NORTH AYRSHIRE COUNCIL

28 September 2021

Cabinet

Title:	**North Ayrshire Council Strategic Community Learning and Development Plan 2021-2024**
Purpose:	To seek approval for the North Ayrshire Council Strategic Community Learning and Development Plan 2021-2024.
Recommendation:	That Cabinet: a) Approves the North Ayrshire Council Strategic Community Learning and Development Plan 2021-2024; and b) Authorises officers to take forward the Action Plan, with a view to targeting resources to address the identified unmet needs.

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.

1.2 Informed by the learning from COVID 19 pandemic in terms of response and needs, this CLD Plan (Appendix 1) builds on the previously refreshed plan of 2018-2021. Key themes have been identified and commitments made to the communities of North Ayrshire; commitments that will be realised throughout the three-year life of the plan.

1.3 The CLD Plan makes a commitment that communities of North Ayrshire, communities of place and communities of interest, will have access to the CLD support they need. It has been informed through consultation and engagement with communities where needs have not been met. These are included in the action plan, with a clear focus of action to close the gap between needs and delivery.

1.4 Adult Learning, Youth Work and Capacity Building are the foundation of the CLD Plan, 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. An Action Plan for years 1-3 is included.

1.5 This CLD Plan has been developed in a co-production approach, as outlined in the process section. This includes an innovative Rapid Health Impact Assessment. The voice, experience and aspiration of communities, partners and staff is the scaffold on which this plan has been built.

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 This CLD Plan (Appendix 1) 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. The key achievements of the previous Plan include the development of the Learners' Voice structure, which brings together a range of learners from across the 6 localities. Other highlights include the achievements of New Scots ESOL learners, the Covid-19 response and escalation of digital channels and the establishment of the Community Leadership Collective. The CLD Plan has been developed in line with the Education Scotland guidance and the continued engagement and professional guidance from CLD Managers Scotland. Throughout the plan the key themes have been clearly identified and commitments 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 from year 1 to years 2 and 3.

2.4 There is an expectation on education authorities to recognise, in their CLD Plan, the integration and impact of CLD practice across services within the local authority area. This work will include services 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. In summary, the expectation is for education authorities to:

- Co-ordinate the provision of community learning and development with stakeholders;
- Describe the actions that will be taken to provide and coordinate community learning and development between 1 September 2021 and 31 August 2024;
- Describe the actions of partners for the provision of community learning and development from 1 September 2021 to 31 August 2024; and
- Describe any needs for providing community learning and development that will not be met between 1 September 2021 to 31 August 2024.

2.5 The development of the CLD Plan requires a collaborative approach to the delivery of CLD in Scotland's schools, colleges, third sector organisations and communities. This will require the education authority to coordinate the delivery of CLD practice from across the local authority area and consult with partners and learners in schools, colleges, third and voluntary sector organisations and communities with a particular emphasis on people who are vulnerable or marginalised.

2.6 Reducing inequalities and ensuring no one is left behind are integral to achieving the equity focus. CLD provision is targeted to those most in need whilst ensuring communities also have a universal offer of access to learning opportunities and activities. This is achieved through a partnership approach and empowering communities and individuals to have their place within the delivery of services. The CLD 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 inform the operational delivery and targeting of resources.

2.7 This CLD Plan has been developed in a co-production approach which is evident and detailed in the process section. This includes an innovative Rapid Health Impact Assessment. The voice, experience and aspiration of communities, partners and staff is the scaffold on which this plan has been built.

2.8 In March 2020, the Covid-19 pandemic changed the way that CLD services were delivered and the vital support to our communities had to change overnight. CLD staff and services led the essential support in term of access to food and access to vital services. The CLD approach of whole systems thinking informed and drove the Community Hub resilience model which was established across all localities. The leadership qualities of the CLD workforce, with their levels of community understanding and networks ensured within one week of lockdown that hubs were established, providing vital emergency support. The learning from the Covid-19 pandemic has informed the CLD Plan and the Council's Customer to Citizen's multi-agency working, using a whole system approach to improve local outcomes.

2.9 During the pandemic the digital CLD complemented the humanitarian assistance offered by the CLD team and partners through the community hubs. A network of Virtual Community Centres was established and provision for ESOL, Gaelic language, adult learning, youth work and support from community groups continued. ESOL staff and partners developed the ESOL YouTube channel and native language digital volunteers, there was also an increase in Gaelic participation and learners. Targeted support was put in place for older people and the distribution of digital devices, connectivity and support through the Connecting Scotland programme took place. 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 include new learners.

2.10 The needs of the workforce will inform the future work of the Leadership Collective, North Ayrshire's community-based adult learning and capacity-building programme, 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. Increased community activity relating to Community Wealth Building, community asset transfer, community food networks, participatory budgeting and the Community Investment Fund add new contexts for skills and learning development. This adds pressure on the workforce's skills and capacity, which is monitored through existing structures.

2.11 The priorities for digital participation and each of the three capacities are outlined in the CLD Plan (Appendix 1).

2.12 In addition to the priorities, key areas of unmet need have been identified through community engagement with learners, partners and from the learning of the Covid 19 pandemic. These are:

- Creating an engagement and participation structure for older people;
- Addressing the digital gap; and
- Implementing the Engagement hub/toolkit resources that were created pre pandemic.

2.13 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.

3. Proposals

3.1 That Cabinet:

a) Approves the North Ayrshire Council Strategic Community Learning and Development Plan 2021-2024; and
b) Authorises officers to take forward the Action Plan, with a view to targeting resources to address the identified unmet needs.

4. Implications/Socio-economic Duty

Financial

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

Human Resources

4.2 There are no direct human resource implications for North Ayrshire Council staff, who continue to work within locality approaches to deliver across the three capacities of Adult Learning, Youth Work and Capacity Building. The needs of the workforce will be addressed via the Leadership Collective to ensure that the workforce is equipped with the skills and knowledge to develop their practice. The pressure of increased community activity on the workforce's skills and capacity will be monitored through existing structures.

Legal

4.3 None.

Equality/Socio-economic

4.4 Reducing inequalities and ensuring no one is left behind are integral to achieving the equity focus. CLD provision is targeted to those most in need whilst ensuring communities also have a universal offer of access to learning opportunities and activities, this achievable by the partnership approach, through empowering

communities and individuals to have their place within the delivery of services. The CLD 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 inform the operational delivery and targeting of resources.

Environmental and Sustainability

4.5 Environmental and sustainability issues provide opportunities for skills and learning development, in particular, in the lead in to COP26. With rich and diverse spaces, North Ayrshire offers opportunities for involvement in marine, coastal and woodland activities; tree-planting; growing and food production; and community environment projects.

Key Priorities

4.6 The proposals contained within the report support the North Ayrshire Council Plan priorities:

- Active and strong communities
- Inclusive, growing and enterprising local economy
- People enjoy good life-long health and wellbeing.

Community Wealth Building

4.7 The applications 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 The consultation is outlined in the plan, with the learner at the centre, involvement across all Locality Partnerships and Locality Forums, and a "co-define, co-design and co-deliver" 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 Community Planning Partnership 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 or organisations.

5.2 The requirements of the CLD Plan were outlined to all 6 Locality Partnerships in February 2021, along with a draft process and draft stakeholder mapping. A stakeholder reference group was established, identifying consultation and focus groups. A joint approach of targeted and universal engagements for learners was agreed. In April 2021, a joint workshop with Education Scotland was hosted for

partners, colleagues, volunteers and staff with the result of jointly agreeing the priorities, themes and commitment which informed the plan.

5.3 Work continued to promote engagement through the Consul platform as a digital engagement tool and was supported by the development of an animation. A workforce survey was carried out and case studies and equality impact assessment identified. An innovative Health Equality impact Assessment was led by Public Health colleagues in response to concerns about local health outcomes and inequalities. One of the key priorities was the use of plain English and Dyslexia Scotland have supported the drafting of the plan.

5.4 Participants involved in Youth Work, Adult Learning and Community Capacity across the six localities of North Ayrshire took part in workshops and engagements. This included the Adult Learners Voice and the Youth Participation Engagement Structure. The results of both the targeted and universal consultation enabled the identification of gaps and feedback on the priorities which ultimately informed the plan.

Caroline Amos
Interim Executive Director of Communities and Education

For further information please contact **Rhona Arthur, Head of Connected Communities,** on **01294 324415**.

Background Papers
Appendix 1: North Ayrshire Council Strategic Community Learning and Development Plan 2021-2024

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

Craig Hatton
Chief Executive of North Ayrshire Council

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.

90,716 requests for hot food

111,641 food deliveries made

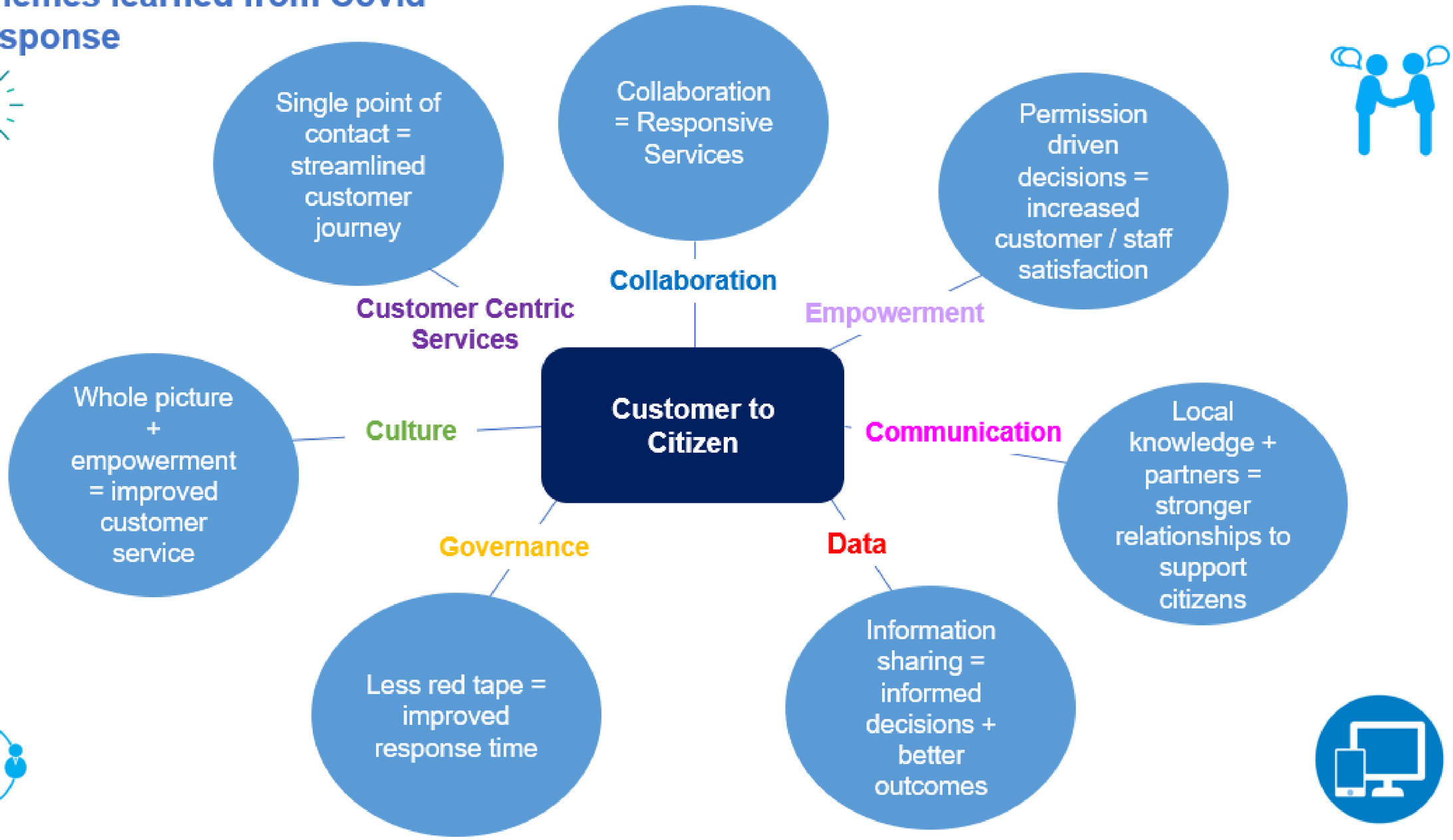
14,297 prescriptions delivered

22,248 requests for help with social isolation

1,489 requests for help with period poverty

20,887 requests for advice

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 Strategy	Data Training	Culture Customer Centric Service	Collaboration Governance	Communication 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: - o Locality Police Officers o SFR Ward Managers o Housing Officers o 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: - o Case studies o Secondments o Job shadowing o Collaboration o Peer support o 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 actionswere 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.

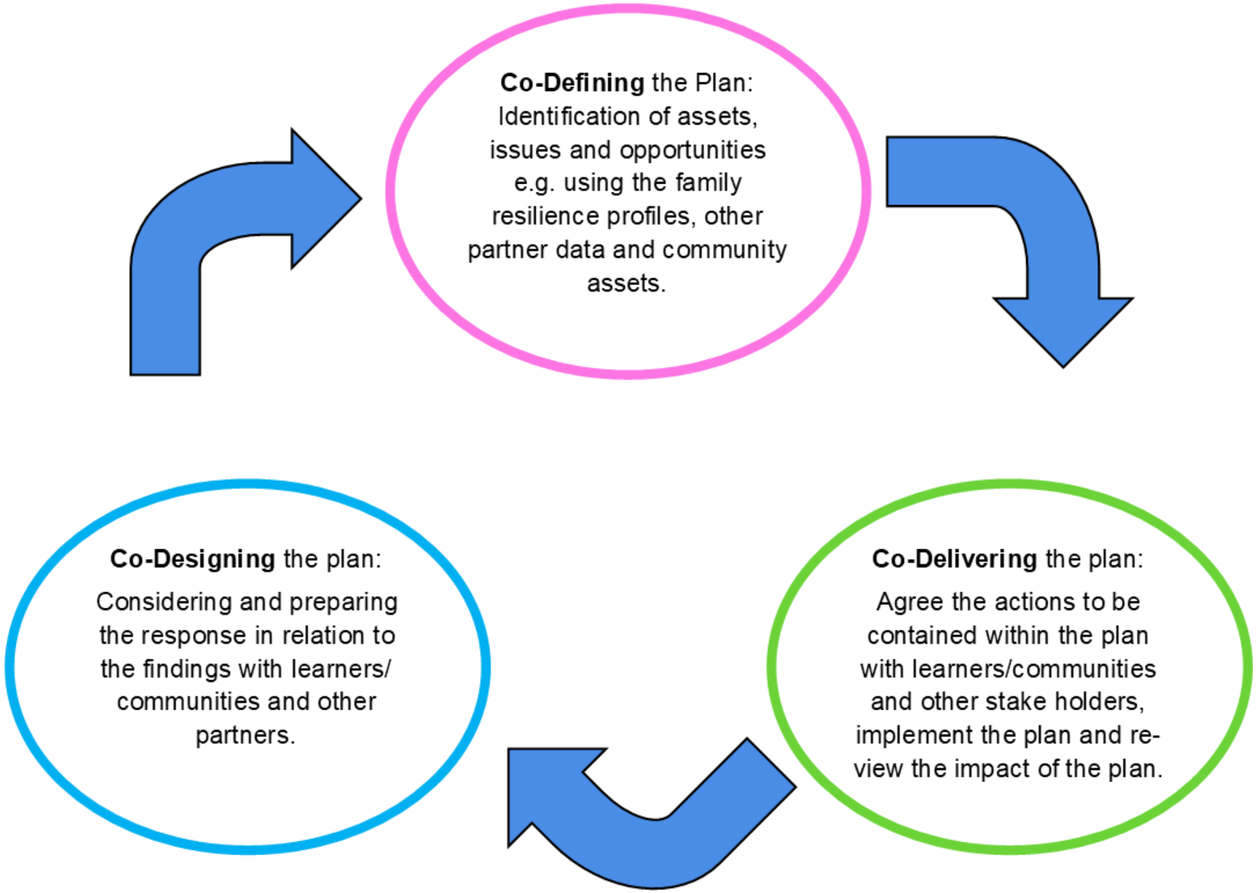
On the 28th of April 2021, a joint workshop with Education Scotland was hosted for partners, colleagues, volunteers and staff. This resulted in jointly agreeing the priorities, themes and commitment which informed this Plan.

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:

A Working North Ayrshire

A Healthier North Ayrshire

A Safer North Ayrshire

A Thriving North Ayrshire - Children and Young People

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.

Key Policies and Plans

National

- **Community Empowerment (Scotland) Act 2015**
- **Strategic Guidance for CPPs: Community Learning and Development 2012**
- **Adult Literacies in Scotland 2020**
- **Requirements for Community Learning and Development (Scotland) Regulations 2013**
- **Welcoming our Learners: Scotland's ESOL Strategy 2015 - 2020**
- **Adult Learning in Scotland The Statement of Ambition for Adult Learning 2014**

Regional

- **Ayrshire Growth Deal**
- **Community Wealth Building**
- **Ayrshire Police Plan**

North Ayrshire

- **Local Outcomes Improvement Plan 2017-22**
- **North Ayrshire Council Plan 2019-2024**
- **Fair for All Strategy**
- **North Ayrshire Child Poverty Action Plan**
- **Youth Participation & Citizenship Strategy 2021-24**
- **Children's Services Strategic Plan**
- **Gaelic Language Plan**
- **Connected Communities Operational Plan**
- **Community Wealth Building Strategy**
- **Smarter Ways of Working: A Digital Strategy for North Ayrshire Council**
- **Environmental Sustainability Climate Change Strategy**

Locality

- **Locality Partnership Plans**
- **CLD Team Plans**
- **School Improvement Plans**

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 organsations 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

135,280
ESTIMATED POPULATION

22%
POPULATION AGED 65+

76 YRS
MALE LIFE EXPECTANCY

FEMALE LIFE EXPECTANCY
80 YRS

UNEMPLOYMENT CLAIMENT COUNT
7.6%

42% population in top 20% of SIMD20
(people living in areas within North Ayrshire that are amongst the 20% most deprived in Scotland)

27%
PEOPLE WITH A LONG TERM HEALTH CONDITION

27.9%
CHILDREN IN POVERTY

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

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:

Youth Work Key Priorities

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.

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 though 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:

Youth Work Key Priorities

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

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:

Capacity Building Key Priorities

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.

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 thorough our ‘Leadership Collective’.

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

Capacity Building Key Priorities

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.

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.

Adult Learning Key Priorities

Core Skills

To work with our partners and organisations in localities to ensure Adult Literacy, Numeracy and Core Skills support given is learner centreds, 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.

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.

Adult Learning Key Priorities

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.

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:

Creating an engagement and participation structure for older people

Addressing the digital gap

Implementing the Engagement hub/toolkit resources that were created pre-pandemic

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
To ensure that participants from the most disadvantaged and marginalised communities have access to the CLD support they need. In a North Ayrshire Context, these groups include the following, but not exhaustive. Gypsy Travellers New Scots Care Experienced LGBTI: Adult and Youth	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.	Locality Partnerships will contribute to the continuation of the "Learners' participation and engagement structures, across all 6 Localities. Annual and 6 monthly reports will be provided to the CPP – SMT,	Our most disadvantaged and marginalised communities will have access to CLD opportunities that best support their needs. 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.	Our most marginalised and excluded communities will feel: • They can easily access and participate in CLD opportunities. • A sense of achievement and attainment from their involvement. • They are supported to progress further with their aspirations.

Implementing the plan	Input	Output	Outcome	Impact
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.	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.	Service providers, partners and communities work together through the community hub model to deliver appropriate and targeted service.	Participants and local community groups will be actively engaged in CLD provision.	Community hub approach will result in significantly improved outcomes in communities. -

Implementing the plan	Input	Output	Outcome	Impact
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.	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	Locality specific plans will evolve in partnership with communities across the 6 localities. A comprehensive North Ayrshire participation and engagement structure will be established across CLD.	6 Locality Plans will evolve to meet the real and felt needs of communities and engage those least seldom heard. Improved network of adult, youth and community engagement that influences local and national policy.	Evidence of very good engagement with local communities in the identification of real and felt need. Young people co design, co-deliver and co-produce fully inclusive youth work activities and opportunities in line with the Child Centred Council model. Empowered and influential community anchor organisations and groups.

Implementing the priorities of plan	Input	Output	Outcome	Impact
To ensure that the priorities within the plan are delivered in line with CLD regulations.	Connected Communities CLD teams will ensure that the operational and teams plan reflect the CLD strategic plan Connected Communities CLD staff will continue to facilitate the leadership collective and contribute to the south west collaborative action plan. Connected Communities CLD staff will work with partners to provide digital learning opportunities, accessible support and learning resources. 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	Operation plans will be produced that address the priorities as detailed in the plan utilising the agreed KPIs. 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. Using digital technology, we will collaborate with our partners to co-define, co-design and co-deliver better community digital engagement and participation. A wide range of CLD youth opportunities will be delivered in collaboration with young people and partners.	Performance information will be gathered and shared with CPP and communities. A continuum of CLD training opportunities will be accessible to all CLD providers. Communities will have access to a wide range of digital opportunities. Young people will have access to a wide range of youth opportunities with a focus on UNCRC article 12. Adult learners will have access to a wide range of adult learning opportunities with a focus on the learners voice structure. Communities will have access to a wide range of empowering and participatory opportunities	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. CLD providers are skilled and motivated to undertake their required roles. Barriers to digital learning will be removed and learners feel confident in engaging with CLD opportunities digitally. Young peoples rights are realised and are taken account of in line with the child poverty action plan and child centred council. Adult learners are well informed, confident, and barriers to learning have been removed.

	opportunities open to young people. 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. 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.	A wide range of CLD adult learning opportunities will be delivered in collaboration with adult learners and partners. A wide range of CLD empowering and participatory opportunities will be delivered in collaboration with communities and partners.	with a focus on capacity building and local community leadership.	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.

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

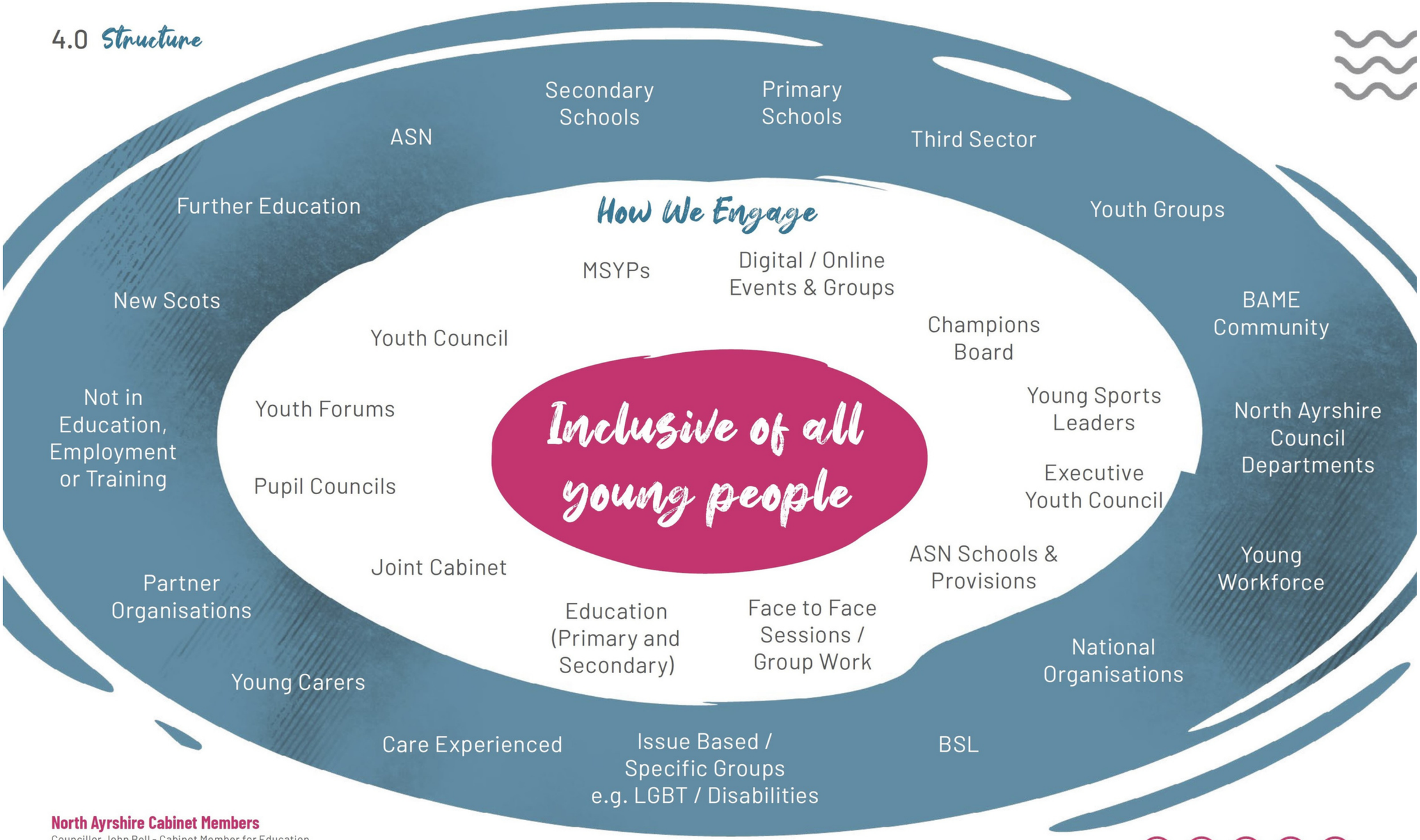
Documents & Policies

- A Changing Nation: How Scotland will thrive in a digital world - gov.scot (www.gov.scot)
- Digital Strategy (north-ayrshire.gov.uk)
- Cyber Resilient Scotland: strategic framework - gov.scot (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