



Inverclyde Alliance

AGENDA ITEM NO: 9

Report To: Inverclyde Alliance Board **Date:** 17 June 2024

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Subject: Draft Community Learning and Development Partnership 3 Year Plan
2024-27

1.0 PURPOSE

1.1 This report presents the draft Community Learning and Development (CLD) Partnership 3 Year Plan 2024-27 to the Alliance Board to note progress on development of the plan.

2.0 SUMMARY

2.1 The Community Learning & Development (Scotland) Regulations 2013 placed a requirement on each local authority to consult on and publish plans every three years containing specified information on the provision of CLD by both the local authority and its partners.

2.2 The draft Community Learning and Development Partnership 3 Year Plan 2024-27 sets out high level key strategic priorities of the CLD Partnership in Inverclyde over the next three years. Further partnership engagement is planned to take place between June and August 2024 to ensure the priorities reflect the communities needs and develop actions within these priorities and ensure there is capacity across the partnership to achieve them.

2.3 The CLD Partnership in Inverclyde has identified three priorities that it will focus on during the CLD Partnership 3 Year Plan 2024-27. The identification of these draft priorities has been informed by extensive consultation and engagement with both partners and communities. The following priorities have been identified:

- Empowering individuals and creating a culture of participation
- Building stronger, more resilient communities
- Equity and inclusion

2.4 The draft plan is presented in Appendix 1.

3.0 RECOMMENDATIONS

3.1 It is recommended that the Alliance Board:

- a. Notes the progress made in relation to the development of the draft CLD Partnership 3-year plan 2024/27.

Ruth Binks

Corporate Director Education, Communities and Organisational Development

4.0 BACKGROUND

- 4.1 The Community Learning & Development (Scotland) Regulations 2013 placed a requirement on each local authority to consult on and publish plans every three years containing specified information on the provision of CLD by both the local authority and its partners.
- 4.2 The CLD Regulations stipulate that each CLD planning process must identify the following information:
- How the local authority will co-ordinate its provision of CLD with other CLD providers within the area of the local authority.
 - What action the local authority will take to provide CLD over the period of the plan.
 - What action other partners intend to take to provide CLD within the area of the local authority over the period of the plan; and
 - Any needs for CLD that will not be met within the period of the plan.
- 4.3 An update on progress made in relation to current CLD 3 plan 2021-24 plan was presented to the alliance board in December 2023.
- 4.4 In April 2024 the Scottish Government published 'Community Learning and Development Plans: Guidance for 2024-2027' outlining the national policy context for CLD that education authorities should be aware of in complying with the Requirements for Community Learning and Development (Scotland) Regulations 2013 during the period of 2024 to 2027. It emphasises the importance of CLD in supporting learners and communities across various settings, including schools, colleges, and community organisations. The guidance builds upon previous publications and outlines the requirements for education authorities to develop CLD plans that align with national priorities and address the needs of vulnerable and marginalised learners.
- 4.5 Work on finalising the draft CLD plan with partners has been delayed due to the wait for the release of above guidance, and the prioritisation of work undertaken during the CLD Partnership progress visit during March 2024. There is also an ongoing national review of CLD. The partnership will need to take cognisance of the findings of this review, expected in June 2024, before finalising the local partnership plan.
- 4.6 A new draft CLD Partnership 3 Year Plan for Inverclyde has been developed to meet the requirements of the CLD (Scotland) Regulations 2013 and the 2024 guidance by providing a framework for CLD provision across the CLD Partnership in Inverclyde.

5.0 Development of the Draft Plan 2024/27

- 5.1 The draft 3 Year Plan 2024-27 was produced using a collaborative approach between the organisations that make up the CLD Partnership in Inverclyde. In the lead up to the CLD partnership progress visit March 2024, a series of workshops were held with the CLD partnership reflecting on what we do well and areas from improvement. Feedback captured during these workshops and partnership conversations has led to the development of the following 3 priorities:
- Empowering individuals and creating a culture of participation
 - Building stronger, more resilient communities
 - Equity and inclusion

The draft 3-year plan also incorporates several underpinning themes and values that will drive partnership collaboration. These include:

- Workforce development
- CLD Competency framework
- Rights-based approach
- Trauma informed practice

- Whole systems approach
- Locality approach

5.2 Consultation and community engagement have also been central to this plan's development. During April and May 2024, a public consultation took place about producing 6 locality plans for Inverclyde. Feedback and the priorities within the 6 locality plans have helped shape the 3 priorities for the CLD partnership plan 24/27. Feedback captured from Clyde Conversations 2024 has also shaped the three priorities.

5.3 Further engagement is planned between June and August 2024 across the CLD partnership and learners to ensure that the actions are relevant and can be achieved. A draft plan must be published on the Inverclyde Council website by the 1 September 2024.

6.0 IMPLICATIONS

6.1 Legal: None

Finance: None

Human Resources: None

Equality and Diversity: An equality impact assessment will be undertaken alongside the development of this plan.

Alliance Partnership Plan: The CLD Partnership Plan will contribute towards all five themes within the Partnership Plan, but will have a specific focus on the outcomes linked to community empowerment, employability, tackling inequalities, developing community-based services, and healthy and active living

7.0 CONSULTATIONS

7.1 No other consultations outside of those mentioned within this report.

8.0 LIST OF BACKGROUND PAPERS

8.1 None

Foreword (to be updated)

As Chair of the Inverclyde Alliance, the Inverclyde Community Planning Partnership, I am delighted to introduce the Community Learning and Development 3 Year Plan 2024-27.

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The following priorities have been identified using both the feedback from partners and communities:

- Empowering individuals and growing a culture of participation
- Building stronger, more resilient communities
- Equity and inclusion

The CLD Partnership is committed to continuing to develop coordinated, effective, efficient services that meet the needs of our learners and communities. The Community Learning and Development 3 Year Plan for 2024-27 will help us to achieve that.



**Councillor Elizabeth Robertson,
Chair of Inverclyde Alliance**

Background

What is Community Learning and Development?

In June 2012 the Scottish Government issued the Strategic Guidance for Community Planning Partnerships - Community Learning and Development (CLD) which sets out the core purpose of CLD as follows:

CLD activity has a strong focus on early intervention, prevention and tackling inequalities

Community Learning and Development is widely understood to include:

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

What is the purpose of the CLD 3 Year Plan 24-27?

The Community Learning & Development (Scotland) Regulations 2013 placed a requirement on each local authority to consult on and publish

plans every three years containing specified information on the provision of CLD by both the local authority and its partners.

The CLD Regulations stipulate that each CLD planning process must identify the following information:

- How the local authority will co-ordinate its provision of CLD with other CLD providers within the area of the local authority;
- What action the local authority will take to provide CLD over the period of the plan;
- What action other partners intend to take to provide CLD within the area of the local authority over the period of the plan;
- Any needs for CLD that will not be met within the period of the plan.

The purpose of the CLD 3 Year Plan 2024-27 is to meet the requirements of the CLD (Scotland) Regulations 2013 by providing a framework for CLD provision across the CLD Partnership in Inverclyde.

National guidance on CLD plan development

In April 2024 the Scottish Government published 'Community Learning and Development Plans: Guidance for 2024-2027' outlining the national policy context for CLD that education authorities should be aware of in complying with the Requirements for Community Learning and Development (Scotland) Regulations 2013 during the period of 2024 to 2027. It emphasises the importance of CLD in supporting learners and communities across various settings, including schools, colleges, and community organisations. The guidance builds upon previous publications and outlines the requirements for education authorities to develop CLD plans that align with national priorities and address the needs of vulnerable and marginalised learners.

The document outlines key areas for CLD including shared priorities, the importance of collaboration with partners, considerations for planning CLD initiatives, governance aspects, and workforce development. The guidance highlights the need to target priority groups, protect health and wellbeing outcomes, address digital poverty, incorporate the UNCRRC into decision-making, and support volunteering as a pathway for skills development and community engagement.

Context

The Community Learning and Development 3 Year Plan 2024-27 sets out the key strategic priorities of the CLD Partnership in Inverclyde over the next three years and the actions that will be taken to achieve them.

This is the third CLD 3 Year Plan produced by the CLD Partnership in Inverclyde, and it will build and continue the progress made during the previous CLD Partnership Plans.

Achievements

Priority 1:

Priority 2:

Priority 3:

Priority 4:

Challenges

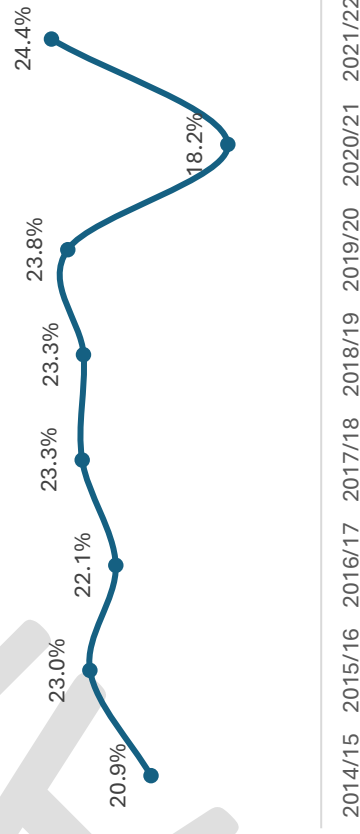
The CLD 3-year Plan 2024-27 will build on the achievements of the previous plan. However, we recognise that there are a number of

challenges which we need to take into account, both in terms of the issues facing the CLD sector and also the specific issues facing Inverclyde. These will all have an impact on our planning and have therefore informed the development of this 3 Year Plan.

Inequalities

Child poverty is a persistent issue in Inverclyde. For many children growing up in poverty can mean a childhood of insecurity, underachievement at school, poor health and isolation from their peers. Figures published by the End Child Poverty Campaign¹ in 2023 show that in 2021-22, after housing costs, 24.4% of children in Inverclyde are living in poverty, an increase of 2.3% on 2016-17 figures.

Figure 1. Inverclyde % children living in poverty (after household costs)



There are stark health inequalities in life expectancy and other health outcomes across communities in Inverclyde. According to Public

¹ [End Child Poverty - Child poverty in your area \(2023\)](#)

Health Scotland² in Inverclyde, in 2021 life expectancy at birth for males was 74.6 years, which was the sixth lowest in Scotland. Life expectancy at birth for females in Inverclyde was 78.7 years, this was the fourth lowest in Scotland. Given the persistent deprivation levels within the local authority area, there is a high risk that health inequalities in Inverclyde will be exacerbated for many years to come.

The local economy

Inverclyde faces significant challenges in terms of tackling the levels of unemployment and inactivity within the area. Unemployment rates and working age key benefit claimant figures both sit above the Scottish average. As of December 2023, 68.4% of Inverclyde's economically active population were in employment compared to 74.7% in Scotland. The percentage of out-of-work benefit claimants, at 3.6% in March 2024, is 0.5% above the Scottish average. To help residents move into employment we must improve the skills and confidence of a large proportion of our population. In December 2023 9.2% of Inverclyde's resident population aged 16-64 have no qualifications, 1% above the Scottish average.³

Deprivation

The Scottish Government published the Scottish Index of Multiple (SIMD) Deprivation on 28 January 2020, the Scottish Government's official tool for identifying places in Scotland suffering from deprivation. For the purposes of SIMD 2020, Inverclyde has been split into 114 data zones.

- According to the SIMD 2020, the most deprived data zone in Scotland is in Greenock, specifically Greenock Town Centre.
- The number of data zones in Inverclyde that fall into the category of the most deprived 5% in Scotland has increased by 11, from 11 to 22.
- The number of data zones in Inverclyde that fall into the category of the most deprived 20% in Scotland has increased by 1 from 50 to 51.
- In SIMD 2016, no Port Glasgow data zones featured in the most deprived 5% in Scotland, however, 5 Port Glasgow data zones have moved into this category in SIMD 2020.

Ageing population

The population of people over 65 years old in Inverclyde has gradually been increasing and in 2022 reached 17,628, 22.5% of Inverclyde's population. The number of people aged 75+ in Inverclyde in mid-2022 was 7,979, just above 10% of Inverclyde's population. This age group is projected to increase 25% between 2018 and 2033, despite a declining population over this period⁴. This will have a major impact on the public sector services most frequently used by this section of the population, as well as raise issues such as loneliness and social isolation which older people are more at risk of.

Local policy

The CLD Partnership has a key role to play in helping Inverclyde Alliance, the area's Community Planning Partnership, to achieve its priorities. The development of the CLD 3 Year Plan 2024-27 has

² [Public Health Scotland - Profiles Tool](#)

³ [Labour Market Profile - Nomis - Official Census and Labour Market Statistics \(nomisweb.co.uk\)](#)

⁴ [Population | National Records of Scotland \(nrscotland.gov.uk\)](#)

therefore been informed by the work of Inverclyde Alliance, specifically Inverclyde's Partnership Plan 2023/33 <https://www.inverclyde.gov.uk/assets/attach/16435/6008-Inverclyde-Alliance-Partnership-Plan.pdf>.

Section to be updated

The CLD 3 Year Plan 2024-27 will contribute to the achievement of all five themes within Inverclyde's Partnership Plan 2023/33.

Theme 1 – Empowered People

Theme 2 – Working People

Theme 3 – Healthy People and Places

Theme 4 – A Supportive Place

Theme 5 – A Thriving Place

With a specific focus on the delivery of actions and initiatives to achieve the outcomes linked to community empowerment, employability, tackling inequalities, developing community-based services, and healthy and active living.

Consultation and Community Engagement

Extensive consultation and engagement with both communities and partner organisations was carried out to inform the development of the CLD 3 Year Plan 2024-27.

Engagement with communities

Section to be updated.

Engagement with partners:

CLD Partnership Plan on a Page

Our Vision

We will have thriving, inclusive, and empowered communities where all individuals have opportunities to shape their lives and contribute to a better future, driven by a collaborative learning system.

Empowering individuals and growing a culture of participation

Providing learning opportunities that equip people with the skills and knowledge they need to improve their lives, participate in decision-making processes, and contribute to their communities.

Building stronger, more resilient communities

The partnership will support communities by taking a proactive approach in collaborating with them in identifying and addressing the unique needs and challenges faced.



Equity and inclusion

Targeting vulnerable and marginalised groups, promoting health and wellbeing outcomes, and addressing digital poverty to ensure equitable access to learning and development opportunities for all community members.



Our Priorities

The CLD Partnership in Inverclyde has identified three priorities that it will focus on during the CLD 3 Year Plan 2024-27. The identification of these priorities has been informed by extensive consultation and engagement with both partners and communities, the various challenges facing both the CLD sector and communities in Inverclyde and Inverclyde's Partnership Plan 2023/33.

Priority 1: Empowering individuals and growing a culture of participation

Providing learning opportunities that equip people with the skills and knowledge they need to improve their lives, participate in decision-making processes, and contribute to their communities.

Why is this a priority?

The partnership aims to empower individuals and encourage active participation. This creates stronger, more inclusive communities where individuals take ownership of their community's growth, developing a sense of belonging and a commitment to enhancing the community for everyone's benefit.

Promoting individual empowerment and active participation also leads to lifelong learning and improved well-being. By providing learning opportunities and motivating involvement, CLD partners equip individuals with the skills and confidence necessary for success. This can result in better job opportunities, higher civic engagement, and overall quality of life. A culture of participation ensures that partnership initiatives are guided by community needs, leading to more effective and lasting programs.

Priority 2: Building stronger, more resilient communities

The partnership will support communities by taking a proactive approach in collaborating with them in identifying and addressing the unique needs and challenges faced.

Why is this a priority?

This priority focuses on advancing unity, ownership, and collaboration among residents. When communities empower their members through learning and participation, they are better prepared to recognise and address their own needs, leading to sustainable, impactful change. This creates a more connected community and produces environments where individuals can thrive, cooperate, and provide mutual support during challenges.

Additionally, adaptable communities are more capable of handling change and responding to crises, ensuring long-term stability and well-being. By emphasising the cultivation of stronger, more adaptable communities, the partnership will promote an overall increase in quality of life and the creation of a nurturing, inclusive atmosphere for all.

Priority 3: Equity and inclusion

Targeting vulnerable and marginalised groups, promoting health and wellbeing outcomes, and addressing digital poverty to ensure equitable access to learning and development opportunities for all community members.

Why is this a priority?

Ensuring that everyone in the community, regardless of their background or circumstances, has access to opportunities for growth and development. By prioritising equity and inclusion, the partnership aims to remove barriers that prevent marginalised groups from fully participating in community life.

Promoting health and well-being, as well as addressing digital poverty, helps create a more level playing field, enabling all individuals to engage in lifelong learning and pursue personal and professional advancement. This approach supports social justice and helps bridge gaps in access to resources and opportunities, creating a more just and inclusive community.

Furthermore, targeting vulnerable groups helps strengthen the community, as everyone can contribute their unique perspectives and talents. By ensuring equitable access to learning and development opportunities, the partnership will promote diversity, resilience, and a sense of belonging among all community members. This holistic approach leads to stronger, more vibrant communities where everyone can thrive.

Underpinning themes and values

Our priorities are guided by key themes and values that outline the essential components of our approach to sustaining thriving and inclusive communities in Inverclyde.

Rights-based approach

Integrating the principles of the United Nations Convention on the Rights of the Child (UNCRC) into decision-making processes and policy

development to uphold the rights and well-being of children and young people in the community.

Trauma-informed practice

A trauma informed CLD partnership recognises the potential impact of past experiences on community members. By building trust through culturally sensitive practices and creating safe spaces, the partnership empowers individuals. Staff trained in trauma-informed approaches can offer flexible participation options, coping skill workshops, and promote self-advocacy

CLD Competency Framework

The CLD Competency Framework outlines the knowledge, skills, and attributes required for effective community learning and development (CLD) practice in Scotland. It's used by practitioners, trainers, and employers to assess, develop, and strengthen CLD practice.

The framework comprises seven core competencies and five key attributes that a competent CLD practitioner should possess. These competencies focus on areas like understanding the community, building relationships, providing learning opportunities, facilitating community empowerment, managing resources, collaboration, and evaluating practice together as partners.

Workforce Development

There is a need to maintain a strong and suitably professional CLD workforce that is equipped to deliver high-quality outcomes for learners within the education system. There will be a focus on enhancing the skills and competencies of those involved in delivering

CLD services to ensure they are well-equipped to meet the evolving needs of learners and communities.

Whole systems approach

A whole systems approach is essential for CLD partnerships. It encourages collaboration across various sectors to address complex social issues. This approach ensures resources are used efficiently and interventions are tailored to specific community needs. It promotes continuous learning, adaptability, and sustainability, leading to more impactful and long-lasting outcomes.

Locality approach

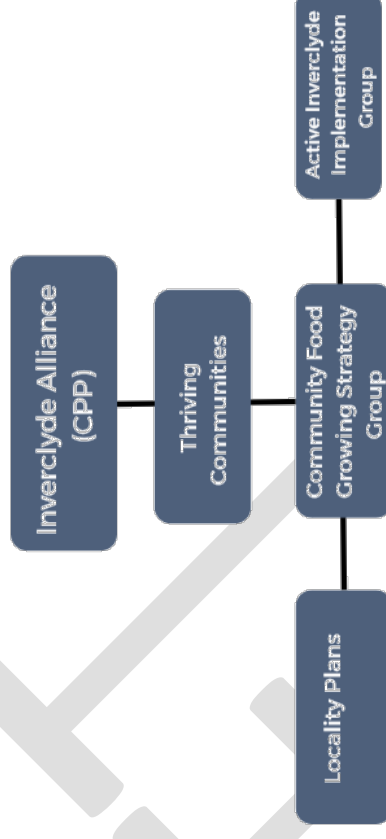
A place-based approach towards Inverclyde's six localities is key for CLD partnerships as it allows for tailored interventions that directly address those community's specific needs. This localised approach grows stronger relationships with community members and partners, leading to more effective and sustainable programs. It also empowers residents by encouraging their involvement and ownership of initiatives.

“To address these inequalities, we all need to think beyond the health and care system to improve population health. Projects focused on improving place can address these inequalities while also generating many other positive community outcomes.”

The importance of Place-based working, Public Health Scotland, 2024

<https://publichealthscotland.scot/our-blog/2024/january/the-importance-of-place-based-working/>

Governance



Role of Inverclyde Alliance Board

The Alliance Board is Inverclyde's Community Planning partnership (CPP). It oversees the work of the Thriving Communities group, which has the overall responsibility for the CLD Partnership Plan. A report on progress made on the actions contained within the plan will be submitted to Inverclyde Alliance Board on an annual basis to enable the Community Planning Partnership to scrutinise performance.

Role of Thriving Communities

The current remit of the Thriving Communities Partnership is as follows:

- To continue to oversee the strategic integration of CLD into community planning on behalf of Inverclyde Alliance.

- To oversee compliance for the CLD (Scotland) Regulations 2013 through the development, implementation, monitoring, and evaluation of the 3-year plan 2024 – 2027.
- To respond appropriately to direct feedback from inspections from Education Scotland and other authorities e.g. Children's Services Inspection, Best Value reports, SDS review etc.
- To ensure that leadership for CLD is effectively provided by Inverclyde Council's Directorate of Education, Communities and Organisational Development.
- To report on progress against the Partnership Plan 2023/33 outcomes to the Inverclyde Alliance.

These will be used to evaluate performance and identify priorities for action at key points throughout the lifetime of the plan. The quality indicators in 'How Good is the Learning and Development in our Community' reflect the context within which the CLD partnership operates and as well as contributing to this, each of the above groups will identify and focus on the indicators most relevant to them.

Role of Practitioners Forum

The role of the Inverclyde Practitioners Forum is to enable practitioners to network and share good practice, update on new and current initiatives and identify opportunities for partnership/collaborative working. This group also has responsibility for taking forward workforce development and training.

Monitoring and evaluation

The Thriving Communities Partnership will have the lead role in co-ordinating self-evaluation to build the capacity of the CLD partnership to better self-evaluate for improvement. The resource 'How Good is the Learning and Development in our Community' sits under the overarching framework: Framework for Evaluation of the Quality of Services and Organisations and shares a common language and basis with other Education Scotland Frameworks including 'How Good is our School 4?', 'How Good is our Culture & Sport 2?' and 'How Good is our college?'. 'How Good is our Third Sector Organisation?' and other relevant frameworks.

How will we achieve our priorities

Priority 1 – Empowering individuals and growing a culture of participation

Providing learning opportunities that equip people with the skills and knowledge they need to improve their lives, participate in decision-making processes, and contribute to their communities.

Ref	What do we want to do?	High-level Actions	Due Date	Who is responsible?	Partnership Plan Outcome Links
1.1	<p>Empowering Learners' Journeys: Collaborate with education, colleges, and youth providers to develop a system for tracking young people's achievements and establishing clear pathways for them to progress to further learning or employment opportunities.</p>	Short-life working group in place to explore the challenges and make recommendations in on how best to capture and report.			
1.2	<p>Collaborative Planning and Delivery: Ensure there is a joined-up approach across the CLD sector for needs assessment and program development, fostering better collaboration.</p>				
1.3	<p>Raising Awareness and Showcasing Success: Promoting available learning opportunities to a wider audience and showcasing success stories to encourage participation.</p>				

Ref	What do we want to do?	High-level Actions	Due Date	Who is responsible?	Partnership Plan Outcome Links
1.4	<p>Investing in Workforce Development: Implement a workforce development plan to equip practitioners and volunteers with the skills to effectively address the needs of local communities.</p>				

Priority 2 – Building stronger, more resilient communities

The partnership will support communities by taking a proactive approach to collaborate with them in identifying and addressing the unique needs and challenges faced.

Ref	What do we want to do?	High-level Actions	Due Date	Who is responsible?	Partnership Plan Outcome Links
2.1	Empowering Community Voice and Collaboration: Improve community voice structures and co-production at local and regional level ensuring direct connectivity to decision makers.	Produce six revised locality plans for Inverclyde that reflect the needs of the communities and link to community planning partnership delivery. Establish Inverclyde People's Network as a central platform and process for community engagement. Provide different modes of training to empower community groups, including community councils.	June 2024 March 2025 March 2025	Community Learning and Development, Community Safety & Resilience and Sport CLD / CVS / Your Voice CLD / CVS / Your Voice / Community Council Association	
2.2	Enhancing Community Resources and Accessibility: Ensure communities will have access to resources and facilities to meet their needs	Identification of safe and accessible spaces with the community across locality areas Promote resources and facilities across the area using platforms such as Inverclyde Life	March 2025 March 2025	All CLD partners All CLD partners	

Priority 3 – Equity and inclusion

Targeting vulnerable and marginalised groups, promoting health and wellbeing outcomes, and addressing digital poverty to ensure equitable access to learning and development opportunities for all community members.

Ref	What do we want to do?	High-level Actions	Due Date	Who is responsible?	Partnership Plan Outcome Links
3.1	Fostering Inclusion: Reduce barriers to participation for vulnerable and marginalised groups	Conduct comprehensive assessments to identify the specific needs and challenges faced by vulnerable and marginalised groups, including access to education, health services, and technology.			
3.2	Enhancing Well-being: Provide opportunities for communities to improve their health and wellbeing				
3.3	Promoting Equitable Learning: Ensure there is equitable access to learning opportunities				
3.4	Celebrating Diversity: Promote culturally responsive opportunities				