

South Ayrshire Community Planning Partnership Board



Report by Thriving Communities South Ayrshire Council to
Community Planning Partnership Board Meeting of 31st March 2022

Subject: Community Learning and Development Partnership Plan 2021-24

1 Purpose of Report

- 1.1 The purpose of this report is to provide an overview of the Community Learning and Development (CLD) Plan 2021-24 (Appendix 1) highlighting the contribution of CLD in South Ayrshire.

2 The Board is recommended to:

- 2.1 It is recommended the Community Planning Partnership Board recognise the role of CLD and how CLD contributes to the CPP priorities.

3 Background

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

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

- 3.2 South Ayrshire Council (SAC) is required to publish a plan every three years setting out:

- how the educational authority and partners will coordinate CLD provision;
- what action will be taken to provide CLD provision over the period of the plan;
- identify any unmet needs during the period of the plan

- 3.3 In September 2022 SAC approved the CLD Plan 2021-24 to be published following consultation with learners, communities and practitioners. Highlights from the 2018-

21 plan (Appendix 2) was also published and approved.

3.4 The plan was developed by CLD partners who are responsible for developing, publishing, and monitoring progress of the plan. Partners include:

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

3.6 The plan also takes into consideration local and national related policy frameworks including the link to the Community Planning Partnership.

4 Progress

4.1 Since the plan was approved in September 2022 officers from the CLD Partnership have raised awareness of the plan. A briefing was included in the CPP webinar sessions in November 2022.

4.2 Partners have been using baseline data to help implement the action plan set out within the CLD plan.

4.3 Lead Officers have progressed actions set out in the plan including the governance of sub and thematic groups that will report to the CLD Partnership.

5 Next Steps

5.1 The CLD Partnership will continue to implement the actions set out within the plan

5.2 To create workforce development opportunities across the partnership including promoting opportunities of staff to gain CLD qualifications.

5.3 Publish an annual report highlight progress and areas for improvement.

5.4 Ensure the work of CLD is aligned and recognised as adding additionality to the Community Planning Partnership.



South Ayrshire Community Learning & Development Partnership

3 Year Plan 2021-2024



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Foreword

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

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

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

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

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

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

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



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



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Introduction

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

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

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

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

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

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

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

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



What is Community Learning & Development?

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

CLD practice includes:

- community development (building the capacity of communities to meet their own needs, engaging with and influencing decision makers)
- youth work, family learning and other early intervention work with children, young people and families
- community-based adult learning, including adult literacies and English for Speakers of Other Languages (ESOL)
- learning for vulnerable and disadvantaged groups in the community, for example, people with disabilities, care leavers or offenders;

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

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

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



CLD in South Ayrshire

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

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

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

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



National Context

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

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

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

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

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

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

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



Local Policy & Priorities

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

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

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

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

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

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



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

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

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

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

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

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

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

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

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

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

- › Children's Service
- › Community Safety
- › Financial Inclusion
- › Healthier Communities / Improving Population ›Health
- › Wallacetown

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



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National Policy Position

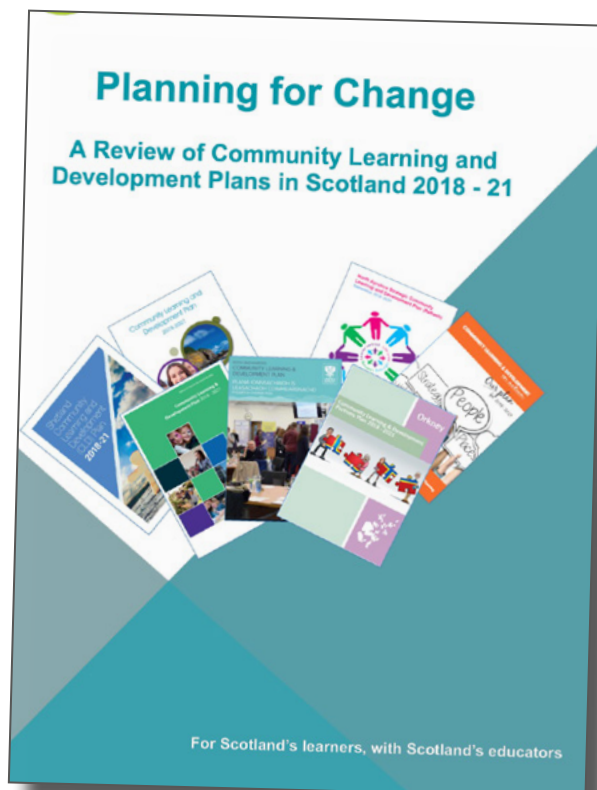
In early 2021, following a review of the second round of published CLD plans from across Scotland, Education Scotland published a planning for change document, “A Review of Community Learning and Development Plans in Scotland 2018 – 2021”.

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

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

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

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



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

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

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

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

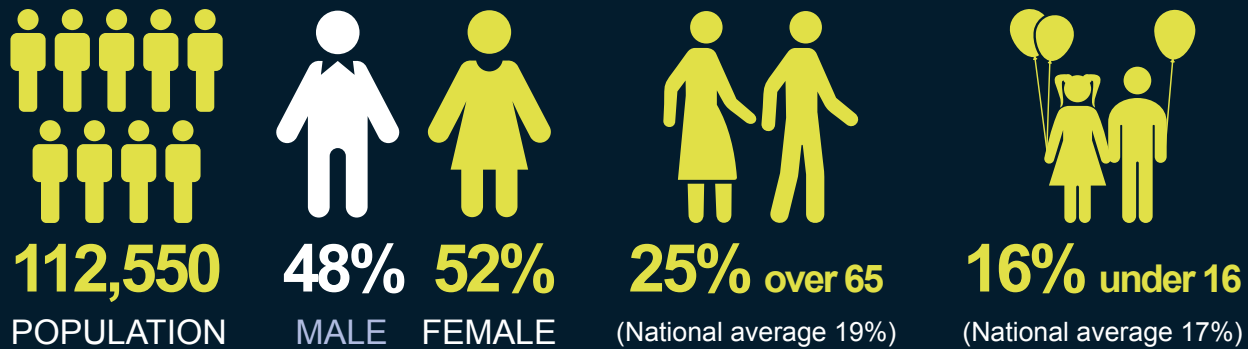
of National strategic policies and plans which have been developed to support the development and delivery of CLD provision. In collaboration with our consultation data and local information, and in developing the new plan for 2021 – 2024, the following key strategies were a focal point during the writing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

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

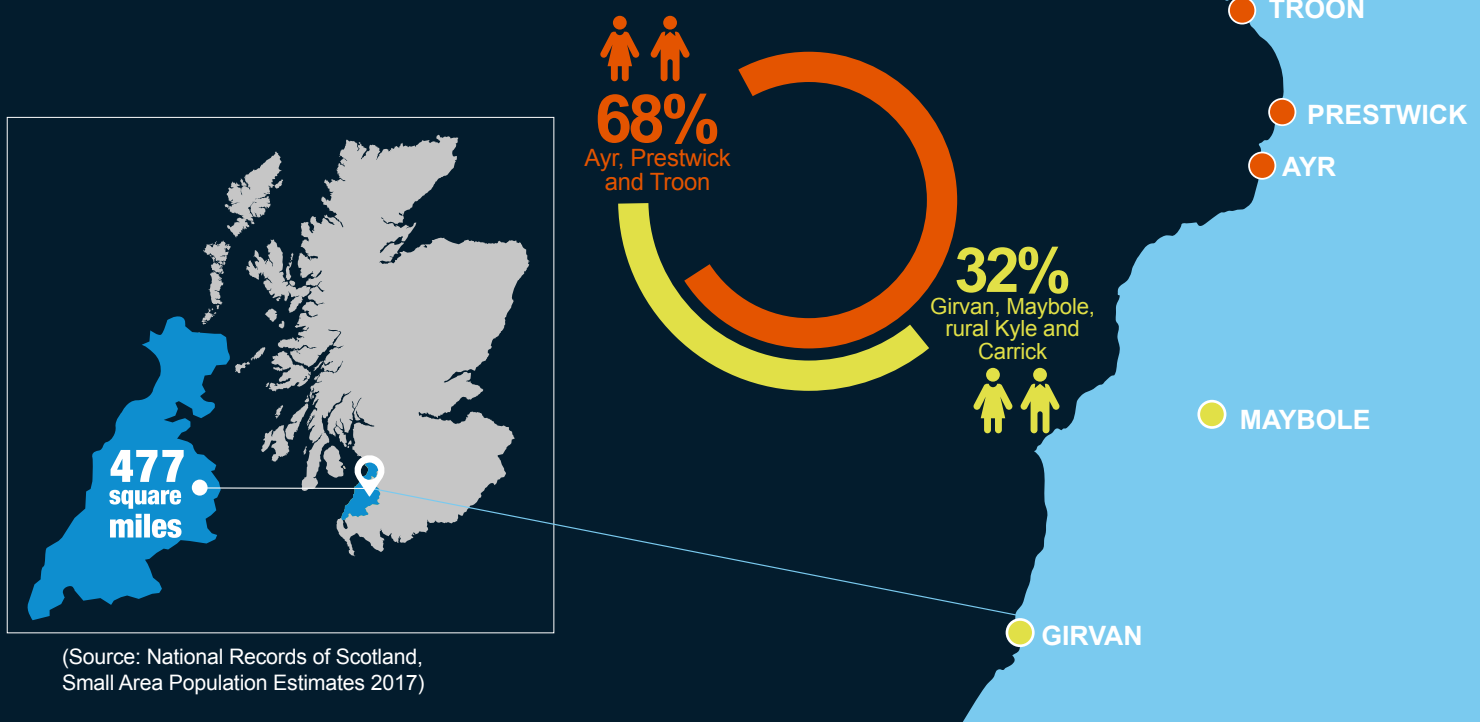
Profile of South Ayrshire

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

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



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



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

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

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

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

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

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

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

Consultation and Engagement Process

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

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

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

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

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

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

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

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

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

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

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



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

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

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

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

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

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



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

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

Workforce Development Survey

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

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

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

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



Plan Governance & Structure

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

- Children’s Services SDP: Improving Outcomes for Children and Young People
- Community Safety SDP: Safer communities
- Communities and Population Health SDP: Healthier Communities / improving population health

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

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



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

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

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

Our Priorities

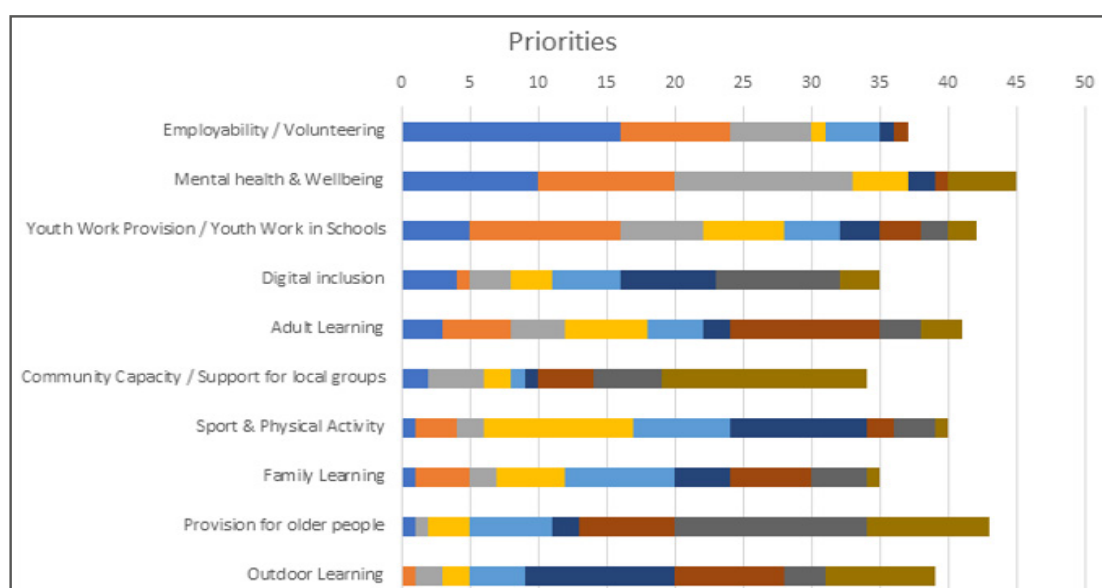
1st September 2021 – 31st August 2024

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

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

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

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



1. Youth Work Provision – Improved Outcomes for Young People

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

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

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

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

2. Mental Health and Wellbeing – Building healthier communities.

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

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

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

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

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

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

CLD Priority 3 – Contribute to the Employability agenda and improve opportunities for Volunteering.
 LOIP Priority – Closing the poverty related outcome gap
 South Ayrshire Council Plan Priorities – South Ayrshire Works
 Children’s Services Plan priority – Tackling Inequality
 Key National Performance Framework Outcomes – Fair Work & Business, Health, Poverty.
 Evidence of Need –Feedback from the majority of the surveys, consultations and focus groups have identified Employability / Unemployment as a priority for CLD over the next 3 years.

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

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

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

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

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

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

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

5. Community Empowerment & Engagement – Supporting our communities to thrive.

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

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

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

South Ayrshire Council Plan Priorities – A better place to live

Children’s Services Plan priority – Tackling Inequalities

Key National Performance Framework Outcomes – Communities, Economy & Poverty

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

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

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

Workforce Development

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

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

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

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

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

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



Unmet Need

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

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

Summary of how this plan was developed

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

Glossary of Terms used in this Plan

CLD – Community Learning and Development

KPI – Key Performance Indicators

COSLA – Convention of Scottish Local Authorities

CLDMS – Community Learning and Development Managers Scotland

LOIP – Local Outcome Improvement Plan

SDP – Strategic Delivery Partnership

CPP – Community Planning Partnership

SDS – Skills Development Scotland

DWP – Department for Work and Pensions

NPF – National Performance Framework

ESOL – English for Speakers of Other Languages

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

SYP – Scottish Youth Parliament

SIMD – Scottish Index of Multiple Deprivation

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

HSCP – Health & Social Care Partnership

CPD – Continuing Professional Development

YWRF – Youth Work Recovery Fund

SAC – Scottish Attainment Challenge

DOE – Duke of Edinburgh

PEF – Pupil Equity Funding

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

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

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

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

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

South Ayrshire Council
Customer Contact Centre
03001230900

Key Successes and Areas For Development following the publication of the South Ayrshire Community Learning & Development Plan 2018 – 2021



Inspection

Between February – March 2019 the Community Learning and Development (CLD) partners in North Ayr and Former Coalfield Villages were inspected by Education Scotland [CLD Inspection Report](#). The inspection team evaluated our performance across 4 key quality indicators as 3 x Good 1 x Very Good.



Strengths:

- › There was a wide range of high quality and well targeted learning activities.
- › Learning opportunities which increase wellbeing and reduce social isolation.
- › Volunteers enhancing learning programmes and strengthening communities.
- › Strong commitment from all partners and leaders to improve lives.



Areas for development:

- › Develop more efficient and sustainable planning and delivery structures.
- › Build on CLD Plan and set joint targets and increase self-evaluation across partners.
- › Strengthen the Community Capacity and Empowerment across all partners.



Self Evaluation:

Following a self-evaluation exercise carried out by the CLD Partnership in 2021, there was an agreed consensus that the plan for 2018-21 could have benefitted from SMART objectives and this has been considered during the development of this plan for 2021 – 2024. The partnership considered this while developing the new plan.

The partners also recognised highlights and key successes within the plan that are noted below.

Performance

- Increased the number of young people achieving accreditation through youth work from 195 in 2018/19 to 262 in 2019/20.
- As part of the National Thematic Review of Family Learning, carried out by Education Scotland, South Ayrshire Council CLD demonstrated their approach to supporting improved attainment and equity and the positive outcomes for young people and adults that this approach achieves.
- Progress in the development of the Team Around the School approach at Ayr Academy
- In 2020 the % of young people progressing to a positive destination in South Ayrshire was the highest in Scotland with 98.4% compared the national average of 93.3%
- We significantly increased the number of Looked After pupils progressing to a positive destination over the past three years.
- South Ayrshire Youth Forum won the Children and Young People's Participation Award at the Scottish Education Awards in 2019
- South Ayrshire Life were awarded Self-Management Tool of the year 2019

All looked after (does not include previously)	2017/18	2018/19	2019/20
South Ayrshire	68.75	75	94.59
Virtual Comparator	81.88	89.72	85.14
South West Collaborative	80	76.47	86.67
The National Establishment	80.42	82.43	81.4



Consultation & Engagement

- Carried out a survey with over 5,600 young people from across South Ayrshire via the “Say it Out Loud” (SIOL) consultation
- Co-designed and delivered the South Ayrshire Youth Forum Awards (SAYF) with 430 young people nominated and 129 Finalists attending the events
- Over 16,000 responses from young people via various survey and consultations relating to local and national issues including campaigns for the Scottish Youth Parliament and Make Your Mark as well as relevant local issues including mental health, Climate Change and online learning.
- Development and production of our Thriving Places - [Place Plan for Girvan](#) following a series of Community Conversations to identify priorities for action.
- Development and production of our Thriving Places – [Place Plan for North Ayr](#) following a community engagement exercise utilising the Place Standard tool.
- In February 2020 South Ayrshire Council published a Community Engagement Strategy – [Community Engagement Strategy 2020](#)
- In partnership with Consultation Institute we delivered consultation and engagement training sessions to officers including the Corporate Leadership Team and Elected Members.



Working with and for our Communities

- Helped establish a Communities Reference Group along with Community Planning to improve our community capacity offer.
- Established and coordinated a comprehensive community resilience response focusing on the delivery of free school meals; supporting residents who were shielding; and providing support to volunteer community groups and individuals who were working to support their local communities.
- South Ayrshire Lifeline was created to respond to the needs of the community during the first lockdown.
- Supported community groups to access £992,878 in funding to support their local communities during Covid-19
- 65% of Third Sector services operated a free food provision which resulted in the creation of a Third Sector/community food network forum
- SAC issued over £90,000 in grants to groups and organisations to organise activities for young people and families during the summer 2021
- Strengthened the working relationships with partners and organisations.



Delivering the learning offer with learners

- Redesigned our offer to ESOL learners during lockdown with a focus on maintaining engagement with learners online through videos and cooking.
- Delivered innovative approaches to our literacy learners who faced barriers accessing online provision by providing easy readers, one to one support and walking groups.
- Delivered a very successful ‘Get In To Summer’ programme of activities to young people, adults and staff including Parent & Child Together programmes.
- Improved the offer to our Young Carers including providing access to free leisure as well as implementing the Young Scot Young Carers Package locally.
- Enhanced our provision for our care experienced young people including offering free leisure access, developing 2 youth groups (Domain and Girvan) as well as a Duke of Edinburgh’s group for care experienced young people from across South Ayrshire.
- Contributed to the development of the Young Carers Strategy for South Ayrshire which was designed in collaboration with our young carers. The CLD Partnership will play a significant role in its implementation.
- Launched the Place2Be project in Carrick alongside key partners to provide young people with access to mental health and wellbeing resources including a counselling service in schools.
- We devised and developed the SIOL Charter and have now established this in schools to support the promotion of mental health and wellbeing for our young people.
- In partnership with LGBT Youth Scotland facilitated online one-one and group work sessions for young people in South Ayrshire during Covid-19.
- Launched ‘Working For Healthy Economy’ Ayrshire Growth Deal Programme in May 2021.