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# NORTH AYRSHIRE COUNCIL

5 December 2023

## Cabinet

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<b>Title:</b>	<b>North Ayrshire Council Strategic Community Learning and Development Plan 2021-2024 Progress Report</b>
<b>Purpose:</b>	To provide an update on the North Ayrshire Council Strategic Community Learning and Development Plan 2021-2024 through the six-monthly update report.
<b>Recommendation:</b>	That Cabinet: <ul style="list-style-type: none"><li>a) Reviews the North Ayrshire CLD Strategic Plan 2021-2024 Progress Report; and</li><li>b) Authorises officers to continue to take forward the actions within the plan</li></ul>

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## 1. Executive Summary

- 1.1 The North Ayrshire Council Strategic Community Learning and Development Plan 2021-2024 was developed in accordance with the Education Scotland guidance and the continued engagement and professional guidance from CLD Managers Scotland. It built on the learning from the Covid-19 pandemic and the previous 2018-2021 plan.
- 1.2 The CLD plan makes a commitment that communities of North Ayrshire, communities of place and communities of interest, will have access to CLD support as appropriate. Communities were involved in the development of the plan through consultation and engagement, particularly where needs had not been met. The focus of the Action Plan is clear in relation to closing the gap between needs and delivery.
- 1.3 Community Learning and Development includes the three domains of Adult Learning, Youth Work and Capacity Building, and the plan is built around these with themes of health and wellbeing, digital participation and workforce development. It also covers inequalities and the targeting of resources, as well as describing unmet need and governance.
- 1.4 Progress continues to be made on delivery across all domains and themes of the plan. The Quarter 2 update (Appendix 1) provides detail of this.

## 2. Background

- 2.1 In June 2012 the Scottish Government issued Strategic Guidance for Community Planning Partnerships (CPPs) on the provision of Community Learning and Development (CLD) services. This guidance was followed by the CLD Regulations

(Scotland) in 2013, which placed a legislative duty upon Local Authorities to put in place a 3-year Strategic CLD plan.

- 2.2 The Government introduced further legislation in 2015 in the form of the Community Empowerment (Scotland) Act, designed to give greater powers to local communities and by December 2016, new guidance was published as part of the Act which placed CPPs on a statutory footing and imposed a duty on them for the delivery of a local outcomes improvement plan (LOIP), with the involvement of community bodies at all stages of community planning.
- 2.3 The North Ayrshire Council Strategic Community Learning and Development Plan 2021-2024 builds on the previously refreshed plan of 2018-2021. It is informed by the learning from COVID 19 pandemic in terms of response and needs. It was approved by Cabinet on 28<sup>th</sup> September 2021. At its heart is the Learners' Voice structure, which brings together a range of learners from across the six localities. Introduced in the previous 2018-2021 CLD plan, the Learner's Voice is its major success, with other highlights including the pathways of support for young people, including the Modern Apprenticeship programme, and the development of dignified food provision and cost of living support through community hubs.
- 2.4 The delivery of the CLD plan continues with the Education Scotland guidance and the continued engagement and professional guidance from CLD Managers Scotland. It has key themes and commitments which were made to the communities of North Ayrshire. These commitments will be realised throughout the life of the plan with recognition that the levels of delivery will differ in each year as needed.
- 2.5 The plan was developed with the underlying principle of partnership working, involving not only the NAC CLD team as an integral part of the development, but also far wider partners and staff teams. While the CLD team provides professional knowledge and advice, CLD approaches are integrated across services within the local authority area, and this amplifies the impact of the work of the plan. This was clearly seen in the impact of the community hubs during the Covid-19 pandemic. Services are provided by the CLD workforce employed and volunteering within the local authority, as well as CLD provision within schools, colleges, third sector organisations and other community planning partners. Collaborative approaches are a key strength in North Ayrshire.

#### CLD Strategic Plan 2021-2024 6-month update report (Appendix 1)

- 2.6 Youth work activity continues to support young people in their attainment and personal development, with 391 national awards being carried out through the CLD team's locality and thematic work including the PDA in Youth Work, Hi-5 Awards which are SCQF recognised, John Muir Environmental Awards and SVQ Level 2 and 3 qualifications in Youth Work. 264 young people completed their Duke of Edinburgh Awards with an additional 174 completing sections towards their full award, working through their bronze, silver and gold awards through school and community groups. Over 90 young people have received certificates for their participation in Mental Health and wellbeing Mini-Ambassador programme and Drama for Wellbeing programme.
- 2.7 6,314 adults were engaged in CLD activity during the time period, including adult learning and capacity building. Some key adult learning activities include the Community Based Adult Learning ESOL programme, where tutors currently provide 25 ESOL support activities a week. The Multiply Project, which is part of the UK Shared Prosperity

Fund (UKSPF), aims to boost people's ability to use maths in their daily life, at home and work. It targets learners who are 19+ that have not previously attained SCQF level 5 or Higher maths qualifications. The Multiply team have used summer 2023 to promote and increase visibility for our project engaged and with 1500 people through promotional events. Five groups have already been established and through partnership work with TACT, funding identified for delivery by third sector partners.

2.8 In line with the priorities of the new Council Plan, empowering communities to identify and deliver their own solutions is a key aspect of the CLD Plan work. Currently 14 food larders across North Ayrshire support over 3000 households with dignified food provision, as well as an increased move towards the "No Wrong Door" approach of access to the other supports and services that would help improve their lives. The North Ayrshire Food Forum has been reestablished and now meets every six weeks with great attendance, giving an opportunity to share learning and build social capital between groups working in different communities. Links are being established between local food growing projects and larders to ensure their produce is used to support those who most need it.

28 Community "wishes" have also been delivered in 2023 so far through the Community Benefits Wishlist. This links needs in communities with businesses delivering contracts and ensures community benefit is directed in the way which makes the most impact. In total, 61 "wishes" have been delivered since the Wishlist was launched in October 2021.

Work continues to progress strongly in meeting the identified unmet need around older people. Mapping and consultations have been completed with older people and a draft participation structure will be agreed at the Older People's Conference to be held in November. 29 different activities are currently running across the four older people's engagement hubs, with the Saltcoats, Irvine and Kilbirnie hubs having established their own entertainment committees and a fourth committee in development at the Dalry engagement hub.

Resourcing the work in and by communities through the distribution and leverage of funding remains a key priority. Locality Planning Partnerships awarded a total of £61,619 from April to August 2023. £603,720 in additional external funding has been levered in by third sector organisations in the same time period. Eight funding workshops and drop-in sessions were delivered from April to August and 18 funding updates circulated to community organisations and colleagues. 677 members have now joined North Ayrshire Virtual Funding Centre.

Work continues successfully around other key activities such as Community Asset Transfers, Participatory Budgeting grant programmes, the delivery of the holiday meals programme and wellbeing support for young people and families.

In September 2023, HMle visited to carry out a Progress Review of the work around the CLD Plan. The resulting report identified that the self-evaluative and monitoring work of the partnership reflected a true picture and clear understanding of the progress being made and was overwhelmingly positive in its nature. Further information on the process and published HMle report is being provided in a separate report to Cabinet.

### **3. Proposals**

#### **3.1 That Cabinet:**

- a) Reviews the North Ayrshire CLD Strategic Plan 2021-2024 Progress Report; and
- b) Authorises officers to continue to take forward the actions within the plan.

#### **4. Implications/Socio-economic Duty**

##### **Financial**

- 4.1 The CLD Plan is delivered from within existing resources, with some additional support for ESOL to support New Scots.

##### **Human Resources**

- 4.2 Any human resource requirements are met within the existing staffing cohort. Increasing community activity and the corresponding support needs can place a strain on this resource and monitoring continues to ensure workloads are manageable.

##### **Legal**

- 4.3 The CLD Strategic plan meets the council's legislative duties under CLD Regulations (Scotland) 2013.

##### **Equality/Socio-economic**

- 4.4 The values base of CLD work includes valuing equality of both opportunity and outcome, and challenging discriminatory practice. The work of NAC staff and partners on the CLD plan helps to address inequalities across communities and empower them to have their place within the design and delivery of services. It helps to ensure resources are targeted to those in most need and where they will make the greatest impact on outcomes, while ensuring there is also a universal offer of learning opportunities and activities. Through working with communities and with partners, the voices, needs and aspirations of the communities inform the operational delivery and targeting of resources. It is foreseeable that the escalating cost-of-living crisis will put pressure on individuals and communities and work with the community larder network and partners who provide energy, financial and mental health advice will intensify. The delivery of the plan focuses on building capacity and optimising opportunities so that efforts to address poverty and inequalities are strengthened.

##### **Environmental and Sustainability**

- 4.5 Environmental and sustainability issues provide opportunities for skills and learning development. With rich and diverse spaces, North Ayrshire offers opportunities for involvement in marine, coastal and woodland activities; tree-planting; allotments, growing, community gardening and food production; and community environment projects.

##### **Key Priorities**

- 4.6 The activities contained within the CLD Strategic Plan 2021-2024 support the North Ayrshire Council Plan strategic aims:

- To transition to a wellbeing economy, delivering prosperity, wellbeing and resilience for local people.
- We will have active, inclusive and resilient communities.
- A Community Wealth Building Council that is efficient and accessible, maximising investment and focusing resources towards our priorities.

### **Community Wealth Building**

4.7 The activities contained within the CLD Strategic Plan 2021-2024 support the following pillars of community wealth building:

- Creating volunteering and skills development opportunities;
- Sustaining local employment through skills development;
- Advancing community enterprises, such as food pantries, community centre ownership and community sports clubs; and
- Advancing local ownership of underused land and buildings.

## **5. Consultation**

5.1 Significant consultation was carried out in the development of the original CLD plan in 2020 and 2021, with the learner at the centre, including all Locality Partnerships and Locality Forums, and a "co-define, co-design and co-deliver" model. Consultation with learners and partners continues in line with recommended good practice by the Consultation Institute and the National Standards for Community Engagement. The Community Engagement Network (CEN) is hosted by North Ayrshire Community Planning Partnership and meets quarterly. This is the community engagement reference group for this toolkit/hub, support and development forum for the Engagement Champions and a networking opportunity for all partners involved in community engagement. Engagement Champions are representatives from all partners, departments or organisations. The Learners' Voice, Youth Participation Engagement Structure and feedback from learners and partners continue to inform delivery and practice.

Audrey Sutton  
Executive Director of Communities and Education

For further information please contact **Rhonda Leith, Head of Service (Connected Communities)**, on **01294 324415**.

### **Background Papers**

Appendix 1: North Ayrshire CLD Strategic Plan 2021/2024 – Q2 Progress Report  
Appendix 2: North Ayrshire CLD Plan (September 2021/24)

## North Ayrshire CLD Strategic Plan 2021-2024

## Year 2 Update 2022-2023

Key Priority	Action Plan	Update
<b>Youth Work</b>		
<b>Positive Destinations for 16-19 year-olds</b>	<p>Through the work of our Modern Apprenticeship Programme, we will continue to take young people through their SVQ Level 3 in Youth Work.</p> <p>We will strengthen our employability programmes from Playback Ice Qualifications, Ambition Agreement, Youth Guarantee and a wide range of one-to-one support, group work and signposting services.</p>	<p>The Modern Apprenticeship Programme continued to take young people through their SVQ Level 3 in Youth Work. 5 MAs completed in March and achieved their qualification and moved onto to further education and/or employment. 6 MAs are halfway their qualification with another 5 MAs that have started their qualification in August/September 2023.</p> <p>Throughout the programme we ensure that MA's are nurtured and encouraged to take on new learning opportunities. Candidates will often find new training courses or discover personal development needs as their knowledge and skills grow.</p> <p>The annual External Verification meeting by SQA resulted in a high confidence level result in the services delivery of both SVQ and Learning and Development qualifications. Additional</p> <p>Additional training out with their core training has included a pilot for suicide prevention training. Participating in the Fair Jobs Fayre, they have also been working on national consultations including Alcohol Marketing consultation with Alcohol Focus Scotland.</p> <p>The MAs are additional accredited Mental Health Ambassadors gaining Mental Health First Aid (SCQF Level 6).</p> <p>In March 2023 funding for our two Employability Project and Delivery Workers contracts came to an end as per funding agreement, therefore specific youth employability programmes can no longer be delivered. North Ayrshire</p>

		<p>CLD team continue to work with SDS to support young people into volunteering and positive destinations as and where appropriate.</p> <p>We continue a range of employability work incorporating youth work practice that is delivered across North Ayrshire to support young people into positive destinations, this includes ESOL Employability Introductory session in partnership with CEIS.</p> <p>As part of the UK Shared Prosperity Fund (UKSPF) North Ayrshire Council have secured funding to deliver the Multiply Project. This project aims to boost people's ability to use maths in their daily life, at home and work targeting learners who are 19+ that have not previously attained a level 2 SCQF, level 5 or higher maths qualification.</p> <p>The Multiply team have used summer 2023 to promote and increase visibility of the project. Our summer outreach programme engaged with around 1500 residents of North Ayrshire which allowed us to interact with young people in the authority, which will assist with the removal of the barriers and stigma that can be attached to numeracy and literacy.</p>
<p>Attainment and Wider Achievement</p>	<p>We will continue to provide a wide variety of youth work opportunities to young people based on local need and in partnership with young people.</p> <p>Young people will have access to awards and certification through our programmes.</p>	<p>The CLD team continues to ensure that appropriate accreditation routes are utilised to enable a formal recognition of young people's community-based learning is recognised.</p> <p>391 national awards being carried out through the CLD team's locality and thematic work including PDA in Youth Work, Hi 5 Awards, John Muir and SVQ Level 2 and 3 in Youth Work</p> <p>264 young people completed their Duke of Edinburgh Awards with an additional 174 completing sectional towards their DofE, working through their bronze, silver and gold awards through school and community groups.</p>

	<p>Working in partnership with schools, we will provide a menu of curriculum enhancement activities.</p>	<p>Over 90 young people have received certificates through the Mental Health and wellbeing Mini Ambassador programme and Drama for Wellbeing</p> <p>This summer saw one new Scots young womens group, with Syrian and Ukrainian nationalities, and two new Scots boys groups, with Syrian, Afghanistan, Vietnamese and Egyptian nationalities, attend residentials with Arran Outdoor Centre. Among the young people attended there where 9 unaccompanied young people that are currently resident in North Ayrshire. And among the staff on the residential was Mariana who had been a member of the swans group and is now a sessional youth worker with North Ayrshire.</p> <p>Ukrainian and Syrian young people attended Youthbeatz festival in Dumfries. As well as enjoying the festival it was an opportunity to practice photography skills.</p> <p>A number of new Scots youth activities are being delivered in North Ayrshire by CLD new Scots team these include Swans, girls D of E, film club, judo club with Lorretta Doyle Judo Foundation, summer arts club, summer sports club with Active Schools and Nova Scotia boys group.</p>
<p><b>Health and Wellbeing</b></p>	<p>We will continue to development our LGBT specific work across localities and to gain the LGBT Charter Mark.</p> <p>We will develop and deliver issue-based resources, projects, and programmes on health, including alcohol and drugs, health and wellbeing, suicide prevention and promote positive wellbeing tools and resources.</p>	<p>The service has been successful in achieved their LGBT Silver Charter award by LGBT Youth Scotland by developing a portfolio of evidence. The work around this supports our LGBT Young people across North Ayrshire. Young people who attend the group, want to be proactive in their local community, to ensure that all young people are all equal - not only those who are protected by the characteristics but allies of these young people too. Following on from the equality's forum, the young people were invited over to Arran Pride to walk in the parade and hold a stall to support the event.</p> <p>The Equality Project is led by the young people's needs and wants, in a hope to speak truth to power and empower our young people to make positive change within their communities in a safe and nurturing environment. The group has around 20 members and concentrating on LGBTQI+. During this 6-month period the Equalities Forum brought along 20 young people from across our six localities to have the opportunity to join together with other LGBTQ+ people across North Ayrshire at a residential.</p>

	<p>The Take Time Families programme offers support to families targeting parent/carers and young people to achieve a joined understanding of resilience and emotions in the home. This programme has found success and has a group of core members keen to keep this group consistently running, the group came together for summer trip to a Farm Park. Before the summer break parents and children have been giving feedback on the journey with the group so far.</p> <p>The Mini Ambassador programme surrounding mental health and wellbeing for North Ayrshire Bee You mental health ambassadors is delivered to primary 6/7 school aged young people and becoming mini bee you ambassadors for their primary school. This programme has been so far successfully delivered to multiple schools across North Ayrshire. The programme allows the ambassadors who are all aged between 16 and 21 the chance to share valuable information with young people aged around 10-12. The programme is designed to support all of the young people involved and their resilience. The Ambassadors all have completed Mental Health First Aid and/or the Mental Health UKs Your Resilience programme so in delivering what they have learned only reaffirms the learning that these young people have already had further increasing their resilience and confidence.</p> <p>The Drama for Wellbeing programme created a summer a programme that used the power of drama therapy to connect young people, allowing them to express themselves whilst addressing issues surrounding Mental Health and Wellbeing. 30 young people came together to create scripts and express themselves through drama approaching subjects and themes as Connect, Be Active, Take Notice, Learning and Friendships, creating a space for young people to use drama as an outlet to address issues affecting our young people. Supported by youth work staff, a drama tutor and a singing coach, this space was about inclusiveness, trying new things and creating lasting messages with our young people.</p> <p>Take Time on the Road was designed as a pop-up open day style, tying in with different partners and inviting along agencies that have a focus on mental health and wellbeing. Targeting families across areas of North Ayrshire, hosting 10 events across all 6 localities. The roadshow was well received by the communities of North Ayrshire bringing in over 2000 people to engage in various activities that took place during the summer months. Over 40 partners came along to support these events and the families living in or visiting North Ayrshire.</p> <p>Your Resilience supports young people’s mental health resilience. The education programme is focused on building resilience through life’s transitions in 14–20-year-olds, equipping them with the tools and resources to manage their mental health now and in the future. The programme is delivered in a range of settings, Individually, community groups, schools, or college groups. This programme included pupils from Kilwinning Academy S6 pupils for 3 full days.</p>
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<p><b>Young Peoples' Voice and Rights</b></p>	<p>Ensuring young people have structures in place to use their voice through our Youth Participation and Citizenship Strategy. Strengthening the voice of seldom heard young people with focused work with Care Experienced young people, Gypsy Travellers, Young Carers and New Scots.</p>	<p>Joint Youth Forum took place in March bringing together all of our youth forums and youth voice groups engaging on the topics of the Local Development Plan and the Mental Health Toolkit. These 40 young people also had the opportunity to share good practice and take part in some teambuilding activities.</p> <p>North Ayrshire MSYPs continue to represent the views of their constituents with the support of the youth work team. These 4 young people are engaged in national and local work and are embedded in locality work, work with partners and various other projects. We have started <a href="#">the recruitment for SYP candidates and the upcoming elections allows young people to vote for their preferred candidate, giving MSYPs their democratic mandate to represent the views of North Ayrshires young people locally and nationally.</a></p> <p>Youth Participatory Budgeting is currently live and is a way for young people to decide how local funds are spent choosing which projects get a share of the allocated money in each locality. A bi-annual source of community funding given directly from North Ayrshire Council to communities in need of a financial boost to realise their ambitions with a sum of £198,377 overall, this year's fund is split into three different categories, running simultaneously – Youth PB, Locality PB and funding from the UK Shared Prosperity Fund – a UK Government funding stream helping to boost pride and prosperity across all localities.</p> <p>Primary 7 youth council brought together 140 young people from all localities attended this interactive day to take part in four workshops ahead of transition into secondary school. These workshops included: developing a Mental Health Toolkit, Health and Wellbeing Curriculum, Transition to Secondary School and Financial Literacies and Life Skills. This also provided an opportunity to consult the Local Development Plan.</p> <p>We planned and hosted our first even themed Joint Cabinet in June in partnership with HSCP with a focus on the Promise and engaged with our Care Experienced young people. This follows the same format as our generic Joint Cabinet with themes and activities based on the needs, wants and issues faced by these young people.</p>
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<p><b>Climate Change</b></p>	<p>North Ayrshire, as a Child Centred Council, is committed to ensuring that young people are involved and engaged at all stages of our Climate Change journey.</p> <p>Ensuring a UNCRC Rights based approach is co-produced and co-delivered with our young people</p>	<p>The CLD team support the young Climate Change Ambassadors to engage with the wider Council, and create events and activities for young people to take part in.</p> <p>They follow the North Ayrshire's Youth Participation and Engagement Strategy Climate Change Plan on a Page delivering a variety of training and taking a green approach to their wider activities.</p> <p>The group are working to create a Climate Change Time Capsule, along with tree planting. The aim is to include items to look back on in 20 years on to see how much change young people have been able to achieve in relation to green initiatives, climate change and sustainability in North Ayrshire. The group have consulted with over 200 young people on what should be included in this with feedback telling us their hopes and aspirations for the future: The young peoples feedback is reported to the North Ayrshire Council Climate Change Steering Group which helps to shape policies and work surrounding the North Ayrshire Climate Change agenda.</p>
<p><b>Digital connectivity</b></p>	<p>We will work with partners to ensure that young people can get access to devices and connections to connect digitally to services and peers.</p> <p>We will ensure that young people are equipped in digital literacies.</p> <p>We will provide training and information for young people enabling them to be digitally secure and resilient.</p>	<p>We have been successful in receiving £70,000 from Education Scotland to pilot the Cyber Explorers Programme in North Ayrshire. This pilot will allow a team within our service to use the Mobile Youth Centre in a community setting to deliver new online learning platform to teach cyber skills to young people.</p> <p>The new platform is being rolled out as part of the government's ambition for cyber skills set out in the <a href="#">National Cyber Strategy</a>. This will help ensure the UK has a sustainable supply of diverse and high-quality individuals joining the cyber workforce in the future. Equipping young people with the digital awareness and skills they need will enable them to pursue a career path in the sector.</p>

<p><b>Poverty and Inequality</b></p>	<p>Through our Cost of the School Day work, we will work on ensuring equity of opportunities and activities across schools and community.</p> <p>We will continue to provide food with dignity through our activities, events, holiday programmes and weekend and evening provisions.</p>	<p>The Cost of the School Day work continued with the CLD team working on ensuring equity of opportunities and activities across schools and community. Child Poverty is embedded into all youth structures including youth councils and Joint Cabinet meetings.</p> <p>The Cost of the School Day work has been focussed and two separate groups. Initially to professionals that work with young people across North Ayrshire and secondly to young people from both primary and secondary across North Ayrshire.</p> <p>Young people lead on discussions around Child Poverty, shaping policy and practice for North Ayrshire Council and partners, they are involved in all initiatives that have come from the data in a co design, production and delivery model. This work shows visible changes to lowering the cost of the school day for young people and their families.</p> <p>The work that we carry out is in partnership with our education colleagues, the creation of this joint piece of work allows us to plan, alongside our young people, in delivering events, activities, creating feedback loops and disseminating information to our young people and their parents.</p> <p>Young people are empowered to speak truth to power, support and challenge officials and decision-makers as duty bearers and to ensure young people voice is respected and acted on in relation to Child Poverty and have made significant strides towards our Child Poverty work including:</p> <ul style="list-style-type: none"> <li>• Non branded uniforms policy has been implemented across all of our schools</li> <li>• Policy on no gifts for teachers</li> <li>• Increase in breakfast clubs and swap shops in schools and communities.</li> <li>• Family learning providing opportunities for extracurricular across schools</li> <li>• Increase in homework clubs</li> <li>• Increased uptake and use of the transport for U22 scheme</li> <li>• Healthy snacks free of charge in all primaries through PEF funding</li> <li>• Access to digital materials for all pupils</li> <li>• Holiday meals provisions – over 11,000 young people accessed this over the summer period 2023.</li> </ul>
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		<ul style="list-style-type: none"><li>• Joint working across CLD and Education has allowed us to engage more young people and children in activities, opportunities and feedback – the commitment to young peoples active participation around voice and rights is increased across schools.</li><li>• Youth led PB process and community PB has a key theme of poverty and inequality to support local groups and initiatives in delivering activities and support for young people around child poverty and cost of living.</li></ul> <p>Child poverty will continue to feature across all of our platforms from Locality priorities, our CLD Plan, youth work key priorities and youth participation work. Whilst the Pupil Equity Fund will focus on child poverty and mitigate the effects of this for our children, young people and families.</p> <p>The CLD team provided food with dignity through their activities, events, holiday programmes and weekend and evening activities. This included weekend breakfast clubs</p>
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Key Priority	Action Plan	Update
<b>Capacity Building</b>		
<b>Food Insecurities</b>	To continue to develop our food with dignity approach to food poverty/insecurity – working in partnership with communities, to expand food pantries, larders, and community fridges.	<p><b>North Ayrshire Fairer Food Network</b></p> <p>The Fairer Food Network continues to grow, with 14 locations open and a subsidised food model on the Isle of Arran. Work is establishing for a 15<sup>th</sup> larder in Largs and a community consultation is underway for food support in Cumbrae. The network provided upwards of 600 appointments per week representing approximately 3000 households across North Ayrshire. At a recent meeting, the network had a taster session with the Community Baker from North Ayrshire Foodbank and got to taste pies, biscuits and scones.</p> <p>Support is provided to Cafe Solace and to their new Food Development Worker to develop food education programmes, which will soon be delivered in the Garnock Valley. The team, work in partnership with KA Leisure and Dalry Community Sports Club to deliver a weekly programme of activities, food and youth diversionary work, with 40 to 80 young people attending every week.</p> <p>The Farm Basket, Side Larder and Choices are supported by CLD, with 751 residents accessing the provision. Working in partnership with BABCA, The Farm Basket, and the Sew Lovely group ‘A Guide To Making A Canny Cooker’ Film has been made and is available to view on the CPP website alongside a handout. A Canny Cooker training session was delivered by BABCA on February at Towerlands CC which was attended by 4 learners.</p> <p>Emergency food parcels are now available at Redburn Community Centre; 8 parcels have been given out over the last month. This provision has increased since it started a month ago. The centre continues to run a regular Breakfast Club and support with providing Community Lunches (Friends of Redburn/BABCA) with 119 attendees.</p> <p>Three Towns Family Fun Time and Grub Club (Family fun activity and food provision through the winter period) had 146 residents accessing provision. Association Winter Warmer Activities- took place with 179 people attending, activities included a Daffodil Tea, Cinema Clubs and Family Fun Nights.</p> <p>NAC were successful in receiving £16,600 from Magnox which was distributed across the network with the aim of helping people keep warm. This funding is to be spent by August 23. Many of the larders applied to</p>

		<p>the Corra Household Fund and received £5250 to assist household with energy costs. Support has been given to Choices Larder to apply for Little Magic Grants and currently People’s Postcode Lottery.</p> <p>The Fairer Food Network has held information stands and participated at various venues including: Stevenston library where several residents from Stevenston south were unaware of their larder; the Warp it Eco Awareness Event in Cunninghame House where staff demonstrated Canny Cookers and had surplus supermarket food available to take away to reduce landfill; the Green Health Day at Eglinton Park; Streetscene Volunteer Awards; Go Green at Kilwinning Library; and the Capacity and Empowerment Team’s Engagement Day on 31<sup>st</sup> May at Ormidale Pavillion on Arran where members of community groups could discuss the wish list and whether it might be able to support their projects.</p> <p>All larders are now purchasing their own stock and analysis of the variance in basket values across the network is being looked at. The third quarterly payment has been made to all larders under the revised funding model. Weekly footfall will be monitored and reported on quarterly, and that figure will dictate the payment for the next quarter. Larders with up to 30 households per week will receive £1000 per quarter. Thereafter, it will be a cost per head calculation of the remaining funding pot. Eco Savvy now offer subsidised ambient food at the Zero Waste Café’s. Given that this is the only subsidised food model on the island and a larder model that works on the island, they will be included in the next quarter payment run.</p> <p>A Stock leaflet for New Scots (Ukrainian and Syrian) is almost complete and will be given to the larders early next month. This was developed in response to feedback from the larders around the time that it was taking for New Scots to complete a shop due to lack of knowledge of the products available. This was becoming an issue if the larder is only open 4 hours per week and trying to serve 80+ household in that time.</p> <p>The work placements with Equal Supported Employment are ongoing, although due to end soon. There will then be a review of the placements and a decision as to whether they will continue this winter. The employability team have provided the network with reusable canvas tote bags to reduce the number of plastics being used.</p> <p>Contact was made with the Oral Health Team within the NHS and toothbrushes and toothpastes were delivered to all larders and guidance on how to reorder when required. The Energy and Sustainability Team were also able to provide each of the larders with a box of 50 led lightbulbs to give out to households to help with energy costs.</p> <p><b>Growers and Allotments</b></p>
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		<p>Eglinton Growers. GV Allotments and Eglinton Community Gardens have been very generous with the harvests for the larders. Produce including onions, potatoes, tomatoes, beans, patty pans, cucumbers, lettuce, carrots and herb have all made their way to the larders with assistance from Supported Employment. Work is now underway with Eglinton Park Rangers to produce recipe cards for winter veg such as kale, so larder members are encouraged to make use of the less popular winter veg. Support is provided to the GV Allotments Association to ensure their smooth running and development, as well as support to Dalry Community Sports Club, who are looking to develop a growing space within Dalry. Beith have developed their growing space and have raised beds and area of reflection for the community to make use of and support their larder.</p> <p>Support provided to Arran Pioneer Project to connect them with the appropriate internal NAC staff and teams to help them site a geodome on the island near the Outdoor Centre. The geodome would provide year-round, stable and secure growing conditions for exotic varieties, creating increased food resilience on the island while supplementing the offer for young people at the Centre.</p> <p><b>Sustainable Food Places</b></p> <p>Ongoing participation in Sustainable Food Places discussions between North Ayrshire, Ecosavvy and Nourish to identify a route forward for a project in North Ayrshire and the impact of the Good Food Nation Act coming into effect this year.</p> <p><b>North Ayrshire Food Forum</b></p> <p>The first meeting of the resurrected North Ayrshire Food Forum took place in August. Reps from NHS, TSI, Foodbank, larders, Green Health, FM, Eco Savvy and Arran Pioneer Project were in attendance, and it was agreed that the forum will meet every 6 weeks with a mix of online and in person.</p>
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<p><b>Participation and Democracy</b></p>	<p>To extend our participatory approaches, offering communities more opportunities to lead in local decision making, including grant making (youth and locality) and mainstreaming PB. To build on the projects funded via the devolved Community Investment Fund</p>	<p><b>Participatory Budgeting</b></p> <p>The 6 Locality Partnerships established PB steering groups and delivered the 22/23 round of Locality and Arts and Culture PB. The overall budget was £109,777, with 110 local community groups benefitting from locality funding. The Youth PB fund took place in December 22, an incredible 4,131 young people aged 8 to 25 helped make the dreams come true for almost 100 youth projects who had a share of the £56,000 PB windfall.</p> <p>PB was delivered as a hybrid approach this year with votes taking place on the CONSUL site, as well as paper voting taking place in libraries. A small task force was set up and we have gathered learning and feedback that will help reshape the process moving forward into '23/'24.</p> <p>Participatory Budgeting 23/24 is currently live with a sum of £198,377 overall, this year's fund is split into three different categories, running simultaneously – Youth PB and Locality PB applicants can apply for a share of up to £1,000 and a funding commitment from the UK Shared Prosperity Fund – a UK Government funding stream helping to boost pride and prosperity across all localities, has allowed for the opportunity to encourage partnership applications for up to £5,000.</p> <p>The COSLA annual return was completed and NAC exceeded the 1% target. Public decision- making was recorded for £7,012,787 or 2.32% of the Council budget in 2021/22. Two rounds of Council training on mainstream participatory budgeting took place. Discussions took place with a number of depts regarding extending PB approaches, including Active Travel Team and Roads. RHONDA TO CHECK</p> <p>The CLD team worked with the Locality Partnerships and their subgroups to look at Community Investment Fund projects and applications ensuring that appropriate people are round the table and working in line with participation by experience, where possible.</p> <p>Kilwinning &amp; NC staff continue to support various community groups such as - Eglinton Growers, UK Shared Prosperity fund and other external funders. CORRA Foundation received support in completing a CIF bid.</p>
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		<p>Community Councils and Community Associations were supported by the service throughout North Ayrshire with decision making in relation to their communities. The CLD team also helped them look for ways to engage with their communities and offer activities that are open and inclusive to all.</p> <p>All Community Councils played an active and integral role in the Locality Partnerships and various working groups. In the Garnock Valley work commenced to explore opportunities to lead on the development of Local Place Plans and Regeneration Place Frameworks. The CLD team supported all Community Councils and community representatives with training and solving local problems.</p> <p><b>Older People’s Voice</b></p> <p>Consultations and mapping exercise of current provision for older people has been completed across NC, 3towns, Irvine, and GV (5 consultations) and findings have been broken down and summarised.</p> <p>Work is progressing in relation to older people’s voices being heard through a participation and engagement structure by holding an older peoples conference on November 22nd at Saltcoats Town Hall where older people will have the opportunity to feedback on platform presented. The conference will build on the Older people's participation strategy. The conference will also provide education around scams, intergenerational work, older peoples stories of trying to get their voices heard, KA Leisure input regarding health and well-being, lunch and a raffle.</p>
<p><b>Community Asset Transfer</b></p>	<p>To support community organisations and groups seeking to secure local management/control of community assets, through lease, ownership, or management.</p>	<p>Four organisations received Cabinet Approval for CAT’s – TASS Community Sports, Pirnmill Village Hall, Ardrossan Community Development Trust and Irvine Tennis Club.</p> <p>A temporary post was created, to be based with The Ayrshire Community Trust, to strengthen community capacity to take on assets. This post has recently been extended to March ‘24 and the postholder continues to work closely with CLD Staff on key priority areas and provide valuable support as a single point of contact with community groups.</p>

		<p>In addition, 20 other groups are currently being supported by the CLD team, at different stages of the CAT process. This includes supporting Douglas Park Nursery and the Douglas Park tennis courts who have received advice regarding their asset transfer process, Dalry Community Sports Club, who have decided to merge 2 applications together towards securing ownership of both Pavilions and old tennis courts. The Simson/Craufurd Avenue Swing Park in West Kilbride are at the early stages of CAT process and liaise with community groups, housing, Streetscene, legal and elected members on this project.</p> <p>The Community Asset Transfer paperwork has all been reviewed and updated and has been uploaded onto the CAT webpage in an accessible format.</p>
<p><b>Community Leadership</b></p>	<p>To support volunteers, individuals, and community groups, to develop the required skills and knowledge to achieve their ambitions, through opportunities co- produced and offered through our 'Leadership Collective'</p>	<p>The Leadership Collective, which represents partners from the Third Sector Interface, Green Health Partnership, NHS and HSCP meet regularly to coordinate the development and promotion of a wide range of training opportunities across North Ayrshire. Training delivered has included Committee Skills, REHIS, Interview Skills, Defib, cooking on a budget, Canny cooker training, Barista training, naloxone training, joint funding workshops and walk leader training.</p> <p>The Kilbirnie Cafe Solace Food Development Worker has been supported to develop and deliver food education programmes, ensuring local families feel confident preparing nutritious meals from scratch on a budget.</p> <p>ASN Parents group, created and supported by CLD staff looking to become constituted to bring in funds for transport to and from group.</p> <p>Staff from the service facilitated naloxone training to 20 individuals to make them better equipped in supporting any potential drug misuse.</p> <p>The Community Association handbook has now been refreshed and updated and will be delivered through NAFCO. A Good Governance training toolkit has also been created and this will be a tool for CLD staff to identify support and training needs with the associations and organisations they work with.</p>

		<p>A wide range of training opportunities for staff and CLD partners has taken place including Cyber First Aid, Child Protection, risk assessment, numeracy resource development, STEM for youth work, literacy for ESOL learners, fast forward gambling education and prevention, PB awareness, Good Governance toolkit training, Community benefits, Smoking, Vaping, Mental Health and Wellbeing – Training for Youth Workers and safe talk.</p>
<b>Participation Requests</b>	<p>To continue to raise awareness and provide support with Participation Requests to complement and improve our local range of participation processes rather than replace them.</p>	<p>One Participation Request was received by the Regeneration team. The guidance and support was updated on the Community Planning Partnership website. The CLD team contributed to Scottish government workshops on the review of the Community Empowerment (Scotland) Act 2015 in relation to an appeals process for Participation Requests. Jacqui to Check</p>
<b>Community Engagement</b>	<p>To continue to develop and enhance opportunities for community engagement/involvement, through the development</p>	<p>The Community Engagement Resources toolkit is hosted on North Ayrshire Community Planning Website engagement hub page <a href="#">Engagement Hub – North Ayrshire Community Planning Partnership</a> and continues to be a resource updated and promoted by CLD</p> <p>Work continued on the Engagement Toolkit, Engagement Champions, Youth and Community Participation and Citizenship Strategies, and Older Peoples Voice through the Community Engagement Network and CLD team. Work has also started on a participation strategy.</p> <p>Rhonda Statement on Participation Strategy</p> <p>There are currently 4 elderly engagement hubs operational with over 29 programmes running and receive regular input from partners within trading standards; fire service, arts and culture and local 3rd sector. The hubs have been supported to establish entertainment committees and 4 out of 5 hubs are being supported in various stages to become constituted groups and apply for funding to tackle social isolation and loneliness</p>

Opportunities for community engagement/involvement across NA included:

- A joint Library series focussing on green interventions along with CLD staff was held at Kilwinning Library in June. Attendance was up on the last event and participants enjoyed the breadth of stallholders and activities offered on the day. Representation from North Ayrshire Fairer Food Network, Eglinton Community Gardens (including Equal), Random Acts of Kindness and Creative Recycling who ran 2 fully booked upcycling sewing workshops.
- 3 winter warmer events held in Beith, Kilbirnie and Dalry saw over 200 children, young people and adults access free food and activities during a difficult January month. This also provided an opportunity to access the uniform preloved centre and several support services.
- Dalry Mens Shed were supported to engage at a local coronation event.
- The John Muir Award was promoted at a Green Health Fun Day, held at Eglinton Park.
- An open day to launch the Discovery Award has led to 20 adults over the age of 50 sign up and are currently progressing towards their Bronze Award.
- Chit Chat events were held within various neighbourhoods. 96 people contributed to these events.
- 30 people took part in a public engagement event run by KA Leisure, assisted by the CLD team.
- Engagement took place at locality community events over summer 2022 including Kilbirnie Ambulance Open Day, Youth Fest and Garnock Valley Carves.
- Take Time on the Road summer roadshow was designed as a pop-up open day style, tying in with different partners and inviting along agencies that have a focus on mental health and wellbeing. Targeting families across areas of North Ayrshire, hosting 10 events across all 6 localities. The roadshow was well received by the communities of North Ayrshire bringing in over 2000 people to engage in various activities that took place during the summer months. Over 40 partners came along to support these events and the families living in or visiting North Ayrshire

Examples of community consultation included:

- Consultation and mapping exercise was carried out across North Ayrshire to create an engagement and participation structure for older people. Our first older people's conference will take place

		<p>later in the year and will build on and hear from the older people on how they want to move forward and vote on an older people's participation strategy.</p> <ul style="list-style-type: none"> <li>• SPLASH Group Consultation event: 125 Community members consulted</li> <li>• Ripple Effect / Seasalt Streets Online Consultation: 116 online responses (still live) (39 people want to get involved)</li> <li>• Consultations supported across Irvine included Montgomery Park, Ayrshire Central, Great Harbourside, Bourtreehill Park, Our Space, Children's Service Plan, Budget Engagement</li> <li>• The Bourtreehill Park Green Health Activities Action Plan 2022 in which support was provided to The Conservation Volunteers in undertaking a community consultation on Bourtreehill Park regarding the use and various green health activities taking place. The consultation was completed on Friday 5th March, with 44 online responses received.</li> <li>• The Irvine Harbourside consultation recorded 50 people at the Beach Park and in Eglinton Park around proposed development of the harbourside at Irvine.</li> </ul>
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<p><b>Networking and Funding</b></p>	<p>To provide capacity building support to key community anchor organisations. We will support communities to achieve what is important to them through strong local networks.</p> <p>Support groups to generate sustainable income, through successful grant funding applications.</p>	<p><b>Funding</b></p> <p>The CLD team's Funding Officer continued to support funding enquiries from community groups and support the distribution of Elderly Grants and local funds as well as the PB process.</p> <p>External funding levered in from Third Sector organisations was £1,907,537</p> <p>Local grants of up to £35,361 were disbursed to local community groups.</p> <p>Several groups were supported to access external funds including GV Allotments Association, Kilbirnie Scouts, Cafe Solace, Beith Community Association. The Garnock Valley Food Network enables 7 local</p>
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	<p>community organisations to come together and share good practice and resources. The Garnock Valley Mens Shed and Dalry Mens Shed will be supported to attend the Ayrshire Sheds Network on Friday 9th June. 3 community associations AGMs were able to be completed.</p> <p>The Ayrshire Community Trust were funded to support at £20 000 mentoring programme to build capacity.</p> <p>Hayocks Community Association MHWB Project staff funding (£28,000)</p> <p>Whitlees Community Association MHWB Project staff funding (£28,000)</p> <p>Kilwinning and Largs Christmas lights events have both been supported by CLD staff. West Kilbride Yuletide. West Kilbride Community Assoc. North Coast Youth Forum recieved funding from PB. Kilwinning Larders, Kilwinning Community Council, Choose Kilwinning</p> <p>Springside received the Lottery Awards for All award of £3000</p> <p>The Irvine Youth Forum received £9,400 from Awards from All &amp; Leaders Unlocked</p> <p>5 youth groups and a local community group received Community PB funding.</p> <p>3 community groups received the Art &amp; Culture award</p> <p>Cunningham MS Support group offers support and fellowship to people who suffer from disabilities their families, friends, carers, and support workers. The group is also open to Vennel Gardens residents. The group saw a recent drop in numbers. The group was originally set up for people who suffer from Multiple Sclerosis (MS), but this has been extended to all types of disabilities. Lunch is also provided.</p> <p>Staff have supported the group with an application to the Scottish Government Social Isolation &amp; Equalities Fund. Assistance was given with the development of a child protection and vulnerable adult policy, equality and inclusion policy and providing an avenue for the group to have their financial accounts completed to be eligible for the grant.</p>
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		<p>£10,500 was awarded by the Scottish Government for three years full sustainability for the group. This has dramatically boosted the group to now hire catering and drop their prices for attendance with the aim to reach more people in need.</p> <p><b>Networking</b></p> <p>Locality Network Events continue to be supported across North Ayrshire.</p> <p>Generations Working Together NA wide network meeting brought together colleagues and partners from NHS, East Ayrshire Council South Ayrshire Council and Generations Working Together. It was an effective meeting for updates regarding all that is going on in terms of intergeneration work with the opportunity for staff to network an arrange follow ups for potential partnership work.</p> <p><b>Community Benefits</b></p> <p>28 wishes delivered this year out of 61 in total – almost half of all wishes have been delivered this year!</p> <p>Summer issue of the Community Benefits Newsletter launched in July and circulated to almost 400 contractors. As a result, 3 wishes were matched (Creative Recycling, Fairlie Growers and Hessilhead), of which 2 have been delivered so far.</p> <p>The July newsletter was shared on the Sharp UK LinkedIn page, which has over 9,000 followers.</p> <p>The Community Benefits Wish List now has a search function and the ability to filter the submissions by locality based on feedback from contractors and community groups.</p>
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Key Priority	Action Plan	Update
<b>Adult Learning</b>		
Core Skills	To work with our partners and organisations in localities to ensure Adult Literacy, Numeracy and Core Skills support given is learner centred, using a collaborative approach to develop staff, volunteers, and programmes to best support learners.	<p>As part of the UK Shared Prosperity Fund (UKSPF) North Ayrshire Council have secured funding to deliver the Multiply Project. This project aims to boost people's ability to use maths in their daily life, at home and work targeting learners who are 19+ that have not previously attained a level 2 SCQF, level 5 or higher maths qualification. North Ayrshire Council's multiply project delivery plan was developed in collaboration with CHAP to develop and deliver innovative numeracy based first steps and next step support and programmes that encompass numbers and how we use them, fun with numbers, help with homework, cost of living, understanding financial terminology used in your everyday lives, money life skills and financial capabilities/literacies. The Multiply project officially launched to tie in with National Numeracy Day on May 17th.</p> <p>Locality and thematic teams work with services/partners/organisations to provide literacy, numeracy and core skills support including The Wellbeing Hub in Irvine, parental engagement projects with secondary schools, Lighthouse outreach project, Trindle Moss day centre, HMP Kilmarnock information and support family day and SDS employability event on Arran.</p> <p>Locality and thematic teams deliver literacy, numeracy and core skills support including 1 to 1 sessions, literacy and numeracy groups, Barista project, café solace sessions, food larder volunteer training, allotment and growers groups and New Scots community hub provision.</p>

<p>New Scots</p>	<p>To support our New Scots to become active members of our community, building social relationships. Be an active partner to improve participation and deliver ESOL activities and learning.</p>	<p>The numbers of New Scots being supported in North Ayrshire through the Ukrainian crisis has levelled off and North Ayrshire are now completing their commitment made to the Syrian and Afghan resettlement programmes. We have had a further 6 families, 3 Syrian and 3 Afghan, arrived to settle in North Ayrshire between June to August 2023.</p> <p>The weekly community hub, in collaboration with the Spike Wheat Scots community group, continues to grow and we are now working with partners including CHAP, DWP, Social Security Scotland and NHS to provide support for Arabic speaking new Scots.</p> <p>A community hub for Ukrainian guest has also been developed, in collaboration with the newly formed Ukrainian Community in North Ayrshire community group, working with partners including DWP, Social Security Scotland and NHS to provide support for Ukrainian guests.</p> <p>Spike Wheat Scots have been supported to key hold at Whitehurst Park Community Centre on a Wednesday where they run activities for Arabic speaking new Scots living in North Ayrshire. Activities that are ran from here on a Wednesday include men’s breakfast, woman’s breakfast, Arabic speaking lessons for children and the Outside the box project that is working with our Arabic speaking women around resettlement health and wellbeing.</p> <p>Cranberry Moss Community Centre is the building being used for the Ukrainian community hub including donations and resources could be stored and distributed from. There are also several presentation evenings where groups, organisations and services provide information for Ukrainian guests. Services that have presented include Police Scotland, Scottish Fire and Rescue and Scottish Refugee Council.</p> <p>CLD community development tutors currently provide 25 ESOL support activities a week including literacy/beginners, ESOL for employment, ESOL Food Safety and Hygiene, ESOL for college transition, 1 to 1 language support delivered by staff and volunteers and employability project with CEIS working with employers and providing support for ESOL.</p> <p>We have support higher level learners to access college and online learning by providing language level assessments and support with application/interviews. This effort resulted in 30 successful sign-ups and we also received feedback</p>
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		<p>from residential care homes, indicating that two young men have been offered full-time placements as a direct result of these assessments.</p> <p>Speaking Club runs from St Mary's Hall, Saltcoats, on Sundays from 2pm-4pm where new Scots, young and older, meet with ESOL staff, volunteers and parishioners always finding a warm welcome as well as tea and biscuits courtesy of St Mary's.</p> <p>Language Café runs from The Temple of Art café, Irvine, on Wednesdays 3:30pm - 5:30pm where new Scots, meet with EOSOL staff and volunteers. This is a great opportunity for new Scots to practise and improve English in a relaxed atmosphere. It's a great way to meet people, make new friends and get a cup of coffee.</p> <p>Resettlement groups and opportunities supported by CLD include gardening groups, discovery award Ukraine, locality based women groups, sewing groups, print making group, film making group and adult volleyball.</p>
<p><b>Community Based Adult Learning (CBAL)</b></p>	<p>To continue to provide opportunities, in partnership with learners, to participate in community-based adult learning including activities that promote health and wellbeing and tackle isolation.</p>	<p>6,314 adults have engaged in CLD activity with locality and thematic teams. Activities delivered and supported includes Men's Shed, adult literacy/numeracy support, digital/computer literacy support, LGBTQ+ Support recovery/addiction groups, café solace, environmental groups, allotments and growers groups, mental health and wellbeing groups, fairer food groups, New Scots community hubs, community-based organisation boards/committees, participatory budgeting, ESOL delivery, Community Councils, community associations, Outdoor first aid, D of E training courses, groups to support the voice of older people, 50+ discovery award and Gaelic.</p> <p>We have several Discovery Award (over 50s Accredited personal development award) groups running with adult learners engaged and working towards bronze level.</p> <p>CLD have been developing recovery CBAL opportunities and we have a number of groups running including recovery activity drop in, recovery hu, lived experience panel and issue based learner led recovery focus group, recovery allotment group, recovery walk and talk group and a recovery cycling group.</p>

		<p>CBAL weekly Gaelic classes have continued for adult learners with a mixture of both face to face and online sessions from beginners to advance conversational level. Additional Saturday morning Gaelic sessions have continued across various levels on a once per term basis. CLD also provide fiddle and clarsach classes as part of the Gaelic CBAL provision.</p> <p>The delivery of The John Muir Award sees adult learners participate in outdoor learning, learning skills in nature conservation, as well as improving their health and wellbeing and reducing isolation. With participants working on bronze and silver with 1 learner having completed their award.</p>
<p><b>Skills for Work</b></p>	<p>To work with partners and organisations to deliver employability support.</p> <p>Provide opportunities to learn for work to achieve stronger employability outcomes for learners</p>	<p>Employability hubs, job clubs and employability groups were delivered through the CLD team in North Ayrshire. Including Café Solace Kitchen Skills for work. New Scots employability support with CEIS on a project working with employers and providing support for ESOL, Digital First Aid (ICT drop in, device and application assistance), Barista training and industry standard Barista qualification, Velotech Silver Award, an industry qualification in bike maintenance and literacy and numeracy support with referrals from CEIS- Employability Pipeline.</p> <p>The Multiply Project officially launched to tie in with National Numeracy Day on May 17th. They have attended events hosted by CHAP, TACT, The Lennox Partnership, Ardrossan Parent Hub and the Saltcoats Job Fair to maintain visibility across the authority and allow us the chance to meet with partners and potential learners. EQUAL Supported Employment have requested input from Multiply and our National Numeracy Day activity led to 5010 unique impressions across social media.</p>

<p><b>Digital Learning</b></p>	<p>To provide digital learning and digital literacy support to help communities to develop digital skills and confidence.</p> <p>Encouraging and supporting people to get online and enjoy the opportunities offered by digital technology</p>	<p>CLD digital learning that has been delivered and support in the community include digital literacies drop in, Introduction to Computing Skills, an Introduction to videomaking skills, improve your digital skills for employment, Digital First Aid (ICT drop in, device and application assistance) and digital skills for living.</p> <p>We have supported new Scots learners to set-up a LingQ account, an online learning platform and continue to create Literacy videos for ESOL NAC YouTube channel making sure content covers learner centred topics based on learner feedback. The new Scots team has been nominated to feature in NATECLAS ESOL champions for their work on LingQ.</p>
<p><b>Training</b></p>	<p>Work with partners to train staff, volunteers, and community groups to deliver community- based adult learning opportunities</p>	<p>In the last quarter 6,314 adults have engaged in Community Based Adult Learning (CBAL) activity with locality and thematic teams.</p> <p>The Leadership Collective, which represents partners from the Third Sector Interface, Green Health Partnership, NHS and HSCP met regularly to coordinate the development and promotion of a wide range of training opportunities across North Ayrshire. Training delivered has included Committee Skills, Rehis, Interview Skills, Defib, cook on a budget, Barista training, naloxone training, joint funding workshops and walk leader training.</p> <p>A wide range of training opportunities for staff and CLD partners has taken place including Cyber First Aid, Child Protection, risk assessment, numeracy resource development, STEM for youth work, literacy for ESOL learners, fast forward gambling education and prevention, PB awareness, Good Governance toolkit training, Community benefits, Smoking, Vaping, Mental Health and Wellbeing – Training for Youth Workers and safe talk.</p>



# North Ayrshire Council's Strategic Community Learning & Development Plan

September 2021-2024



North Ayrshire Council  
Comhairle Siorrachd Àir a Tuath



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# Foreword

I am delighted to present the North Ayrshire Council Strategic Community Learning and Development (CLD) Plan 2021-2024, which builds on the refreshed 2018-2021 plan.

The previous Plan made commitments to ensure that learners and participants' voices were central to the CLD planning process. This commitment has been realised in this plan and is evident in the approach to its development. Built upon the principles of co-production we, as a Council, have emphasised the Customer to Citizen journey and our Child Centred Council culture.

CLD services and approaches have never been so evident across council services and partnerships. The CLD approach led the way in terms of our response to the COVID-19 pandemic, with the establishment of community and locality hubs supporting local people in response to their communities' needs. In a North Ayrshire Council context, the CLD service sits within the Communities and Education Directorate, Connected Communities. The planning and delivery of CLD approaches and provision is jointly planned with Information and Culture Teams, which incorporates Active Schools and Outdoor Education.

Recruiting and supporting volunteers, ensuring communities had access to essentials such as food and medicine and access to specialist services, the CLD team in North Ayrshire quickly adapted to delivering services through a digital platform and led the way in terms of creating Virtual Community Centres.

The learning from the CLD response has informed this plan and our services as we move forward.

I would like to personally thank all the learners, including young people and the partners, for their support and influence in shaping this Strategic Plan and for your commitment to ensuring communities have access to CLD services that they need, supporting us to be able to identify the gaps.

As we move forward, we know that targeting resources where they are most needed is an important part of equitable planning, and here in North Ayrshire, we know that this vital planning is based on the lived experience of our communities.



Councillor Joe Cullinane  
Leader of North Ayrshire Council

A handwritten signature in black ink, appearing to read "Joe Cullinane".



Craig Hatton  
Chief Executive of North Ayrshire Council

A handwritten signature in black ink, appearing to read "Craig Hatton".

# Introduction

In June 2012, the Scottish Government issued Strategic Guidance for Community Planning Partnerships (CPP) on the provision of CLD services. This guidance was followed by the CLD Regulations (Scotland) in 2013, which placed a legislative duty upon Local Authorities to put in place a 3-year Strategic CLD plan.

The Government introduced further legislation in 2015 in the form of the Community Empowerment (Scotland) Act, designed to give greater powers to local communities and by December 2016, new guidance was published as part of the Act which placed CPPs on a statutory footing and imposed a duty on them for the delivery of a local outcomes improvement plan (LOIP), with the involvement of community bodies at all stages of community planning. The CLD service in a North Ayrshire Council context, sits within the Communities and Education Directorate, Connected Communities. The planning and delivery of CLD approaches and provision is jointly planned with Information and Culture Teams, which incorporates Active Schools and Outdoor Education



This plan will build on the previously refreshed plan of 2018-2021. It is informed by the learning from the COVID-19 pandemic in terms of response and needs. It has been developed in line with the Education Scotland guidance and the continued engagement and professional guidance from Community Learning Development Managers Scotland (CLDMS). Throughout the plan we have identified the key themes and have made commitments to the communities of North Ayrshire. Commitments that will be realised throughout the life of the plan with recognition that the levels of delivery will differ from year 1 to years 2 and 3.

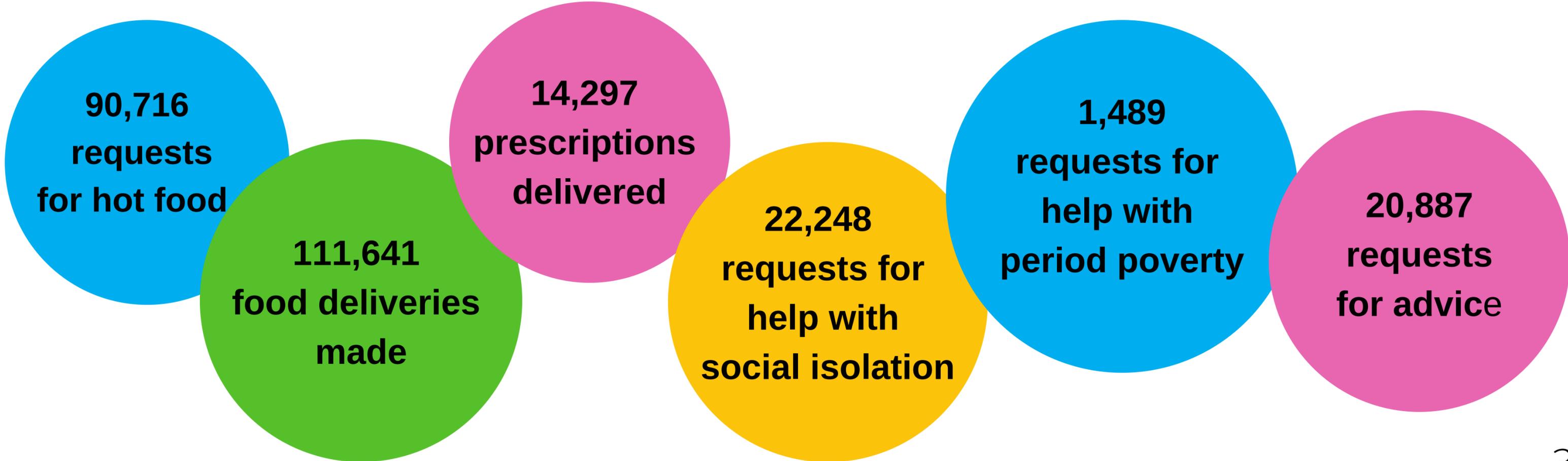
We make the commitment that communities of North Ayrshire, communities of Place and communities of Interest, will have access to the CLD support they need. We have identified through consultation and engagement with our communities, where needs have not been met and they have been included in the Action Plan, with a clear focus of action to close the gap between needs and delivery. All provision aims to be free at the point of access for all Learners.

This plan has been developed through a co-production approach, which is evident and detailed in our process section. The voice, experience and aspiration of communities, partners and staff is the scaffold on which this plan has been built. Throughout the plan we will use the terms Learners and Communities. These terms are all encompassing and reflect all of our citizens of North Ayrshire.

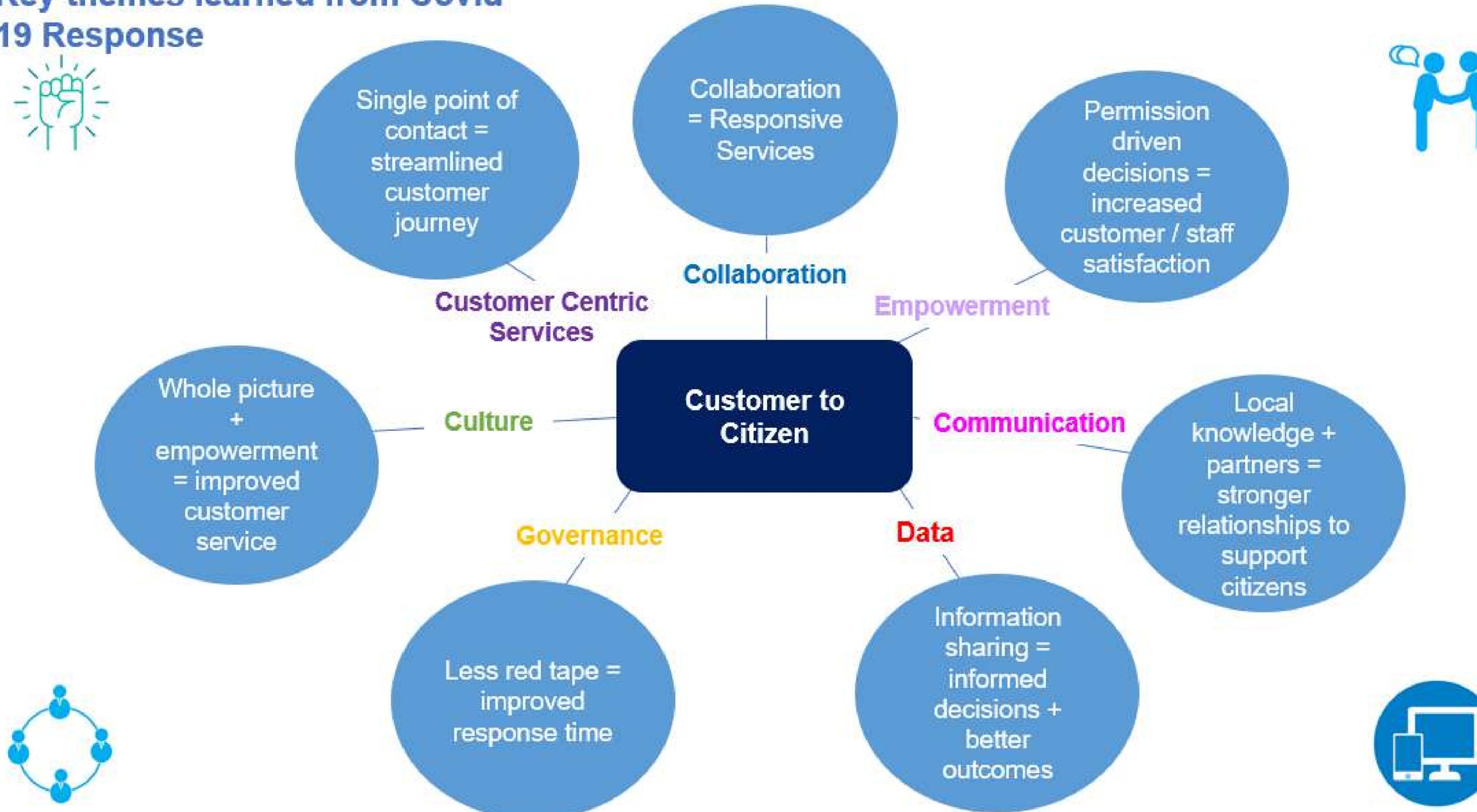
Audrey Sutton  
Executive Director  
Communities and Education Directorate  
North Ayrshire Council

# Impact of COVID-19 on CLD in the Communities of North Ayrshire

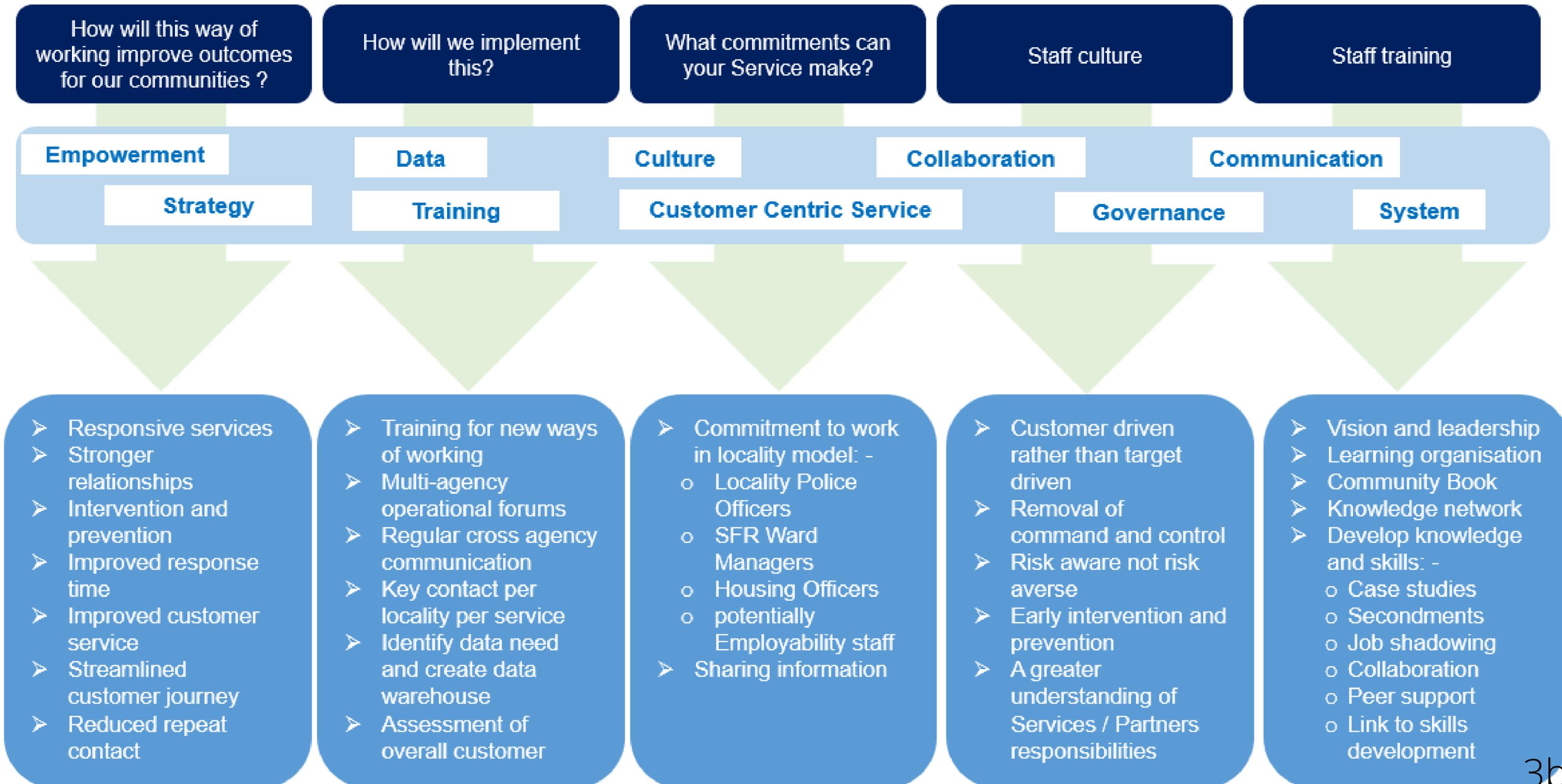
In March 2020, the Covid-19 pandemic changed the way that CLD services were delivered and how the vital support to our communities had to change overnight. CLD staff and services were no longer responding to learning and development needs. Instead, the staff and partners were the agents of essential support in term of access to food and vital services. The CLD approach of whole systems thinking informed and drove the Community Hub resilience model across all localities. The leadership qualities of the CLD workforce, with their levels of community understanding and networks ensured within one week of lockdown hubs were established, providing vital emergency support. Below is a representation of the support from the hubs to the communities of North Ayrshire.



# Key themes learned from Covid 19 Response



## Summary of way forward informed by Covid 19 Learning



How will this way of working improve outcomes for our communities ?

How will we implement this?

What commitments can your Service make?

Staff culture

Staff training

Empowerment

Data

Culture

Collaboration

Communication

Strategy

Training

Customer Centric Service

Governance

System

- Responsive services
- Stronger relationships
- Intervention and prevention
- Improved response time
- Improved customer service
- Streamlined customer journey
- Reduced repeat contact

- Training for new ways of working
- Multi-agency operational forums
- Regular cross agency communication
- Key contact per locality per service
- Identify data need and create data warehouse
- Assessment of overall customer

- Commitment to work in locality model: -
  - Locality Police Officers
  - SFR Ward Managers
  - Housing Officers
  - potentially Employability staff
- Sharing information

- Customer driven rather than target driven
- Removal of command and control
- Risk aware not risk averse
- Early intervention and prevention
- A greater understanding of Services / Partners responsibilities

- Vision and leadership
- Learning organisation
- Community Book
- Knowledge network
- Develop knowledge and skills: -
  - Case studies
  - Secondments
  - Job shadowing
  - Collaboration
  - Peer support
  - Link to skills development

# Creating the Plan

In February 2021, in all six Locality Planning Partnerships, the requirements for a CLD Strategic Plan were presented and the draft proposal of creating the Plan were shared, including the draft stakeholder mapping. The feedback from the presentations, informed and formalised the process for developing the Plan. The following agreements and actions were produced as a result of this:

- Workshops for all partners to be developed in partnership with Education Scotland.
- Creation of stakeholders reference group to create engagement plans for learners.
- Consultation and focus groups identified.
- Advisory and writing group to be established.
- Creation of public consultation to be created utilising Consul and hosted on the Community Planning Partnership site.
- Development of an animation to support consultation.
- Engagement with Public Health colleagues to support a Health Equality Impact Assessment.
- Workforce survey.
- Identify case studies and impact assessments.
- Use of plain English.
- Equality Impact Assessment.
- Summary of Plan.

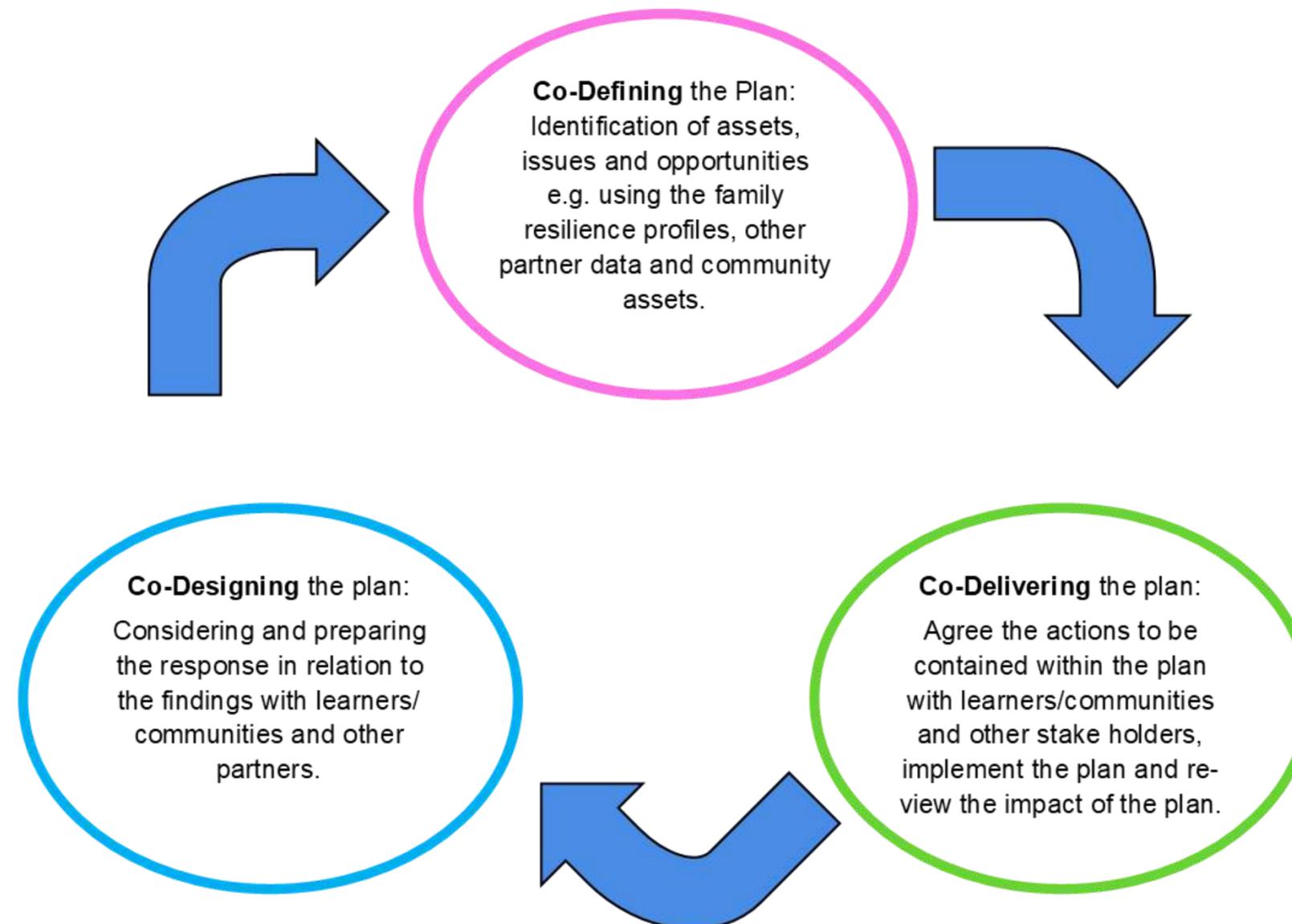
On the 28th of April 2021, a joint workshop with Education Scotland was hosted for partners, colleagues, volunteers and staff. This resulted in jointly agreeing the priorities, themes and commitment which informed this Plan.

Involving our learners and the community of North Ayrshire was a key focus of the development of the plan. Along with our stakeholders' reference group, we developed the questions and workshop plan for this involvement. An agreement was made for both a targeted and universal approach to this, which included a workshop and engagement with targeted participants who were engaged in Youth Work, Adult Learning and Community Capacity across the six localities of North Ayrshire. This included the Adult Learners Voice and the Youth Participation Engagement Structure. In terms of universal consultation, we utilised the Consul platform as a digital engagement tool. The results of both the targeted and universal consultation enabled the identification of gaps and feedback on the priorities which ultimately informed the plan.

# The North Ayrshire CLD Plan

## The North Ayrshire Planning Model

Our staff and partners are committed to the highest standards of consultation and community engagement as developed by the Consultation Institute and in accordance with the National Standards developed by the Scottish Government. The following planning model was developed, which meets our promise of a high level of community and partner engagement through:



# Community Engagement

CLD staff and partners are committed to ensuring a high quality of community engagement, with ever increasing demand for services to be delivered and developed in partnership and informed by the community. A range of partners and learners came together to provide a suite of resources to support the quality of the engagement and the Community Engagement Toolkit/ Hub was created.

The North Ayrshire Community Engagement Toolkit/ Hub aims to support and promote effective community engagement practice carried out across North Ayrshire by the Community Planning Partnership (CPP), the Health and Social Care Partnership (HSCP), and their respective Locality Partnerships and Locality Forums.

In North Ayrshire, the approach that has been developed is the "co-define, co-deliver and co-design" model. This has been established in partnership with the Consultation Institute and in line with the National Standards for Community Engagement.

The Community Engagement Network (CEN) is hosted by North Ayrshire CPP and meets quarterly. It is the community engagement reference group for this toolkit/ hub, support and development forum for the Engagement Champions and a networking opportunity for all partners involved in community engagement.

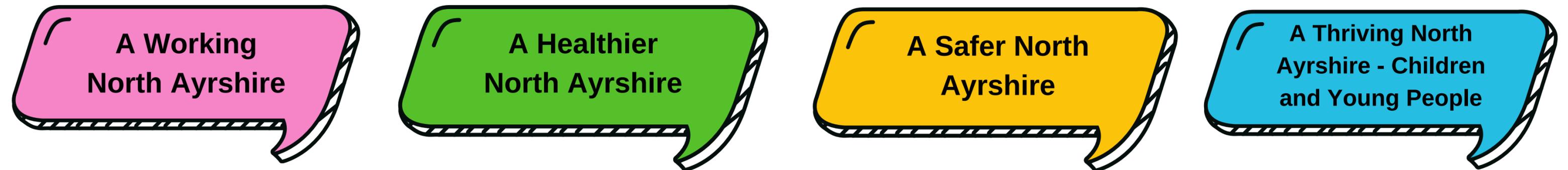
Engagement Champions are representatives from all partners/departments/organisations. They must embrace and reflect the National Standards for Community Engagement and be an active participant within the Community Engagement Network meetings/developments.

# Policy Context

The North Ayrshire Community Planning Partnership Vision is that **"Every person in North Ayrshire is valued and should have the best opportunities to live their life to their full potential"**.

To achieve this we need to make sure that life is "Fair for All" in North Ayrshire and our Fair for All Strategy promotes equity as its primary objective.

Our LOIP explains how public bodies work with communities in North Ayrshire across four priority areas:



We have two cross cutting themes which influence our approach to these priorities:

**Building stronger communities** – enabling communities to increase control over their lives, being supported to do things for themselves and having their voices heard in the planning and delivery of services.

**Prevention** – tackling issues early to stop things from happening in the first place or from getting worse.

This is supported by thematic and partner plans, including the North Ayrshire Council Plan 2019-24.

# North Ayrshire CPP and LOIP Structure



This plan draws from and links to a wide range of national and local policies, drivers and plans. They are intrinsically linked and inform the identification of the priorities, our delivery, evaluation and governance. The review of the plan will connect as the programme for government commitments emerge.

Lifelong Learning Framework 2022–27, Adult Learning Strategy 2021–2026 and the Youth Work Strategy 2021-26.



# Community Wealth Building

North Ayrshire Council is the first Community Wealth Building Council in Scotland. The launch of our Community Wealth Building Strategy in 2020 supports our ambition of a North Ayrshire that is Fair for All by **“enhancing local wealth and the creation of fair jobs, and maximising the potential of all our places through working in partnership with our communities and businesses”**.

Community Wealth Building is a people centred approach to local economic development, which redirects wealth back into the local economy, and places control and benefits into the hands of local people.

This includes building the capacity of local businesses to bid and win public sector procurement contracts; paying the Real Living Wage in jobs that have meaningful progression; supporting businesses to diversify their business models (encouraging social enterprise, employee ownership and cooperative development); and making alternative use of land and other assets that can provide greater benefit to local people under new ownership.

Key to the success of this approach is a strong relationship with our communities, who stand to gain the most from a strengthened, local, and inclusive economy that puts the people of North Ayrshire at its centre

Working with our communities to co produce, design and deliver, we will empower them through Locality Planning Partnerships, meaningful stakeholder engagement and consultation, and joint community/council working groups such as the North Ayrshire Fairer Food Network, ensuring that communities remain at the heart of North Ayrshire Council’s Community Wealth Building Strategy.

# Health and Wellbeing

CLD adopts an asset-based approach across all service delivery and engagement, which is important when we focus on health and wellbeing, with the desired outcome of improved health and greater resilience. Relationships with self and others are at the centre of our communities, health and wellbeing. Recognising and supporting healthy relationships is central to improving our communities; overall physical and mental health and wellbeing.

The CLD strategic plan has an important role in promoting the health and wellbeing of our communities, including children and young people. Placing health and wellbeing in a learning context ensures that we help communities develop the knowledge, understanding and skills that are needed for good mental, emotional, social and physical wellbeing. Learning about health and wellbeing enables adults, children and young people to make informed decisions about their health. It also allows them to experience positive aspects of healthy living and activity for themselves, thereby allowing them to apply these skills to pursue a healthy lifestyle and to develop a positive pattern of health and wellbeing. In North Ayrshire, the Health and Social Care Partnership and Public Health are key partners and the work of CLD is intrinsically linked through our CPPs, Community Resilience Hubs and whole systems working within North Ayrshire. There are many examples of joint planning and delivery from strategic through to operational level.

Outdoor Learning is integral in our communities' health and wellbeing. Working with a range of council departments, partner organisations and third sector organisations such as Duke of Edinburgh Award, KA Leisure, community environmental groups, Green Health Partnership, HSCP Community Link Workers and Cafe Solace help promote the benefits of Outdoor Learning.

In North Ayrshire mental health and wellbeing support is embedded within our work with schools and whole communities, supporting wellbeing models in schools, mental health walks and talks, links to employability, staff training and community groups. Support also includes: Your Resilience training, 13 Ways suicide prevention series, IOM Trauma training and online support groups for adults.

# Inequality and Targeting Resources

## Profile and Context of the Communities of North Ayrshire

The latest 2020 Scottish Index of Multiple Deprivation (SIMD) highlighted continuing levels of deprivation in North Ayrshire. 52 of our 186 data zones now fall within the 15% most deprived in Scotland. 39,139 people live within these deprived areas representing 28.8% of North Ayrshire's population, significantly above the Scottish average. High levels of inequality exist in North Ayrshire, particularly poverty and the associated effects this has. In addition, unemployment levels in North Ayrshire are high, there are significant numbers of people on low income and almost a third of children live in poverty.

It is these high levels of inequality that informed our Local Outcomes Improvement Plan (LOIP) 2017-2022 and we have increased our focus on child poverty. The CLD service and partners are key contributors to the actions in our Child Poverty action plan and the targets within the plan inform the operational plan of the CLD service and its partners.

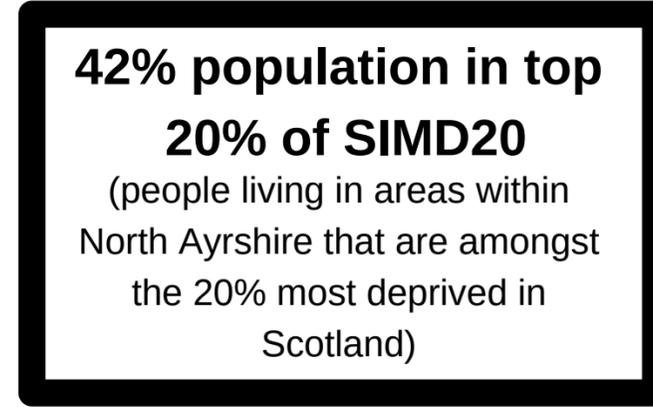
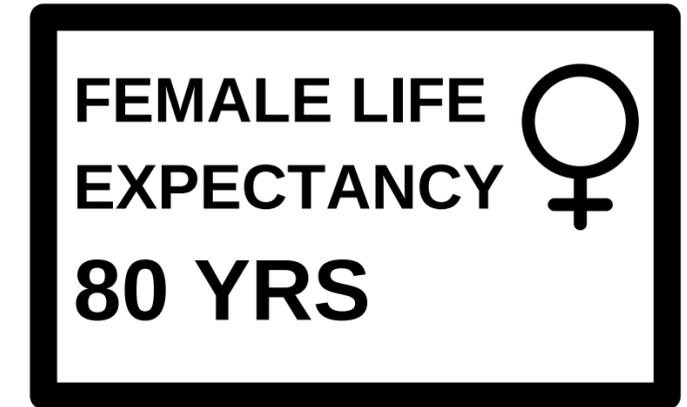
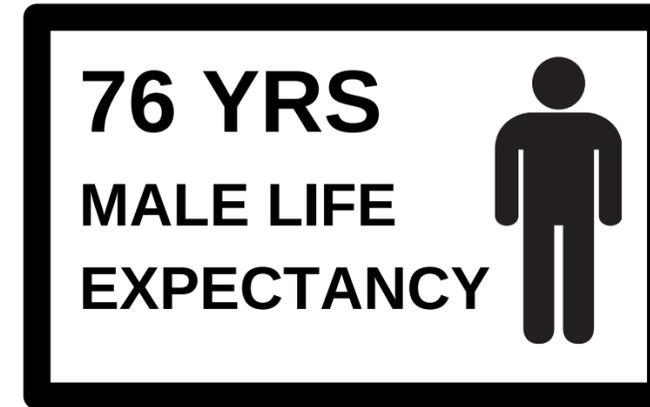
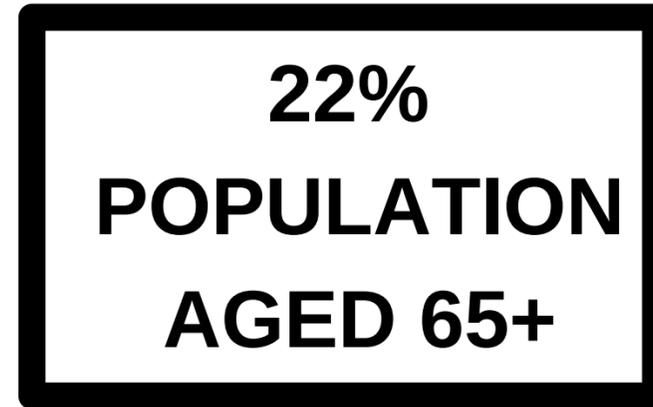
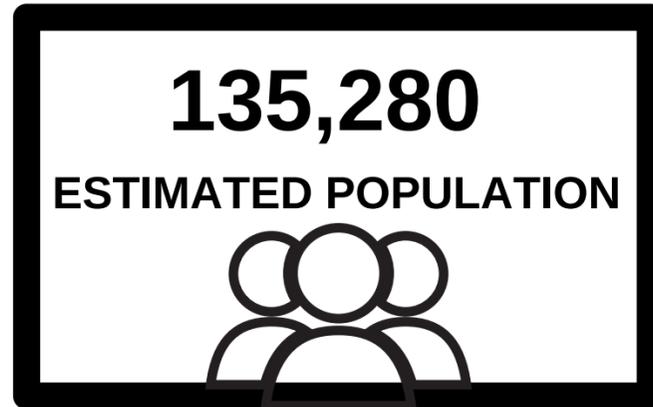
Inequalities in outcomes can be seen across all sectors including education, employment, income and health and wellbeing. They are the result of an imbalance in power, money and resources across society, further compounded by the recent economic conditions of recession, austerity and welfare reform.

This sets the context for service delivery and allocation of resources throughout Council and partner services. It is this partner approach to service and delivery, and the culture of co-production that has ensured that the CLD community empowerment agenda has been recognised and featured in national reports and audits: *"The council is committed to community empowerment and is recognised by the Scottish Government and COSLA as a sector leader. The council's approach is focused on embedding community empowerment in everyday business. The council works well with a wide number of communities and groups including young people and tenants."* Best Value Assurance Report: North Ayrshire Council, Accounts Commission 2020

Reducing inequalities and ensuring no one is left behind are integral to achieving our equity focus. CLD provision is targeted to those most in need whilst ensuring communities also have a universal offer of free access to learning opportunities and activities. This is achievable by the partnership approach and through empowering communities and individuals to have their place within the delivery of services. This is realised through the policy and strategy developments that have the principles of equity at the very core of resource allocation. Inequality within and among the communities of North Ayrshire is a persistent cause for concern and remains a focus of strategy developments. The CLD strategic plan brings together the range of partners necessary to address the inequalities and the governance of the plan ensures the voices, needs and aspirations of the communities informs the operational delivery and targeting of resources.

# Our People

This page gives you a summary of some key statistics for North Ayrshire. Information at a local level is available in our locality profiles at [www.northayrshire.community/your-community](http://www.northayrshire.community/your-community)



**This understanding of the needs and aspirations of our communities has shaped our priorities**

- Targeting resources
- Engaging communities and partners in the free universal offer of CLD services
- Learning from Community and Locality Hubs approach to inform service delivery
- Empowering approaches from customer to citizen journey

# Digital Participation

Digital Participation learning and support quickly moved on to digital platforms and the North Ayrshire Virtual Community Centre was created and established on Facebook, providing access to vital information and activities addressing social isolation and crucial learning. This digital learning and engagement has become increasingly important as a method of delivering services and support. The pandemic inevitably presented challenges for North Ayrshire's more vulnerable communities and learners. The issue of digital poverty had never been so prevalent and vital to daily life. Digital poverty resulted in people being excluded from learning through lack of devices and connectivity. A lack of digital skills resulted in people being unable to access learning, with confidence and trust being barriers to the digital world.

Working with the Connecting Scotland project, devices and connectivity for learners and families in North Ayrshire were secured. CLD staff and partners found themselves providing devices and delivering Digital Champions support to individuals on their doorsteps, front gardens and by phone to enable them to access services and, over time, as confidence grew, taking part in learning and activities to address social isolation.

There was a growth in participation in some learning, for example ESOL staff and partners developed the ESOL YouTube channel and native language digital volunteers. There was an increase in Gaelic participation and learners. Targeted support was put in place for elderly group members, in terms of devices and learning. The digital youth work programme was developed as were family activities such as the weekly family quiz, which enabled the reach of CLD services to engage with learners that had never been involved previously.

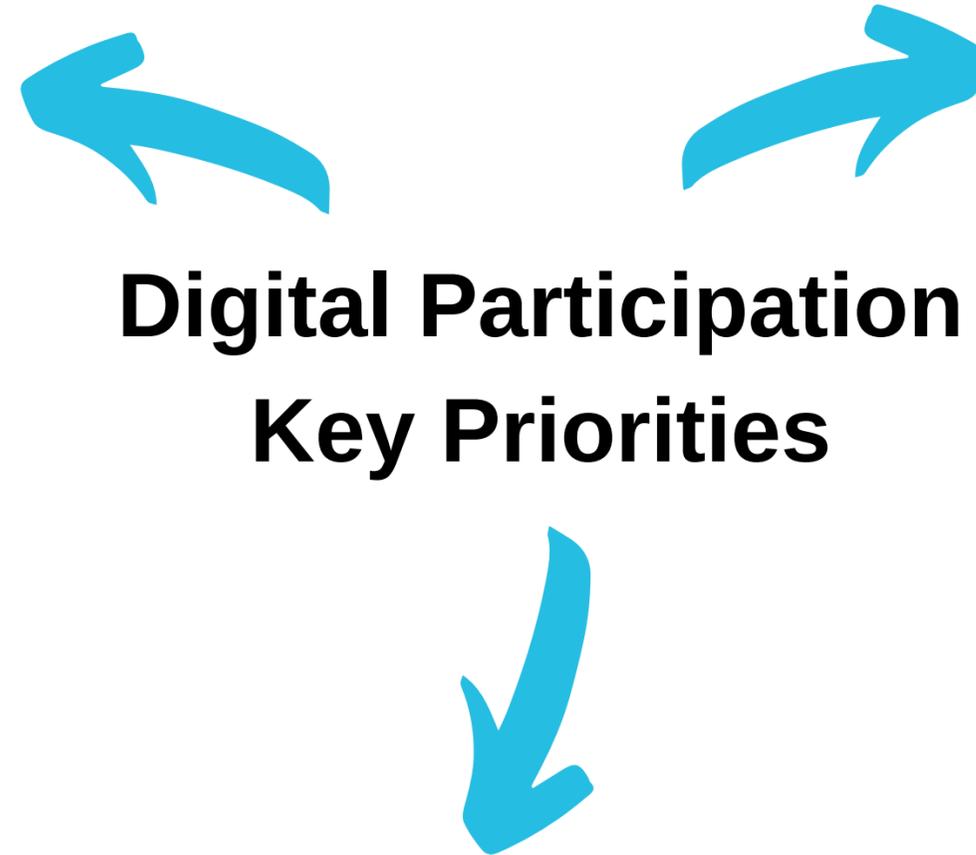
Through the Leadership Collective, we were able to provide learning on the use of devices and how their use could assist in addressing social isolation, provide learning opportunities for community groups on digital engagement and support staff with their digital learning. North Ayrshire Council and Education Scotland plan to pilot a peer learning project that trains volunteers to go out into their community to provide cyber resilience support.

Creating this plan has provided time to reflect on the achievements of digital work and the learning has informed the priorities of the digital learning and engagement targets.

**We have agreed the following priorities for Digital Participation for the three year plan:**

We will continue to work with partners to provide digital learning opportunities, accessible support and learning resources.

Using digital technology, we will collaborate with our partners to co-define, co-design and co-deliver better community digital engagement and participation. Taking cognisance of NAC Digital Strategy



## **Digital Participation Key Priorities**

We will work with partners to develop Cyber Resilience and Internet Safety (CRIS) skills for our young people and adults enabling them to be digitally secure and resilient.

# Workforce Development

North Ayrshire's CLD Workforce is a diverse landscape, as reflected in the Working In Scotland's communities report 2018. The CLD Standards Council Scotland defines Community Learning and Development as "a field of professional practice that enables people to identify their own individual and collective goals, to engage in learning and take action to bring about change for themselves and their communities". By nature, CLD is varied and wide-ranging, including those involved in community development, youth work, community-based adult learning, learning for vulnerable and disadvantaged groups, health and wellbeing work for communities, and volunteer development. This definition is an accurate description of the CLD workforce in North Ayrshire and we recognise ourselves in this definition. There is a well-established partnership with a range of services and organisations. A multi-agency approach to workforce development is evident across such areas as:

- Child Protection
- Work of the Alcohol and Drug Partnership
- Funding
- Health and Wellbeing
- ESOL
- Employability

The Workforce Development has been greatly enhanced through the joint approach to training as identified in the South West Collaborative Action Plan and the programmes and opportunities this has provided to staff and partners at all levels. The sharing of resources, ideas and knowledge has produced synergy and developed relationships across the South West. This work features in the operational plan of the CLD Service, with a focus on ensuring partners can access the training opportunities and resources.



# Workforce Development

We had an overwhelming response to the Workforce Survey, and it is evident that we have a highly skilled motivated workforce. The needs of the workforce will inform the future work of the Leadership Collective, which is developed and delivered with partners and learners. The Leadership collective provides the opportunity for access to training and learning opportunities to partners, community learners and volunteers, ensuring they are equipped with the skills and knowledge to develop their practice. An example of this being during the pandemic the Leadership Collective adapted to online learning and provided:

- Community Asset Transfer Introductory Course
- Range of digital upskilling courses
- Intergenerational Training
- Governance Structures for Community Groups
- Introduction to Participatory Budgeting
- Naloxone Training
- Child/Adult Protection Awareness
- LGBTQI+ Awareness

The Leadership Collective is built into the operational plan of the North Ayrshire Council CLD service. There is a culture of “Grow your own” within the CLD workforce with the CLD service approved to deliver SVQ level 2 and Level 3 in youth work, which enables the continued growth of a robust Modern Apprenticeship programme. As a council we support one of the highest numbers of Modern Apprenticeships in Youth Work, providing a learning pathway for young people. The apprenticeship is delivered across the learning partners, providing experience for the apprentices across a range of youth work providers.

The CLD service also has a strong commitment to supporting unqualified staff through a range of qualifications, including the opportunity to access the work base degree of Community Education (UWS) and Community Learning and Development (Glasgow University)

The focus of the workforce development is informed by the professional competences for CLD which include ‘Know and understand the community in which we work’ and ‘Develop and support collaborative working’.

# Case Study - Workforce Development

## My CLD Journey - Modern Apprentice - Localities Priorities Officer

Shortly after leaving school, I began working as a Scaffolder. I knew I wanted to work within the community, but I was unsure of which routes were available to me. From attending youth groups, the staff members encouraged me to apply for a Youth Work Modern Apprenticeship to start my journey to become a full time youth worker. Once vacancies became available I applied for the role within North Ayrshire Council.

Throughout my apprenticeship I was based within the Caley Youth Centre where I gained experience as well as great working relationships with staff and young people. I worked with young people with additional support needs, people in recovery, employability, LGBT & a wide range of community work.

At the end of my Modern Apprenticeship, I was supported by NAC to apply to university for the work based CLD degree and secured a place as part of my employment in the CLD team. Part of my remit was to coordinate and deliver the Activity Agreement within the Argyle Community Centre staying within the service and allowing me to gain further experience to enhance my skills set.

During this time a role became available as a Locality Worker within the service, which I applied for, and was successful. The role has given me experience not only in Youth Work but also working within Adult Learning and Capacity Building in more depth.

As I entered the last stages of my university education, I applied for a newly created Locality Priorities Officer within my current team and was successful. This exciting new role is my first full time graduate role and will allow me to put all the skills I have learned throughout my time with the service to use, benefiting the communities I work with.

My journey within the Connected Communities CLD team in North Ayrshire Council has given me a purpose and a career I am passionate about, something I had been searching for since school. Without these opportunities to progress throughout my CLD journey, I wouldn't have the wealth of knowledge and experience that I have today.

# Governance

This Community Learning and Development Plan fits within a landscape of Community and Locality Planning, with strong relationships in place with partners including community groups. You can find out more about Community and Locality Planning at [www.northayrshire.community](http://www.northayrshire.community)

The delivery of the CLD Strategic Plan is essential in achieving the aims of the North Ayrshire CPP, in that every person in North Ayrshire should have the best opportunities to live their life to their full potential. In acknowledgement of these interdependencies, and in accordance with national requirements, our governance arrangements include reporting to the Community Planning and Locality Partnerships.

The development of this plan has included consultation with Community Planning partners and the Locality Partnerships.

Six monthly performance reports on the delivery of the plan will be provided to the Community Planning Senior Officers Group. Annual reports will be discussed by the Community Planning Board and the six Locality Partnerships. This plan provides the strategic direction for the CLD operational plan, which includes the CLD Key Performance Indicators (KPI). These KPI's have been shared with the CLD Partners as part of the process of shaping the plan, enabling partners to see themselves and their work. They have also been added to the refresh of the Service level agreement with the Third Sector Interface which will enhance the performance reporting to the CPP to capture the CLD landscape.

# North Ayrshire CLD Plan - Youth Work

Youth Work is an educational practice contributing to young people's learning and development. Youth work engages with young people within their communities; it acknowledges the wider networks of peers, community and culture; it supports the young person to realise their potential and to address life's challenges critically and creatively and it takes account of all strands of diversity.

Youth Work takes place in a variety of settings, whilst using numerous approaches. It centres around young people's needs and wants, where young people choose to participate, and builds from where young people are at recognising the young person and the youth worker as partners in a learning process.

An understanding of youth work's essential role across public policy areas and recognition of the benefits of taking a youth work approach as a key component towards achieving positive outcomes for all Scotland's young people must be a priority. This is especially important at a time when the Scottish Government has committed to directly incorporating the United Nations Convention on the Rights of the Child (UNCRC) into Scots law. All of this is important as incorporation will mean that the rights of children and young people will be integral to law making at all levels of Government. The challenge of full incorporation of the UNCRC and advancing the legacy of the Year of Young People in 2018, will place an expectancy on a range of sectors.

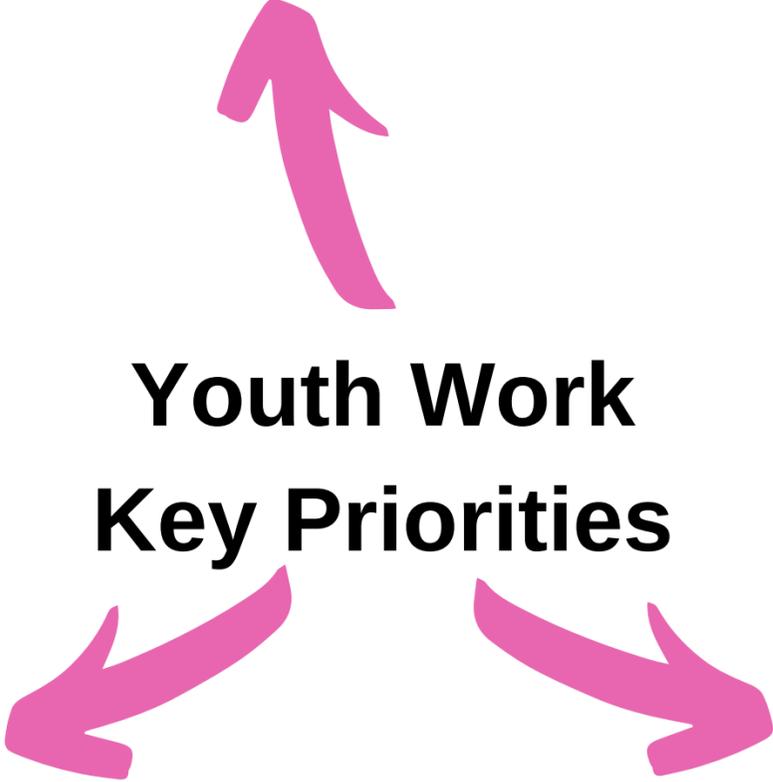
Articles 12 focusses on every child having the right to express their views, feelings and wishes in all matters affecting them, and to have their views considered and taken seriously. In North Ayrshire we take a rights based approach to any work we carry out and this is embedded throughout our work and in our Youth Participation and Citizenship Strategy.

We will continue to work closely with Education to ensure that all young people and their families are at the centre of decision making and are aware of the support available to them. Getting It Right For Every Child (GIRFEC) takes into consideration the wider influences on a child or young person along with their developmental needs when thinking about their wellbeing, so that the right support can be offered. Supporting the work of our Child Poverty Action Plan we will ensure work is reflected to tackle the poverty related attainment gap through programmes such as Cost of the School Day.

**We have agreed the following priorities for Youth Work for the three year plan:**

**Positive Destinations for 16-19 year olds**

Through the work of our Modern Apprenticeship Programme, we will continue to take young people through their SVQ Level 3 in Youth Work. We will strengthen our employability programmes from Playback Ice Qualifications, Ambition Agreement, Youth Guarantee and a wide range of one to one support, group work and signposting services.



**Youth Work  
Key Priorities**

**Attainment and Wider Achievement**

We will continue to provide a wide variety of youth work opportunities to young people based on local need and in partnership with young people. Young people will have access to awards and certification through our programmes. Working in partnership with schools, we will provide a menu of curriculum enhancement activities.

**Health and Wellbeing**

We will continue to development our LGBT specific work across localities and gaining the LGBT Charter Mark. Develop and deliver issue based resources, projects and programmes on health, including alcohol and drugs, health and wellbeing, suicide prevention and promote positive wellbeing tools and resources.

**We have agreed the following priorities for Youth Work for the three year plan:**

**Young Peoples' Voice and Rights**

Ensuring young people have structures in place to use their voice through our Youth Participation and Citizenship Strategy. Strengthening the voice of seldom heard young people with focused work with Care Experienced young people, Gypsy Travellers, Young Carers and New Scots.

**Climate Change**

North Ayrshire, as a Child Centred Council, are committed to ensuring that young people are involved and engaged at all stages of our Climate Change journey. Ensuring a UNCRC Rights based approach is co-produced and co-delivered with our young people

**Youth Work  
Key Priorities**

**Digital Connectivity**

We will work with partners to ensure that young people can get access to devices and connections to connect digitally to services and peers. We will ensure that young people are equipped in digital literacies. We will provide training and information for young people enabling them to be digitally secure and resilient.

**Poverty and Inequality**

Through our Cost of the School Day work, we will work on ensuring equity of opportunities and activities across schools and community. We will continue to provide food with dignity through our activities, events, holiday programmes and weekend and evening provisions.

# Case Study - Youth Work - Youth Participation

In North Ayrshire we are proud of the young people that are at the heart of our Youth Participation Structure.

Throughout the COVID-19 pandemic, young people volunteered across our local Community Hubs in North Ayrshire. This enabled our young people to contribute to the ongoing work in supporting the wider community during the pandemic. Their efforts attracted funding from the Corra Foundation, Tesco, and Youth Scotland to name but a few. This allowed youth forums to enhance the offer for young people during lockdown including creating activity packs for young people, garden planting packs, and a whole host of digital activities including filming challenges such as Tik Tok competitions and “Saturday Night Fake Away” for our social media platforms.

By involving young people, community partners and working alongside the Health and Social Care Partnership, Education and our CLD Team it provided a joint approach under the banner of ‘DigiDream’ allowing young people access to a mass of activities during a time where participation was restricted.

Over three localities, young people have secured over £100,000 from the Community Investment Fund. One group will be due to open their own Youth and Community Skills Hub and two other groups of young people have developed and secured funding for mental health programmes.

We were overwhelmed with the number of young people and families engaging digitally during COVID-19 with over 71,000 social media engagements during the first lockdown.

# Youth Work - Impact Statements

"My experience of youth work is one that is very empowering. As someone once told me - 'youth work in North Ayrshire is like getting on a bus – we'll get you to your destination, but you can get off at any time'. In North Ayrshire they take a 'for young people - by young people' approach to the work they do and ensure their needs are instilled through the whole process. My experience has given me the platform to raise youth voice meaningfully and show people that yes - young people are the future, but we are here already and have a voice too – we are active in our community, we are ready to get stuck in, and we are actively adapting and changing to what we are faced with each and every day."

"Being a young person in North Ayrshire, you get the opportunity to use your voice, to get involved and to be listened to – I am thankful for the opportunities we have and know it really makes a difference."

"I've had so many opportunities through youth work! I've made great friends, met some amazing people, had some unforgettable experiences and seen my confidence improve incredibly. It was also just really fun!!!"

"For me its been the defining role of my life so far. To work for and represent young people and be chosen by them is all because of the work we have done. We have made sure young people are involved and participate and they are developed into responsible and active citizens"

"It has given me the confidence to speak out for myself and help others with confidence and be their voice. It has given me so much experience with different groups and experiences at different places and has definitely helped me decide on what I want to do and achieve when I go into further education"

# North Ayrshire CLD Plan - Community Capacity Building & Community Development

Community Capacity Building is the support that community groups access to help them address issues which are important to them.

‘Capacity’ describes the range of resources that people have – knowledge about their area or common interest, skills and ideas, shared experiences, and material resources like funding and community spaces.

Community Development (building the capacity of communities to meet their own needs, engaging with, and influencing decision makers) – this can be with communities of place/geography or communities with a shared interest. Community development is a process where people come together to take action on what’s important to them.

In North Ayrshire we will continue to develop our sector leading participatory budgeting and wider participatory and engagement approaches.

We will also support our community groups in their ambitions to own and lease assets via our Community Asset Transfer Policy. Our hope is to transform community interaction with the Council procurement process through improved delivery of Community Benefits.

Supporting the sustainability and development of groups/organisations and community ambitions will be provided through a range of grant supports including our transformational Community Investment Fund.

Continuing to develop sustainable, dignified food systems that are locally sourced, offer good value for money and are led by our communities’ needs.

Our innovative Leadership Collective, will deliver capacity and learning opportunities built on the expressed needs of our communities. We will support our environmental capacity projects such as tree planting, coastal care and our growers programmes.

**We have agreed the following priorities for Community Capacity Building and Community Development for the three year plan:**

**Food Insecurities**

To continue to develop our food with dignity approach to food poverty/insecurity – working in partnership with communities, to expand food pantries, larders, and community fridges.

**Participation and Democracy**

To extend our participatory approaches, offering communities more opportunities to lead in local decision making, including grant making (youth and locality) and mainstreaming PB. To build on the projects funded via the devolved Community Investment Fund.



**Capacity Building  
Key Priorities**

**Community Asset Transfer**

To support community organisations and groups seeking to secure local management/control of community assets, through lease, ownership, or management.

**Community Leadership**

To support volunteers, individuals, and community groups, to develop the required skills and knowledge to achieve their ambitions, through opportunities co-produced and offered through our 'Leadership Collective'.

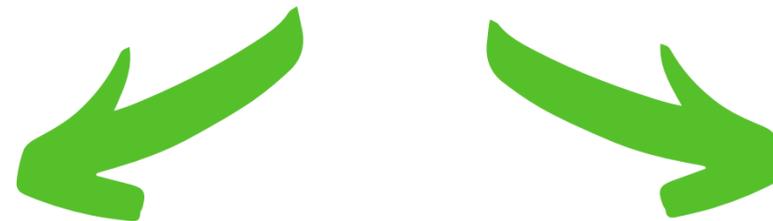
**We have agreed the following priorities for Community Capacity Building and Community Development for the three year plan:**

**Participation Requests**

To continue to raise awareness and provide support with Participation Requests to complement and improve our local range of participation processes rather than replace them.



**Capacity Building  
Key Priorities**



**Community Engagement**

To continue to develop and enhance opportunities for community engagement/involvement, through the development of the Participation and Citizenship Strategy, Community Engagement Hub/Toolkit and the older people's voice structure.

**Networking and Funding**

To provide capacity building support to key community anchor organisations. We will support communities to achieve what's important to them through strong local networks. Support groups to generate sustainable income, through successful grant funding applications.

# Case Study Capacity Building - Participatory Budgeting

Participatory Budgeting (PB) is about local people having a direct say in how public money is spent. PB can support active citizenship, help build more active and stronger communities that are better able to take decisions on where public funds are spent, more likely to take part in community activities and better informed about public budgets and decision making.

In this round of Youth PB on Arran, applications were invited for up to £1000 for youth projects/ideas. For Locality and Arts & Culture PB applications for up to £400/£1200 respectively.

Youth projects which were successfully short-listed were then voted on by young people age 8-25 years – in school or via the Young Scot website. The highest voted projects secured funding. The Locality and Arts & Culture Projects were short-listed by the Locality Steering Group and those who met the agreed criteria secured funding.

Youth and Community Capacity has been built around PB and completing and assessing applications . This is the 3rd round of Locality PB and 5th of Youth PB and it is now embedded in the way we work. A wide range of groups secured funding for their ideas and projects – 4 from Arts and Culture, 11 from Youth and 12 from Locality Funds.

Communities and residents are benefiting from new/continued opportunities being delivered locally. Local adults and young people were involved in all stages of the process from design to decision making, via the youth and locality steering groups – community empowerment and active citizenship.

The steering groups spoke very positively about their experiences and being involved in making decisions about their Locality.

# Capacity Building & Community Development - Impact Statements

**“I think considering the circumstances this year the PB partners outdone themselves with the program that was provided” – comment from member of steering group**

**“PB Funding will enable more young people to get involved in our activities on the Island”**

**‘We are indebted to the Council for it’s ongoing support to our shed. This community asset transfer will afford the opportunity to not only continue to develop and improve the facilities, without the pressure of high rent, but also allow us to focus on and meet the needs of our growing membership for many years to come.’**

**“Providing free starter kits during lockdown is an ideal way to introduce more men to the hobby and I’m really looking forward to meeting up with lots of beginner modellers online. The beauty of this project is we can connect with a much wider audience, than we would normally, and introduce new people to this pastime.”**

**“It was a really positive experience meeting other volunteers from different areas, swapping idea’s and skills and building things from scratch.”**

**"I had been in the building game all my life before I lost the sight in one eye from an accident. I was so down when I lost my eye and now, thanks to the shed, I have so much to focus on."**

# North Ayrshire CLD Plan - Adult Learning

Community based adult learning covers a wide variety of learning opportunities which target learners who have multiple barriers to opportunity, focusing on disadvantaged individuals and communities. Using a Social Practice Model, learning is built around the experience and needs of the learners and is underpinned by the three core principles of the Adult Learning Statement of Ambition - Learning is Lifelong, Life-wide and Learner-centred.

In North Ayrshire, we will ensure that learners are placed at the centre of our planning arrangements. Our learners voice process enables learners from our 6 localities, as well as communities of interest, to be at the centre of our planning, involving them in the identification of appropriate and relevant learning opportunities, the delivery and evaluation of their learning and the development of support for learners. This will ensure that there are sufficient opportunities available for adults to learn, achieve and progress through their learning journey.

We work in partnership to enable, encourage and improve participation in community based adult learning, examples being:

- The Pan Ayrshire ESOL network brings North, South and East Ayrshire CLD ESOL leads together with Ayrshire College. This partnership approach provides opportunities for maximising the use of local/regional resources, sharing expertise and planning seamless progression.
- Our leadership collective is a partnership of CLD, TSI, NHS, HSCP, Ayrshire College and a number of national organisations. It comes together to discuss, develop and plan learning opportunities that is informed by the learners needs.
- Working with North Ayrshire's Family Learning Team bringing adult and family learning together and developing progression routes.

Our innovative North Ayrshire Virtual Community Centre provides a much needed opportunity to engage with our CLD services and is used to deliver community based adult learning. Moving learning online, in response to the COVID-19 pandemic restrictions, enabled us to continue to provide learning for our communities. We increased our Gaelic delivery and the numbers engaging in this provision increased during this time. Moving out of restrictions, we have recognised that our digital delivery will still be a method used for our learning opportunities.

We have agreed the following priorities for Adult Learning for the three year plan.

### **Core Skills**

To work with our partners and organisations in localities to ensure Adult Literacy, Numeracy and Core Skills support given is learner centred, using a collaborative approach to develop staff, volunteers and programmes to best support learners.



### **New Scots**

To support our New Scots to become active members of our community, building social relationships. Be an active partner to improve participation and deliver ESOL activities and learning.

## **Adult Learning Key Priorities**



### **Community Based Adult Learning**

To continue to provide opportunities, in partnership with learners, to participate in community based adult learning including activities that promote health and wellbeing and tackle isolation.

We have agreed the following priorities for Adult Learning for the three year plan.

**Skills for Work**

To work with partners and organisations to deliver employability support. Provide opportunities to learn for work to achieve stronger employability outcomes for learners.



**Digital Learning**

To provide digital learning and digital literacy support to help communities to develop digital skills and confidence. Encouraging and supporting people to get online and enjoy the opportunities offered by digital technology.

**Adult Learning  
Key Priorities**



**Training**

Work with partners to train staff, volunteers and community groups to deliver community based adult learning opportunities.

# Case Study - Adult Learning/Capacity Building - Leadership Collective

North Ayrshire Leadership Collective provides a community-based Adult Learning programme that all communities across the authority can access. The Collective is a partnership of CLD, TSI, NHS, HSCP, Ayrshire College and a number of national organisations.

The group was formed after engagement with partners and the community on their learning aspirations. The Leadership Collective meets monthly to discuss, develop and plan a training programme and calendar that is informed by the communities' needs.

Currently, all training is delivered virtually and, to date, the wide range of opportunities have been accessed by learners across North Ayrshire. Our engagement methods ensure that there are a number of routes for learners to access these opportunities and gain new skills.

The breadth of learning opportunities ensures that a wide range of topics are covered. Some of these include digital skills, community engagement/empowerment, health and wellbeing (including Community Green Gym), employability, book-keeping, ESOL, Gaelic and Core Skills.

The learning programmes are built around the needs of the learner and it provides the right learning environment for many that are taking their first steps back into learning.

Positive evaluations/feedback from learners highlight the opportunities they have experienced through the Leadership Collective and have enabled them to develop new skills e.g. digital and language skills, gained greater understanding of issues in their community and national and local policies, learned new techniques and ideas to address health issues. Community groups have benefited from capacity building opportunities such as book-keeping and governance and commented on the valuable networking opportunities. A strong partnership has been created, which brings expertise and enthusiasm to the Leadership Collective.

# Adult Learning - Impact Statements

**“I have a sense of continuity in the lessons. I feel normal despite the bad conditions of Corona and have been able to continue my lessons and learn about Scottish life. I thank all volunteers who contributed”**

**“I arrived 2 months before lockdown. The whatsapp group has been very good for me. I've learned language to help me make GP appointments and other useful things”**

**“I was helped by the volunteers to use the computer and activate the zoom programme. It made a big difference in my daily life”**

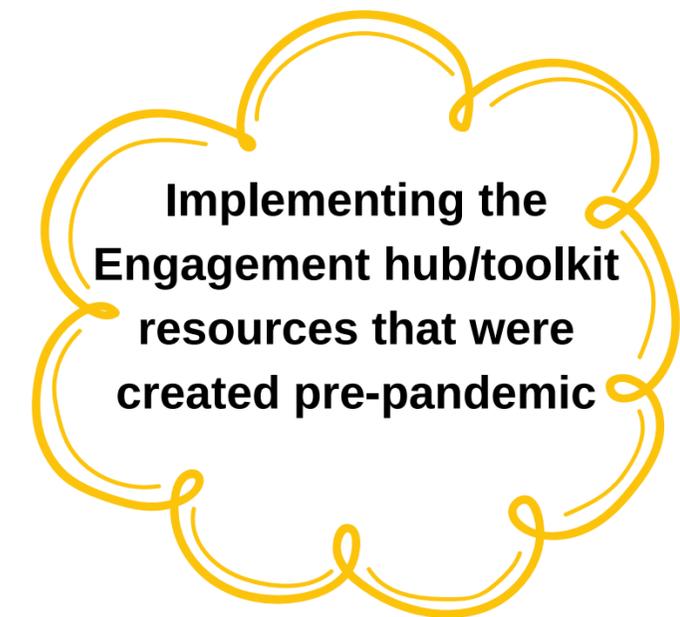
**“Yes, the English Whats App classes are useful because it helps you in writing and reading. It help you to write so fast and help you read more fast as well. It also makes your brain thinking what and how you should talk in English.”**

**“The volunteers helped me very well. I am now able to use my computer and use YouTube to learn.”**

**“I have really enjoyed taking part in the digital Gaelic lesson and was really glad that it continued through lockdown. If it hadn't been for this I wouldn't have spoken to anyone at all.”**

# Unmet need within North Ayrshire Communities

Through a process of community engagement with Learners and partners and, as a result of addressing priorities within a finite resource for delivery during the COVID-19 pandemic, we have identified key areas of unmet need. We will engage our community partners in addressing these needs and they will inform the first year of our operational implementation plan. These include:



These key areas were paused due to staff and partners realigning resources and service delivery to implement the Community Resilience Hub model.

Whereas we are aware of a learning need as a partnership, we always seek to engage our community partners to fill that gap. We will continue to note any unmet need, report it through the CLD Strategic Plan governance structure, and determine how best to fulfil that need within our community partnerships, learners voice and participation structures.

# Action Plan - Year 1

Implementing the plan	Input	Output	Outcome	Impact
<p><b>To ensure that participants from the most disadvantaged and marginalised communities have access to the CLD support they need.</b></p> <p>In a North Ayrshire Context, these groups include the following, but not exhaustive.</p> <p>Gypsy Travellers</p> <p>New Scots</p> <p>Care Experienced</p> <p>LGBTI: Adult and Youth</p>	<p>Community Planning partners and CLD providers will contribute a range of resources to assist the 6 locality planning partnerships fit their priorities within the CLD Strategic plan for North Ayrshire.</p>	<p>Locality Partnerships will contribute to the continuation of the “Learners’ participation and engagement structures, across all 6 Localities.</p> <p>Annual and 6 monthly reports will be provided to the CPP – SMT,</p>	<p>Our most disadvantaged and marginalised communities will have access to CLD opportunities that best support their needs.</p> <p>The CPP – SMT will monitor and scrutinise the progress of the plan to provide an effective and coordinated partnership, delivering high quality CLD opportunities within the 6 localities.</p>	<p>Our most marginalised and excluded communities will feel:</p> <ul style="list-style-type: none"> <li>• They can easily access and participate in CLD opportunities.</li> <li>• A sense of achievement and attainment from their involvement.</li> <li>• They are supported to progress further with their aspirations.</li> </ul>

Implementing the plan	Input	Output	Outcome	Impact
<p><b>To strengthen co-ordination between the full range of CLD providers across the sectors, by the implementation of the community hub model across all localities.</b></p>	<p>Connected Communities CLD staff to work with partners and communities through the community hubs to ensure there is a shared understanding of whole systems approach.</p>	<p>Service providers, partners and communities work together through the community hub model to deliver appropriate and targeted service.</p>	<p>Participants and local community groups will be actively engaged in CLD provision.</p>	<p>Community hub approach will result in significantly improved outcomes in communities.</p>

Implementing the plan	Input	Output	Outcome	Impact
<p><b>To reinforce the role of communities as central to the assessment, planning and evaluation processes, that enable us to shape and deliver CLD provision through partnership.</b></p>	<p>Connected Communities CLD staff will support and promote effective community engagement carried out across North Ayrshire by partners and encourage best practice in Community Engagement</p>	<p>Locality specific plans will evolve in partnership with communities across the 6 localities.</p> <p>A comprehensive North Ayrshire participation and engagement structure will be established across CLD.</p>	<p>6 Locality Plans will evolve to meet the real and felt needs of communities and engage those least seldom heard.</p> <p>Improved network of adult, youth and community engagement that influences local and national policy.</p>	<p>Evidence of very good engagement with local communities in the identification of real and felt need.</p> <p>Young people co design, co-deliver and co-produce fully inclusive youth work activities and opportunities in line with the Child Centred Council model.</p> <p>Empowered and influential community anchor organisations and groups.</p>

Implementing the priorities of plan	Input	Output	Outcome	Impact
<p><b>To ensure that the priorities within the plan are delivered in line with CLD regulations.</b></p>	<p>Connected Communities CLD teams will ensure that the operational and teams plan reflect the CLD strategic plan</p> <p>Connected Communities CLD staff will continue to facilitate the leadership collective and contribute to the south west collaborative action plan.</p> <p>Connected Communities CLD staff will work with partners to provide digital learning opportunities, accessible support and learning resources.</p> <p>Connected Communities CLD staff will work in line with the young people's participation structure and wider youth work programmes to identify, record and promote the current range of</p>	<p>Operation plans will be produced that address the priorities as detailed in the plan utilising the agreed KPIs.</p> <p>A wider range of continuing professional development training courses will be offered to CLD partners through the leadership collective and south west collaborative training programme.</p> <p>Using digital technology, we will collaborate with our partners to co-define, co-design and co-deliver better community digital engagement and participation.</p> <p>A wide range of CLD youth opportunities will be delivered in collaboration with young people and partners.</p>	<p>Performance information will be gathered and shared with CPP and communities.</p> <p>A continuum of CLD training opportunities will be accessible to all CLD providers.</p> <p>Communities will have access to a wide range of digital opportunities.</p> <p>Young people will have access to a wide range of youth opportunities with a focus on UNCRC article 12.</p> <p>Adult learners will have access to a wide range of adult learning opportunities with a focus on the learners voice structure.</p> <p>Communities will have access to a wide range of empowering and participatory opportunities</p>	<p>Governance is enhanced by accurate data which will inform subsequent years of the plan. It is evident that CPP and Communities are involved in evaluation of the plan.</p> <p>CLD providers are skilled and motivated to undertake their required roles.</p> <p>Barriers to digital learning will be removed and learners feel confident in engaging with CLD opportunities digitally.</p> <p>Young peoples rights are realised and are taken account of in line with the child poverty action plan and child centred council.</p> <p>Adult learners are well informed, confident, and barriers to learning have been removed.</p>

	<p>opportunities open to young people.</p> <p>Connected Communities CLD staff will work with the adult engagement and participation structures to identify, record and promote the current range of adult learner CLD opportunities.</p> <p>Connected Communities CLD staff will extend our empowering and participatory approaches, offering communities more opportunities to lead in local decision making and service delivery and design.</p>	<p>A wide range of CLD adult learning opportunities will be delivered in collaboration with adult learners and partners.</p> <p>A wide range of CLD empowering and participatory opportunities will be delivered in collaboration with communities and partners.</p>	<p>with a focus on capacity building and local community leadership.</p>	<p>Community groups and agencies work well together. They learn from each other, improve community cohesion and local community leaders are confident in their roles, with strong local networks formed.</p>
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# Conclusion

Community Learning and Development (CLD) primarily supports disadvantaged or vulnerable groups and individuals of all ages to engage in learning, personal development and active citizenship with a focus on bringing about change in their lives and communities.

At the very heart of developing this CLD Strategic Plan has been the principles of participation for all partners and those who identify themselves as the CLD workforce for North Ayrshire and, most importantly, our citizens of North Ayrshire - our Learners. There has also been a focus on engaging with those who do not currently engage in our service provision, as this is an important learning space for all partners. At the very start of developing the plan, the importance of plain English was identified as being important, and we have also produced a summary of the plan, to increase the accessibility of the information contained in it. The commitments and priorities of the plan establish our framework for the next 3 years and on an annual basis we will evaluate our impact and the reach of the plan.

The Strategic Plan informs our operational plans across the partnerships and individual staff action plans. Our intention is for partners, staff, volunteers and learners to see themselves, and their work, in the plan. The plan builds on our previous CLD Strategic Plan 2018-2021 and the commitments made within that Plan. We have moved from consultation and engagement to a co-production approach.

Co-production essentially describes a relationship between service provider and service user that draws on the knowledge, ability and resources of both to develop solutions to issues that are successful, sustainable, and cost-effective, changing the balance of power from the professional towards the service user.

Our response to the COVID-19 Pandemic and the leadership role that CLD services adopted has created a depth of relationships and greater understanding of the role of the CLD professional. The learning from the response has created a greater, stronger scaffold which will enable the CLD Strategic Plan and its priorities to be realised and developed over the next 3 years.

The performance will be measured quarterly using the CLD KPIs, which were shared and reviewed at the Education Scotland workshop. This reporting will feature as part of the governance of the plan. In North Ayrshire we have a robust Community Planning structure which puts our communities at the heart of the evaluation and review of the plan, ensuring effective and appropriate targeting of resources, with the principles of equity informing how the plan is delivered.

North Ayrshire CPP is a strong and effective collaboration of a wide range of organisations. By working together, we continue to realise the benefits of sharing our resources, knowledge and skills to improve the lives of local people. All partners have a shared commitment and partnership vision, **“North Ayrshire – A Better Life”**.



# Appendices

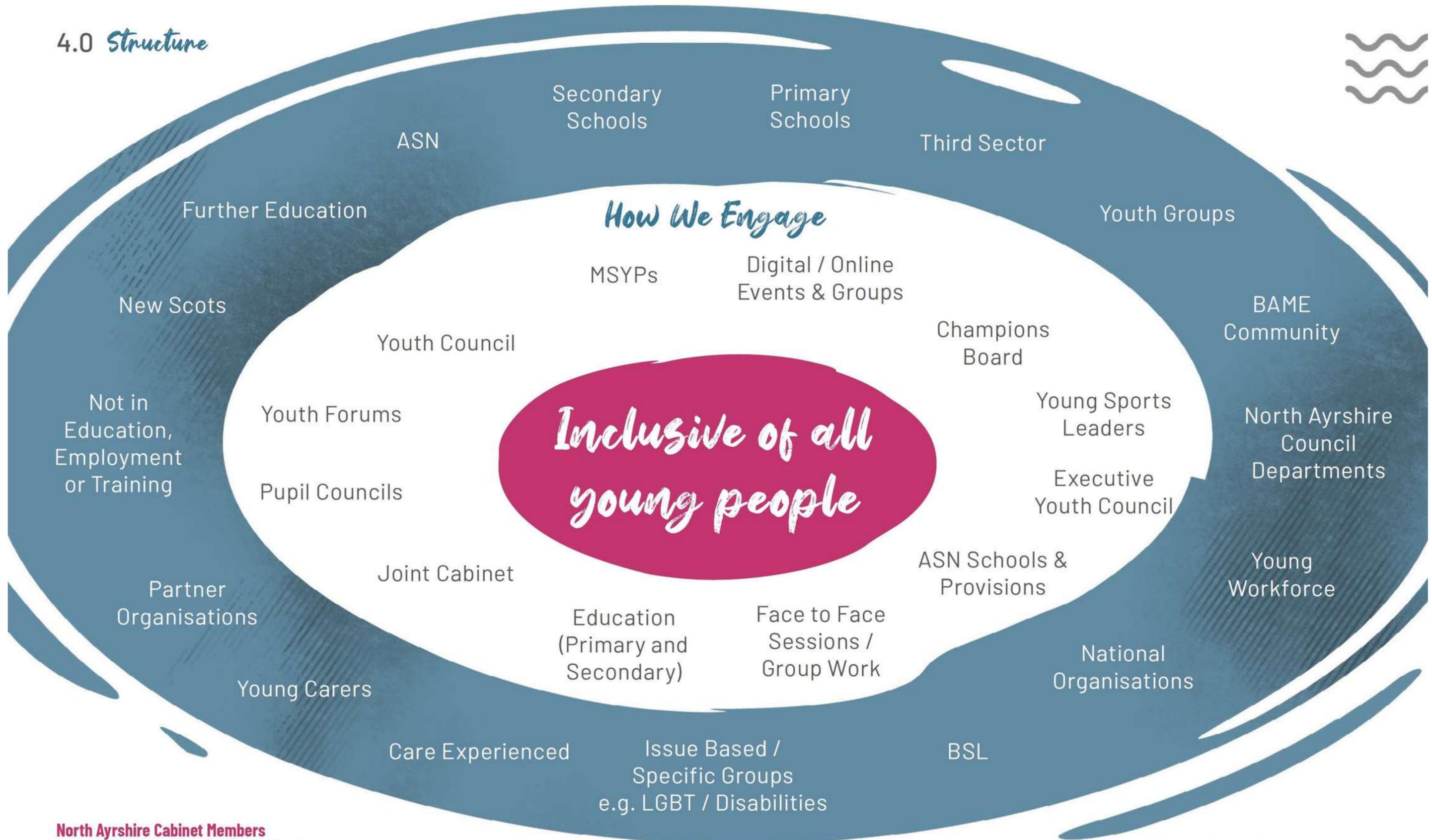
# Documents & Policies

- A Changing Nation: How Scotland will thrive in a digital world - gov.scot ([www.gov.scot](http://www.gov.scot))
- Digital Strategy ([north-ayrshire.gov.uk](http://north-ayrshire.gov.uk))
- Cyber Resilient Scotland: strategic framework - gov.scot ([www.gov.scot](http://www.gov.scot)) Action Plan 2021 – 23
- North Ayrshire Community Planning Partnership - Local Outcomes Improvement Plan 2017 – 2022
- North Ayrshire Youth Citizenship and Participation Strategy 2021-2024
- Community Learning and Development (CLD) Planning An aspect review of progress made in implementing the CLD Regulations instruments
- Planning for Change A Review of Community Learning and Development Plans in Scotland 2018 – 21
- Equality and Children's Equality Impact Assessment
- Scotlands Public Health Priorities
- Health Impact Assessment report (available soon)
- Child Poverty Action Plan
- Climate Change Policy
- Scottish Government Health Improvement Policy

# Key Partners - Developing and Implementing the Plan

- Third Sector Interface
- North Ayrshire Council Services
- Ayrshire College
- Police Scotland
- Community Planning Partnership
- Health and Social Care Partnership
- Public Health
- Communities of North Ayrshire
- Education Scotland
- Strathclyde Fire and Rescue
- North Ayrshire Federation of Community Associations
- NHS Ayrshire and Arran

## 4.0 Structure



### North Ayrshire Cabinet Members

Councillor John Bell - Cabinet Member for Education  
 Councillor Robert Foster - Cabinet Member for Health and Social Care Partnership and lead member for Poverty  
 Councillor Louise McPhater - Cabinet Member for Participatory Democracy  
 Councillor Shaun McAuley - Young People Champion



# North Ayrshire Council's Strategic Community Learning & Development Plan

