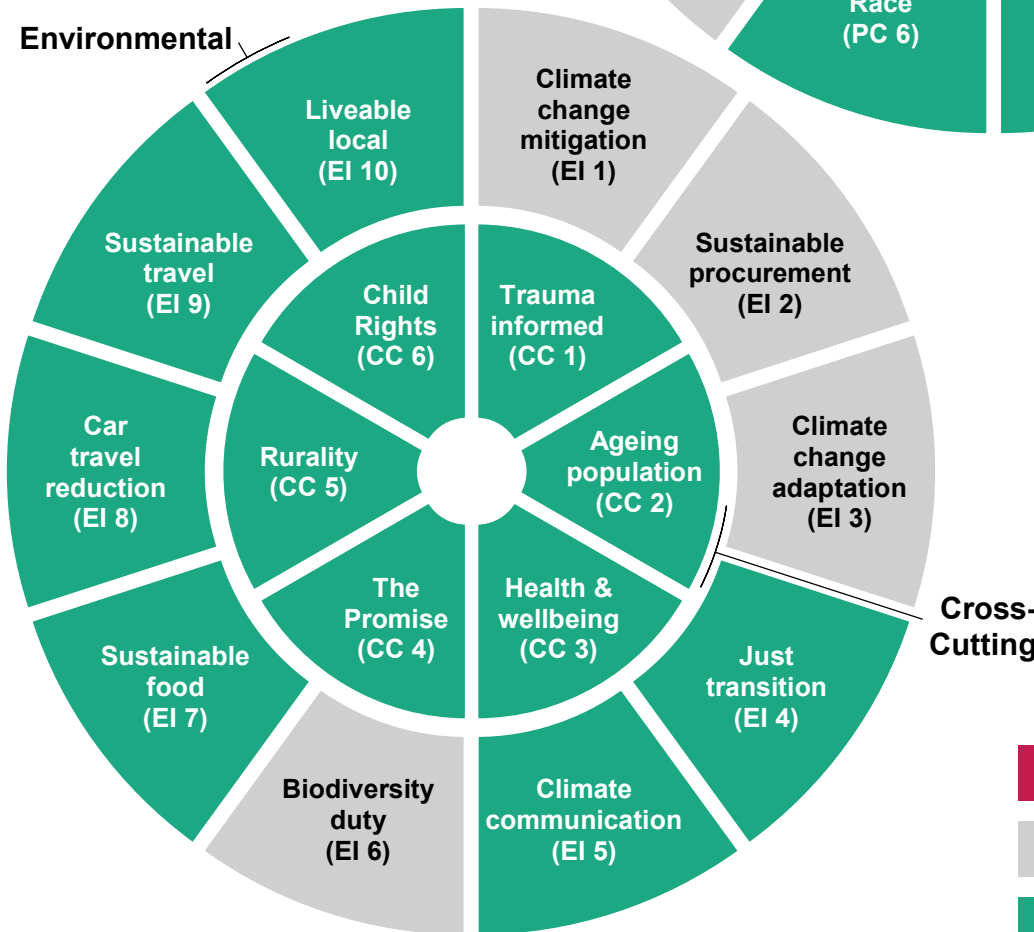
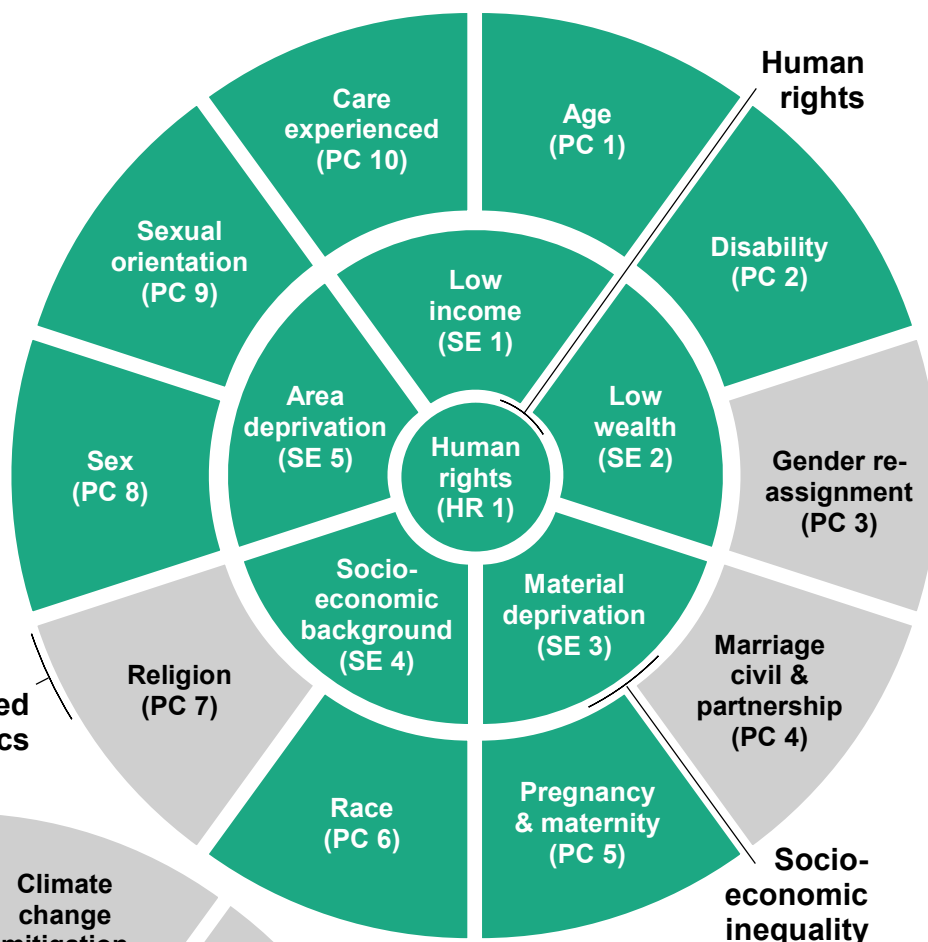
Integrated Impact Assessment Summary Report



South Ayrshire Community Learning and Development (CLD) Plan 2024-2027

Completed by:
 Jamie Tait,
 Service Lead - Thriving
 Communities ,
 Thriving Communities

Date started: Monday 19th



To be implemented on:

25/09/24

Review date:

25/09/25

Oversight Panel:

Cabinet / Community
 Planning Board

- negative impact
- no impact / not applicable
- positive impact

Public sector equality duty

Eliminating unlawful discrimination, harassment, and victimisation?

The new CLD Plan 2024 -2027 seeks to mainstream equalities in it's over arching outcomes and will ensure that any subsequent action points to not disproportionately disadvantage one community or group over another. South Ayrshire CLD Partnership is committed to eliminating discrimination and stigmatization and the plan which has been put in place will play a positive role in the contribution towards this vision, supporting our communities and citizens to grow, care and live a better life in South Ayrshire. This is aligned to the Local Outcome Improvement Plan.

Advancing equality of opportunity?

The new CLD Plan 2024 - 2027 is inclusive of everyone and ensure equality of opportunity to improve outcomes. The CLD Plan will contribute to the CPP and LOIP priorities adding additionality while leading key priorities such as employability, community development and youth work. The CPP has identified key areas of focus within the LOIP taking into consideration children and young people (in particular those with caring responsibilities and those who are care experienced/care leavers) and our ageing population. Poverty is also a key area of focus. The CLD Plan references all of these priorities and the plan sets out how it can support the CPP and other strategic plans.

Fostering good relations?

The CLD Plan 2024 - 2027 is inclusive of everyone and ensure equality of opportunity to improve outcomes. The CLD Plan will contribute to the CPP and LOIP adding additionality while also leading key thematic areas. Key areas of focus within the LOIP taking into consideration children and young people and our ageing population. Financial Inclusion is also a key area of focus. The Community Engagement and Participations group within the CPP structure also provides a forum to foster good relationships and engage with people. Community engagement is at the heart of decision making within CLD.

Impact code key

PC EQUALITIES: impact on protected characteristics

SE EQUALITIES: impact on socio-economic inequality

HR EQUALITIES: impact on human rights

EI ENVIRONMENTAL IMPACTS

CC CROSS-CUTTING IMPACTS

Does this proposal require a Child Rights and Wellbeing Impact Assessment (CRWIA)? **yes**

Please turn over for CRWIA detail.

Child Rights & Wellbeing Impact Assessment (CRWIA) summary

CRWIA for a non-legislative policy/measure

CRWIA title:

The new CLD Plan 2023 - 2027

Publication date:

25th September 2024

Summary of policy aims and desired outcomes

The new Community Learning and Development Plan 2024 - 2027 in line with the CLD regulations 2013. The priorities of the plan are set out in the new plan this includes, youth work, adult learning, community development and financial inclusion.

Executive summary

It is a requirement for the education authority to publish a CLD Plan every three years. Within South Ayrshire the CLD Partnership is made up of partners from Police Scotland, South Ayrshire Council, DWP, Ayrshire College and Health and Social Care Partnership.

Background:

In SA the CLD partnership is responsible for the development, management and monitoring of the plan. The plan 2024-2027 sets out the priorities for the next three years following consultation with learners and the workforce.

Scope of the CRWIA, identifying the children and young people affected by the policy, and summarising the evidence base:

The plan will have a positive impact on children and young people. The plan supports LOIP priorities including The Promise and Young Carers. Youth work will also have a direct impact on young people.

Children and young people's views and experiences:

This has been led by Children's Services Planning Partnership in relation to the development of the new Children and Young People's Service Plan 2023-2026. Wider engagement has also taken place as part of the public LOIP Consultation.

Key Findings, including an assessment of the impact on children's rights, and how the measure will contribute to children's wellbeing:

Youth Work has been identified as a key priority following consultation with learners, partners and the workforce. Youth work in South Ayrshire will have a positive impact on children and young people's wellbeing.

Monitoring and review:

The CLD Partnership will review the CLD plan and its priorities annually. The partnership will also review the findings from the national CLD review and will consider any recommendations and actions from the review. The partnership will publish a mid term report in September 2026.

CRWIA Declaration Authorisation

Policy lead:

Jamie Tait, Service Lead Thriving Communities

Date:

09/09/24

Deputy Director or Equivalent:

George Hunter, Assistant Director Communities and Transformation
