



STRATEGIC COMMUNITY LEARNING
AND DEVELOPMENT PLAN

2024 - 2027

**COMMUNITY
LEARNING &
DEVELOPMENT**
NORTH AYRSHIRE



North Ayrshire Council
Comhairle Siorrachd Àir a Tuath



Index

04
Foreword

06
Introduction

08
What is Community Learning
and Development?

10
North Ayrshire context

12
Learning from
the previous plan

14
Creating the Plan

16
Third Sector Chief
Officers Group

18
North Ayrshire policy context

22
Connected Communities in
Locality Planning

24
Profile of communities
in North Ayrshire

28
Community engagement
and volunteering

32
Community Wealth Building

36
Governance of our plan
and quality assurance

38
Health and wellbeing

40
Workforce development

44
The North Ayrshire CLD
domains of practice
priorities

I. Youth Work
II. Community Capacity
Building and Community
Development
III. Adult Learning

54
Targeting unmet need within
North Ayrshire communities

55
Conclusion

57
Outcomes for year one

66
Documents and policies



Foreword

Director of Communities and Housing
David Hammond

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 three-year strategic CLD plan.

David Hammond

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.

This plan will build on the previously refreshed plan of 2021 to 2024. 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 one to years two and three.

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 within 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 our citizens of North Ayrshire.



Introduction

North Ayrshire Council Leader
Marie Burns

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

Marie Burns

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 Connected Communities within the Communities & Housing Directorate. The planning and delivery of CLD approaches and provision is jointly planned with our 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 our 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.

What is Community Learning and Development?

Community Learning and Development (CLD) is 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. CLD uses a range of formal and informal methods of learning and social development with individuals and groups in their communities.

The Scottish Government's National Performance Framework sets out the strategic objectives for all public services, including those delivering CLD. Within this CLD's specific focus is to improve life chances for people of all ages through learning, personal development and active citizenship creating stronger, more resilient, supportive, influential and inclusive communities.



There are three domains of practice within the CLD context of this plan:

Adult Learning

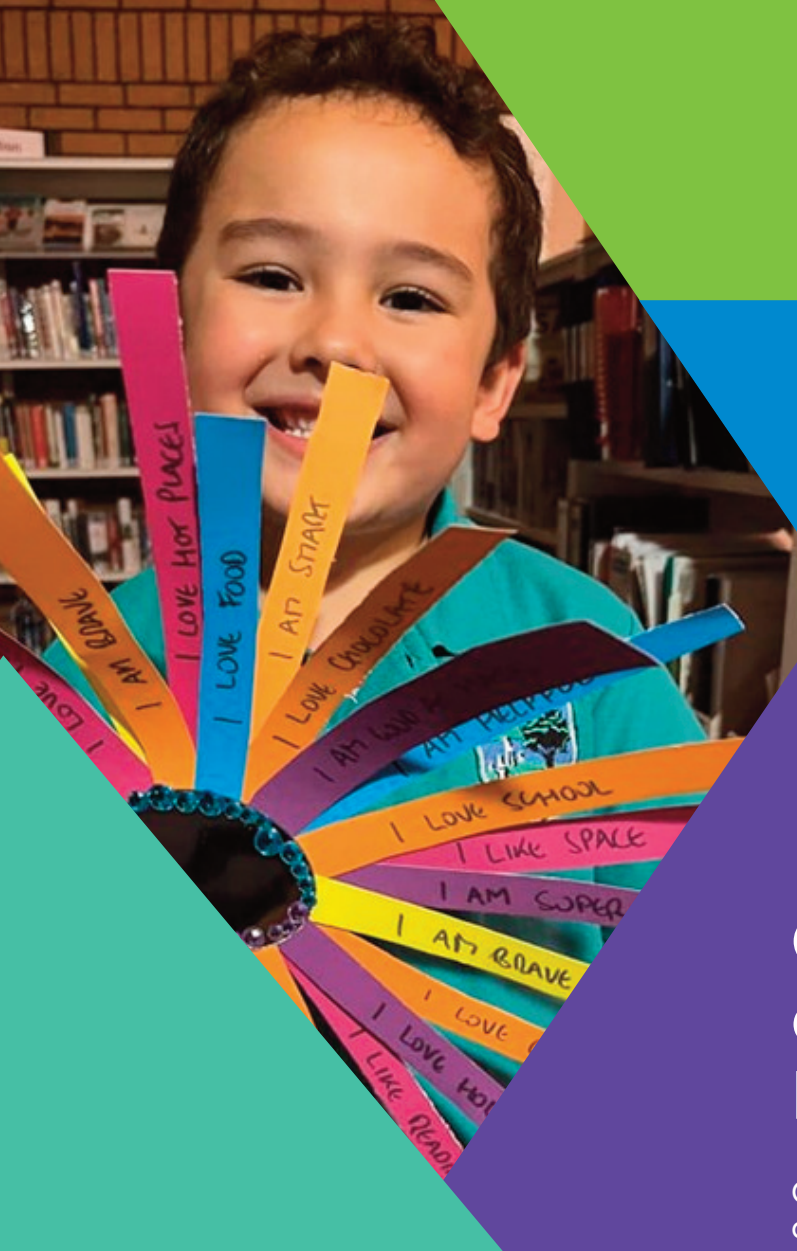
Providing opportunities for adults to enhance their skills, gain qualifications and engage in lifelong learning.

Youth Work

Supporting young people in their personal and social development through various programmes and activities.

Community Development / Capacity Building

Empowering communities to take collective action on issues that matter to them, fostering social inclusion and community cohesion.



Community Learning and Development in North Ayrshire

CLD practitioners work in partnership with local authorities, voluntary organisations, and other agencies to deliver these services, ensuring they meet the needs of the community. The desired outcome is to enable individuals and communities to achieve their full potential and contribute positively to society.



Community Learning and Development (CLD) in North Ayrshire focuses on improving the quality of life and opportunities for individuals and communities. It encompasses a wide range of activities and services that aim to support lifelong learning, personal development and active citizenship.

The lead responsibilities within the local authority for the CLD regulations and developing a new plan sit with the Communities and Housing Directorate, Connected Communities. However, the work is very much led and driven through the Community Planning Partnership and its robust structures, incorporating the six Locality Partnerships.

The authority has a vibrant and well established third sector who deliver key components of the CLD offer, working in partnership with the CLD Locality and Thematic Teams.



Learning From The Previous Plan

Review of unmet need within the CLD Strategic Plan 2021 to 2024

Through a process of community engagement with learners, partners, staff and volunteers we have reviewed the unmet need in our CLD Strategic Plan 2021 to 2024. Good progress has been made across the three previously identified priorities of unmet needs.

Creating an engagement and participation structure for older people

There has been an increase in provision for older people across North Ayrshire, utilising the engagement hubs within amenity housing complexes. The Discovery Award across localities, a refresh of Older People's Forums and an Older People's Conference have been introduced. The structure is now well established and has a representative Executive Group to ensure the voice, experience and aspirations of older people informs service delivery with an annual Older People's Conference now established.

Addressing the digital gap

Funding was identified and, through a process of engaging with Community Associations and community groups, a digital grant was created to ensure that appropriate resources were available to our community partners. A programme of training was delivered, including cyber awareness to ensure safe use of equipment. Young people are supported to gain qualifications and learn invaluable information on cyber resilience, digital literacy and digital employability skills. Libraries in partnership with third sector providers provide a comprehensive programme of digital learning, which is now established as a core programme.



Implementing the engagement hub and toolkit resources

All resources were refreshed and tested to ensure they were fit for purpose, both in content and accessibility, and will feature within the refreshment of the Community Planning website. The Community Engagement Network (CEN) is an active and robust network hosted by North Ayrshire Community Planning. It plays a key role in the promotion and monitoring of the toolkit and the hub, which supports the resources. The development of a forum for the Engagement Champions has provided a networking opportunity for all partners involved in community engagement. Additional toolkits and resources have been co-produced, including a Good Governance Toolkit for community organisations, a refresh of the community contract for Community Associations, and the Community Association Handbook.

IT Computer Group
Dragged kicking and screaming into the world of Information and Technology. Our tutor is so patient and understanding. Love this group."

Creating the Plan

The creation of the North Ayrshire CLD Strategic Plan, and the Action Plan for year one, has been informed by the findings of the Education Scotland Progress Visit 2023, in which the areas recommended for development have informed the identification of unmet need and subsequent actions for this plan.

The plan has benefited from the findings and recommendations from 'Learning For All For Life', a report from the Independent Review of Community Learning and Development (CLD).

There has been a co-production approach to the creation of the plan, including a review of the priorities. Setting the priorities for year one actions and a focus on viewing data and learning from the unmet need from the previous plan, ensures ownership across partners, learners, staff and volunteers.



As identified in the progress visit report, CLD practices and principles are embedded within the work of North Ayrshire Council and the Community Planning Partnership. Therefore, the production of the plan followed the route map used in creating the CLD Strategic Plan 2012 to 2024.

In June 2024, all six Locality Planning Partnerships and the Community Planning Board were informed of the requirements for a refresh of the CLD Strategic Plan. An online questionnaire was created to gather views of partners for the refresh of the plan. All groups undertook a review of the key priorities of the CLD strategic Plan 2024 to 2027.

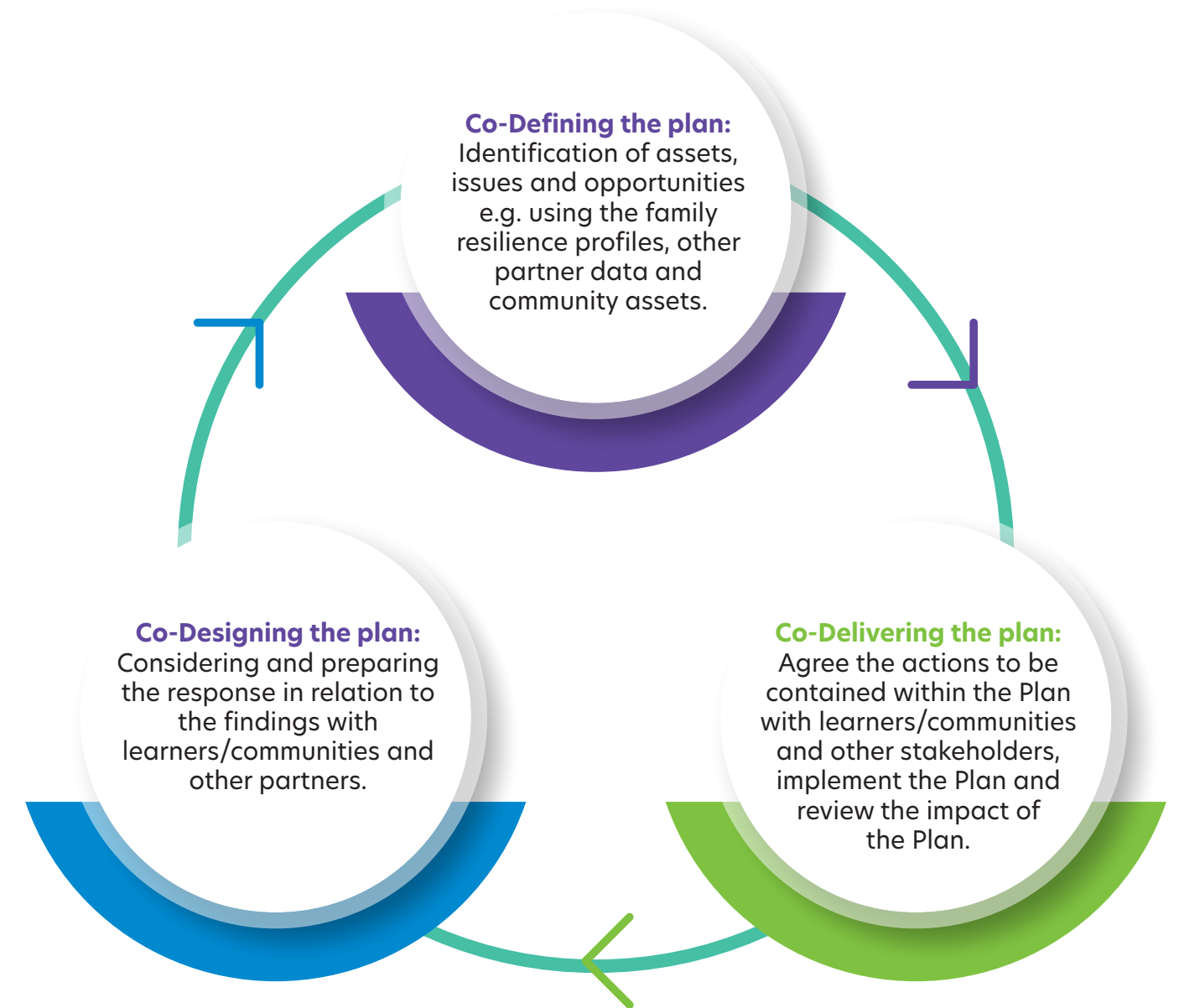
The following groups were part of this evaluative conversation to focus on the previous priorities, ensuring that they continue to be reflective of our communities' needs and aspirations.

- Young People
- New Scots
- Older People
- North Ayrshire Federation of Community Associations
- North Ayrshire Fairer Food Network
- Equalities Forum

Third Sector Chief Officers Group

The Third Sector Chief Officers Group also played a key role as our critical friend, providing guidance and sharing their experiences of how the Action Plan will inform their organisations' delivery. The relationship with our Third Sector Interface is robust and the joint approach to community-based delivery of the CLD provision maximises the resources available.

Many staff and volunteers were involved in focus groups, and online questionnaires helped identify priorities and gaps in workforce development with the recommendations from the Learning for Life report providing additional guidance.



CLD staff and partners are committed to the highest standards of consultation and community engagement, which has been supported by our continuing relationship with the Consultation Institute and in accordance with the National Standards developed by the Scottish Government. Following this model fulfils our promise of a high level of community and partner engagement.

North Ayrshire Policy Context

The Local Outcomes Improvement Plan (LOIP) sets out what we want to achieve together as a Community Planning Partnership (CPP) in North Ayrshire. It is a binding plan on all community planning partner organisations and will influence how all partners operate locally. It is a requirement under the Community Empowerment (Scotland) Act 2015 to create these plans.

It will deliver on our vision of “North Ayrshire – Fair for All” and has three key themes:

Wellbeing - We will address inequalities. We will promote children and young people’s wellbeing. We will enable community wellbeing.

Work - We will increase employment. We will develop volunteering. We will better support our young people.

World - We will work together to reduce carbon emissions and mitigate the impacts of climate change. We will increase active travel. We will increase carbon literacy within our organisations and communities.

This is supported by Thematic and Partner Plans, including the North Ayrshire Council Plan.

North Ayrshire Council Plan

The 2023 - 2028 Council Plan outlines how we will deliver the priorities of our communities during the next five years. It was developed alongside North Ayrshire communities and outlines our four key priorities:

Wellbeing - to transition to a wellbeing economy, delivering prosperity, wellbeing, and resilience for local people.

Communities and Local Democracy - we will have active, inclusive and resilient communities.

Climate Change - achieving net-zero by 2030.

A Sustainable Council - a Community Wealth Building Council that is efficient and accessible, maximising investment and focusing resources towards our priorities.

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.

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

The Scottish Government's National Adult Learning Strategy 2022 - 2027

Mental Health and Wellbeing Strategy: Delivery Plan 2023 - 2025

Regional

Ayrshire Growth Deal

Community Wealth Building

Ayrshire and Local Police Plans

North Ayrshire

Local Outcomes Improvement Plan

North Ayrshire Council Plan

North Ayrshire Child Poverty Action Plan

Youth Participation & Citizenship Strategy

North Ayrshire Participation Strategy

Children's Services Strategic Plan

Gaelic Language Plan

Connected Communities Operational Plan

Community Wealth Building Strategy

Digital North Ayrshire Strategy

Sustainable North Ayrshire Strategy

Scottish Attainment Challenge - Local Stretch Aims: 2023/24 to 2025/26

National Improvement Framework for 2023

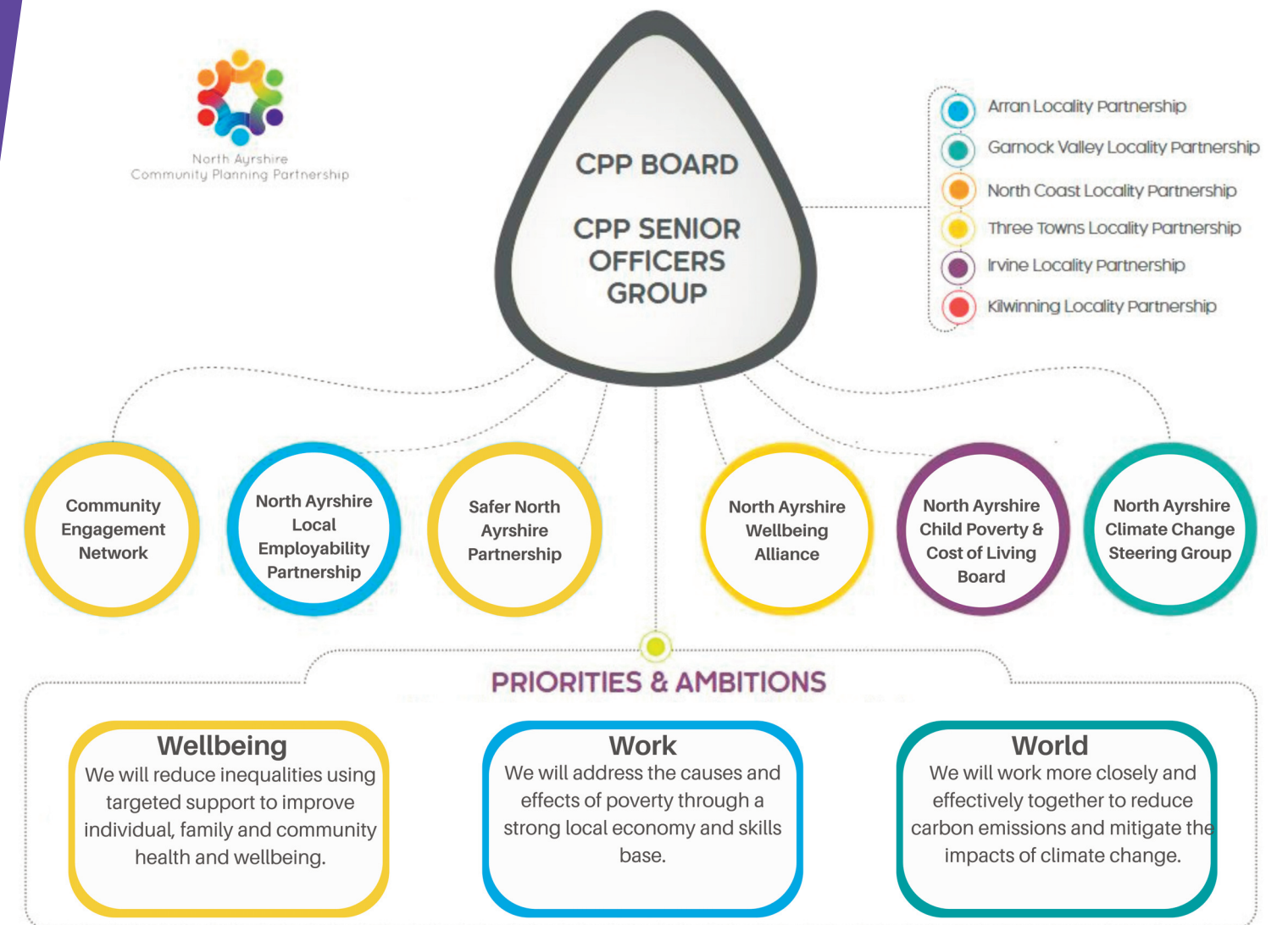
Education Service Improvement Plan 2023 - 2026

Locality

Locality Partnership Plans

CLD Team Plans

School Improvement Plans



Connected Communities CLD in Locality Planning

The Connected Communities CLD staff play a significant role in supporting locality planning in North Ayrshire. It is the locality CLD teams that provide the crucial support to ensure that the Locality Plans reflect the diverse voices and experiences of community members. They organise and facilitate the structures that are the framework for the Locality Partnerships, such as Chit Chats, subgroups and locality networking.

They work across a range of council services and advocate for the needs of the local communities within the broader planning and policy framework. They gather data, assess the impact of initiatives and provide feedback to ensure continuous improvement and accountability.



“Community Learning and Development is a vital thread in the fabric of Community Planning in North Ayrshire.

It empowers our communities and partners to link and grow, making Community Planning more effective and inclusive and helping to ensure everyone has a voice.”

Jacqui Greenlees -
Community Planning Manager

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 on our communities.

North Ayrshire has one of the lowest job densities in Scotland (ranked 4th lowest in Scotland)

Island specific challenges - access to affordable housing, higher costs of living, doing business and connectivity.


28.6% of children in North Ayrshire live in relative poverty (after housing costs). This is the second highest rate in Scotland.

27.4% of P6 and P7 pupils in North Ayrshire are eligible for free school meals.

27.6% of residents are economically inactive. This is one of the highest rates in Scotland.

38% of households are in fuel poverty or extreme fuel poverty.

39.8% of our residents live in the most deprived areas as defined by the Scottish Index of Multiple Deprivation.



It is these high levels of inequality that informed our Local Outcomes Improvement Plan (LOIP) 2017 - 2022 and we continue our focus on child poverty.

Profile and Context of the Communities of North Ayrshire (cont)

Identifying priority groups and targeting the most vulnerable will ensure this plan will deliver positive outcomes and improved life chances for marginalised and vulnerable learners in our communities. A collaborative approach to the sharing of data, resources and knowledge of our Community Planning partners will support and monitor the delivery.

Our CLD service and partners are key contributors to the actions in our Child Poverty Action Plan. 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.

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 our Council and partner services. It is this partnership 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 within this plan.

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. This ensures the voices, needs and aspirations of the communities inform the operational delivery and targeting of resources.

Community Engagement and Volunteering

The co-production approach to this plan is a key strength and is reflective of the way we work in North Ayrshire, engaging with our communities to understand their needs and ensuring they are involved in the decision-making process and service design. The value of lived experience informing service delivery is evident across all our partnerships, as detailed in our North Ayrshire planning model.

We are committed to the development of a coherent Participation Strategy that is open and transparent, providing a range of participation options. This work underpins the principles of the CLD Strategic Plan 2024 - 2027.

Examples of participation and community influence opportunities include:

“ Friends of Redburn
The sewing/ craft group is a wonderful way of meeting people and having a cuppa and a chat with the added bonus of making things we can use or sell.”



Conversation Café

A method which makes use of an informal café setting for participants to explore issues by discussing them in small table groups. Discussion is held in multiple rounds of 20-30 minutes, with the café ambiance intended to allow for more relaxed and open conversations to take place.

When do we use this method?
Joint Cabinet



Penny for Your Thoughts

A method that asks participants to either note down or exchange with a facilitator their thoughts on a topic for a penny. This could be figuratively, or young people can use a chocolate coin.

Where do we use this method?
Arran Locality Partnership priorities engagement



Discussion Dinners

A method which makes use of a dinner setting for participants to explore an issue by posing a different discussion point for each course of the dinner. Discussion happens in small groups.

Where do we use this method?
North Ayrshire (NA) Family Learning Team - Kilwinning Academy



Breakfast Blethers

A method which makes use of a breakfast setting for participants to explore an issue by discussing it in small table groups over breakfast.

Where do we use this method?
**NA Family Learning Team - Kilwinning Academy
 Irvine Youth Forum- Saturday Breakfast Club**



Chit Chats

An informal method where you listen and consider the views of local people in small groups. There is a facilitator at each group to take notes and support the conversation.

Where do we use this method?

North Ayrshire
CLD Locality Teams



Citizens Jury

A method of deliberation developed by the Jefferson Centre where a small group of people (between 12 and 24), representative of the demographics of a given area, come together to deliberate on an issue (generally one clearly framed question), over the period of 2 to 7 days. Citizens' Jury involve.org.uk

Where do we use this method?

Locality Partnership
Priority Identifications
Police Scotland EVA's



Participatory Budgeting (PB)

This is a method which enables people to directly vote on how local money should be spent.

Where do we use this method?

North Ayrshire Locality PB
North Ayrshire Youth PB
North Ayrshire Street Scene PB
Garnock Valley Community Council PB



Questionnaire

This is a method that consists of a set of questions or other types of prompts that aims to collect information from a respondent. A questionnaire may or may not be delivered in the form of a survey, but a survey always consists of a questionnaire.

Where do we use this method?

NAC review of halls, centres and libraries
NAC Period Poverty engagement
NA Local Outcomes Improvement Plan



People's Panel

This is a representative, consultative body of local residents. They are typically used by statutory agencies, particularly local authorities and their partners, to identify local priorities and to consult service users and non-users on specific issues.

Where do we use this method?

People's Panel



Mini Publics

This is an assembly of citizens, demographically representative of the larger population, brought together to learn and deliberate on a topic in order to inform public opinion and decision making.

Where do we use this method?

North Ayrshire Council (NAC)
Budget Engagement
New School Development
Engagement
NAC Locality Planning

We recognise the value of volunteering to support these pathways to participation. We are committed to continuing to support all our volunteers and promote the benefits of volunteering in terms of skills development, upskilling, improved wellbeing and the connectivity and sense of belonging to their communities. Ensuring that their voice and experiences shape service delivery for communities, learning and services is crucial.

The North Ayrshire Community Trust (Third Sector Interface) is a key partner of the Community Planning Partnership at all levels. They ensure that the Third Sector Chief Officers Group and all community organisations have a coherent information and influence pathway.

This Plan is committed to the National Performance Framework volunteering outcomes.

Volunteering and participation are valued, supported and enabled from the earliest possible age and throughout life.

Volunteering in all its forms is integrated and recognised in our lives through national and local policy.

There is an environment and culture which celebrates volunteering and all its benefits.

The places and spaces where we volunteer are developed, supported and sustained.

There are diverse, quality and inclusive opportunities for everyone to get involved and stay involved.

Community Wealth Building

North Ayrshire Council became Scotland's first Community Wealth Building Council in 2020, launching a Community Wealth Building Strategy that set out our aspirations to create a resilient, fair and local economy. Community Wealth Building (CWB) is a people centered approach to local economic development, which redirects wealth back into the local economy and places control and benefits into the hands of local people.

A refreshed strategy was published in 2024, which centres around the Wellbeing Economy in Community Wealth Building and the impact of strong community led initiatives to achieving a fairer distribution of wealth. By "increasing community ownership and control of assets; developing and growing more 'generative' enterprises such as small, locally owned enterprises, co-operatives and social enterprises which lock and share wealth within the local area".

Community Wealth Building (CWB) creates stronger local economies that are more resilient to external shocks like COVID and supports the creation of progressive jobs with fair pay.



Community Wealth Building (cont)

Connected Communities has strong links to the Third Sector, and the shared focus on Capacity Building is central to creating the conditions for local people to own and shape their community through processes such as Community Asset Transfer, Participatory Budgeting and mechanisms such as Locality Planning Partnerships.

We will continue to work on a co-production and co-design basis with the wide range of people we support, building experience, confidence and knowledge to maximise the impact that our communities can have as part of the Community Wealth Building agenda.



CLD Priorities of CWB Strategy

Continue to support Community Asset Transfers and support community Capacity Building to grow community ownership.

Continue to empower our communities through our Community Investment Fund (CIF).

Develop our progressive and leading approach to Participatory Budgeting by moving towards mainstreaming participatory budgets, including our approach to allocating external funding and further empowering our local communities.

Proactively engage with our communities and Third Sector organisations, for example Community Development trusts, to provide a voice within CWB activities and support to develop, co-produce and maximise CWB opportunities.

We recognise the huge potential of North Ayrshire's Third Sector to lead the way in realising Community Wealth Building for communities across North Ayrshire. We will work with them to raise the profile and voice of local projects that are achieving Community Wealth Building's aims in practice. A strong, collaborative, and innovative Third Sector enables alternative ways of working to grow, and we will co-design and test creative approaches to Community Wealth Building in partnership with the sector, drawing on our shared strengths and learning what works for North Ayrshire.

Governance of the Plan and Quality Assurance

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 [Northayrshire Community](#)

The delivery of the CLD Strategic Plan is essential in achieving the aims of the North Ayrshire Community Planning Partnership (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 are implemented by reporting to the Community Planning Board and Locality Partnerships.

The governance of the previous plan will continue throughout the life of this plan, with six monthly performance reports 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 (KPIs). There has been an increase in Third Sector reporting on CLD KPI's which encourages the ownership of them outwith the North Ayrshire Council CLD service. Reported on with the CLD Partners as part of the process of shaping the plan, this enhances the performance reporting to the CPP to capture the CLD landscape.

The action plan for year one will be reviewed, and the year 2 action plan will be presented to the Cabinet in September 2025.

Quality Assurance

We will continue to foster a culture of continuous improvement. This will be enhanced by the introduction of a new management information system, which is being developed with a greater emphasis on systems which track learner journeys and capture their experiences in a systematic way. Providing data analysis will help to inform improvements - planning for improvement across partners is the governance's core role.

We have strong and effective arrangements in place to measure progress against the annual CLD Action Plan. This will demonstrate the impact of the CLD partnership and will support improvement.



Health and Wellbeing

The CLD Strategic Plan 2024 - 2027 continues to have a significant 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 support our communities to develop the knowledge, understanding and skills needed for good 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 Community Planning Partnership. We have a productive and effective relationship with KA Leisure Trust and CLD have been a key partner in the creation of a Health and Wellbeing Alliance, aligned to North Ayrshire's Community Planning Partnership Plan 2022 - 2030 with three key areas of world, work and wellbeing.



“ Liam Group

I am more comfortable and able to stay calm when going into different new situations.”



The Health and Wellbeing Alliance has co-produced a mission statement which aligns with this CLD Strategic Plan with an overall mission statement:

To bring different people and organisations together to develop inventive ways of working together that give people in our communities opportunities to live the life they want.

We have a whole systems approach to health and wellbeing and this plan, and the co-produced priorities, addresses the interconnected factors that influence the health and wellbeing of the individuals and the communities of North Ayrshire. Our asset-based approach is evident across all service delivery and engagement and learning about health and wellbeing enables adults, children and young people to make informed decisions about their health.

Outdoor Learning is integral for community health and wellbeing, this is amplified by the offer at our Arran Outdoor Education Centre, which provides outdoor learning opportunities to communities, children and young people. They also work very closely with Health and Social Care colleagues to provide a bespoke offer to foster parents, carers and care experienced young people.

The introduction of the Discovery Award across localities has provided a valuable opportunity for improving the health and wellbeing of older people.

CLD approaches and services have a clear contribution to make to the Education Improvement Plan 2023 - 2026 with joint work in progressing the outcomes of priority four: Improvement in children and young people's health and wellbeing. Our work with schools and whole communities includes supporting wellbeing models in schools, mental health walks and talks, links to employability, staff training and support to community groups.

Support for our young people also includes accredited wellbeing training, young people from aged from 5 to 25 are supported through groups, activities and one-off events focusing on early intervention, resilience and positive mindset.

Workforce Development

North Ayrshire's CLD workforce is a diverse landscape. 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 there is a well-established partnership with a range of services and organisations.

A multi-agency approach to workforce development continues to be evident across such areas as:

Alcohol and Drug Partnership

ESOL

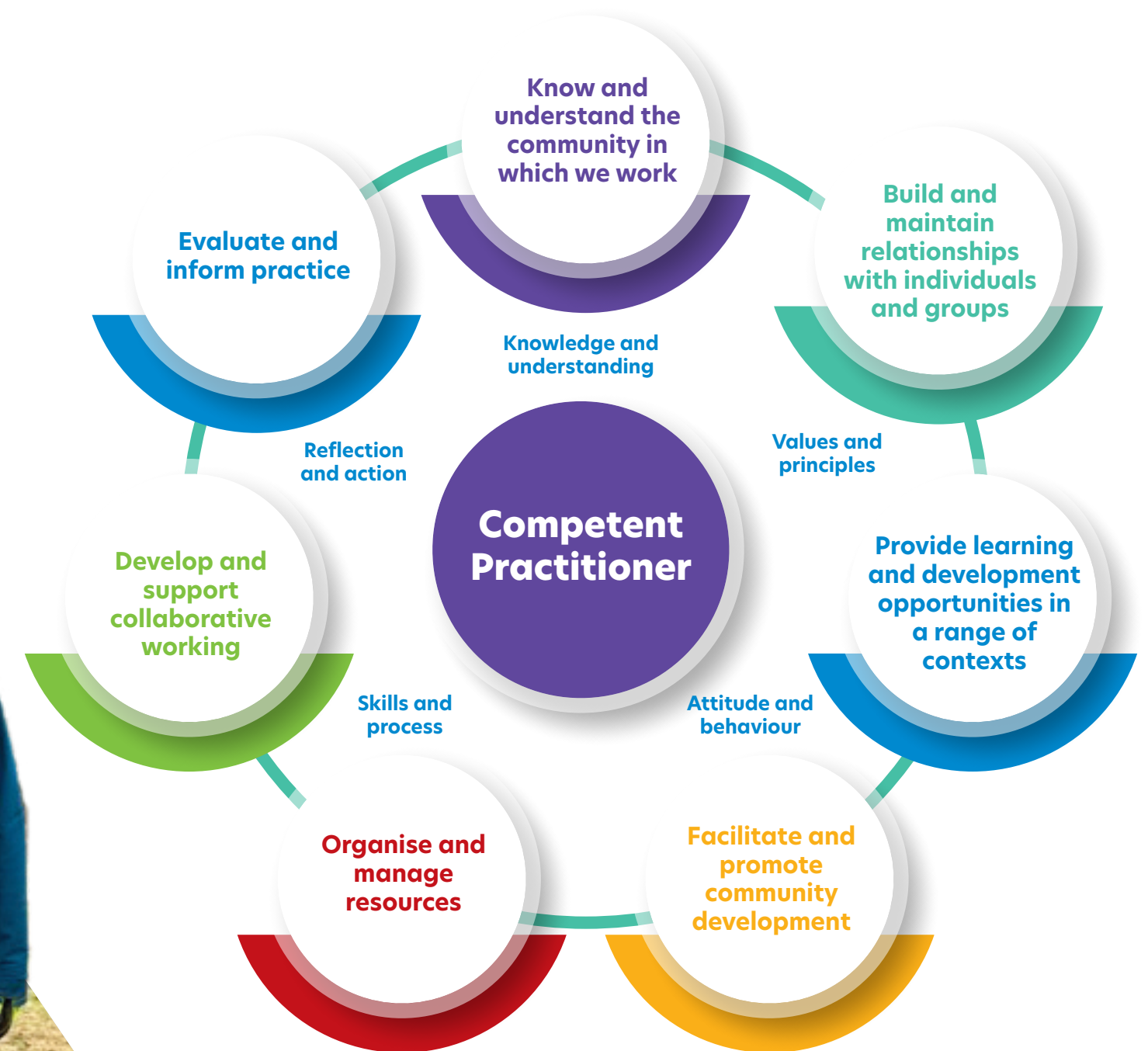
Health and Wellbeing

Employability

Mediation

Writing for Wellbeing

Each session was interesting and encouraged lots of great conversation. Lots of great information, thought provoking and educational.



The Workforce Development has been enhanced through the joint approach to training as identified in the Southwest 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 Southwest.

The workforce survey to inform this Plan has highlighted the benefits of the joint approach to staff and volunteer training, and it is evident that we have a highly skilled, motivated workforce. Staff understand their role well in delivering against CLD Plan priorities as highlighted in the Education Scotland Progress Visit 2023.

The needs of the workforce will inform the training offer, which is developed and delivered with partners and learners, providing a rich menu of opportunities to access training and learning opportunities to partners, community learners and volunteers.

This ensures they have the skills and knowledge to develop their practice as recommended in the Learning: For All, For Life - a report from the Independent Review of Community Learning and Development. We will strive to promote the recommendation of "a progressive requirement for all those working or volunteering in CLD roles to be members of the CLD Standards Council."

MA Programme

Over the course of the apprenticeship, I have developed so many new skills and built amazing relationships with my colleagues and people within the community I had no idea the number of skills and opportunities it would provide me with and how much I'd thrive in the type of environment the team has created.

As much as my apprenticeship has come to an end, I know the support within the team goes further than the 18 months and I always have a group of people to come back to ready to help and celebrate the wins with."

As highlighted in the Progress Visit Report 2023, as an area to share good practice, the authority CLD has a culture of "grow your own", being an approved provider for SQA delivering a SCQF Level 7 in Youth Work, which enables the continued growth of a robust Modern Apprenticeship programme. As a council we continue to 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 across a range of youth work providers.

Our CLD service also has a strong commitment to supporting unqualified staff through a range of qualifications, including the opportunity to access the work-based degrees of Community Education (UWS) and Community Learning and Development (Glasgow University).

We provide placement opportunities for students across a range of further and higher education providers.

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.'

Following the workforce survey the following priority areas has informed our year one action plan:

Managing challenging behavior

Intergenerational working

Digital upskilling

Naloxone training

Men's health and wellbeing

Governance for community organisations



North Ayrshire CLD Plan - Youth Work

North Ayrshire's youth work practice promotes values of inclusion, mutual respect, equality, and the involvement of young people in decision-making. As Scotland's first Child Centred Council we are committed to taking our young people on a journey with us, being involved in all parts of decision making whilst building relationships that are based on trust and shared understanding. Using the strength of these relationships develops a person-centred approach to their development.

Our Active Schools team, with a dedicated coordinator for each school cluster, aims to provide more and higher quality opportunities to take part in sport and physical activity before, during and after school. It also looks to develop effective pathways between schools and sports clubs in the local community.

The team provide opportunities for children and young people to access and stay involved in sport and will continue to make a significant contribution to a world class sporting system in Scotland. Within Active Schools we have dedicated staff, funded through Sports Scotland, who provide health and wellbeing support, and specific activities targeted at our care experienced young people.

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 our young people.



This is especially important as Scottish Government has directly incorporated the United Nations Convention on the Rights of the Child (UNCRC) into Scots Law.

Article 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, and through our youth participation framework, we have a robust structure of youth voice opportunities and events that only highlight further the rights-based approach to any work we do in partnership with our young people.

Within Curriculum for Excellence, youth work complements and enhances our formal curriculum, improving readiness to learn, health and wellbeing and educational outcomes for learners. CLD approaches and services contribute to the Education Improvement Plan 2023 - 2026.

There are clear work plans for joint delivery across the five priority areas, with a particular focus on:

Placing human rights and needs of every child and young person at the centre of education.

Improvement in children and young people's health and wellbeing.

Working with the most vulnerable and marginalised in our communities remains a priority for us across all key themes. As such we are committed to supporting our New Scots young people, focusing on equalities-based work and a commitment to provide specific opportunities and activities for our care experienced young people.

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

Positive Destinations for 16-19 Year Olds -

Through the work of our Modern Apprenticeship programme, we will continue to take young people through their SCQF Level 7 in Youth Work. We will strengthen our employability programmes in partnership with schools and further learning establishments to offer a range of educational experiences, group work and signposting services. A programme of work experience opportunities are available for young people within our school based youth work offer.

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 various awards and wider achievement and certification through our programmes. Working in partnership with schools, we will provide a menu of curriculum enhancing activities.

Health and Wellbeing -

We will continue the development of our equalities specific work across localities and maintaining the LGBT Charter Mark. We will develop and deliver issue-based resources, projects and programmes on health and wellbeing including early intervention, resilience and positive wellbeing, suicide prevention and promote wellbeing groups, tools and resources.

Climate Action -

We are committed to ensuring that young people are involved and engaged at all stages of our Climate Change journey, where our climate action work is co-produced and co-delivered with our young people for a greener North Ayrshire.

Young People's Voice and UNCRC -

Ensuring young people have structures in place to use their voice through our Youth Participation and Citizenship Strategy. Strengthening the voice of seldom asked young people with focused work with care experienced young people, Travelers, Young Carers and New Scots. With a focused approach to implementing the key outcomes of The Promise, a rights-based approach to all of our programme delivery ensures that young people's rights are being upheld and respected.

Poverty and Inequality -

All local authority youth work opportunities are free at the point of access. We will work on ensuring equity of opportunities and activities across schools and community. Our youth work practice recognises the importance of collaboration between local and national partners in delivering transformative change in public services to alleviate child poverty. We will continue to provide food with dignity through our activities, events, holiday programmes and weekend and evening provision.

Digital Connectivity -

We will work with partners to ensure that young people most disproportionately affected by digital poverty to have the necessary tools, skills and support to access digital services and the crucial connectivity to their peers. We will provide training, accreditation and information for young people enabling them to be digitally secure and resilient through cyber resilience. We will use a variety of digital platforms and tools enabling young people to engage with our service, partners, and their peers safely. This will be further enhanced with funding from the UK Government for its first of a kind community led Cyber Explorers programme.

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 is 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 act on what's important to them.

In North Ayrshire we will continue to develop our sector, leading Participatory Budgeting (PB) 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.

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

“ Grandparents Group
The group has helped me with my confidence with maths and money handling. Completing the qualifications and receiving my certificate made me feel amazing. Having left school with no qualifications at all, coming here has made me feel included and worthy.”



We will continue to 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:

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.

Food Insecurities -

To continue to develop our food with dignity approach to food poverty/insecurity working in partnership with the Fairer Food Network. We will support access to a range of funding options and models to support the network to achieve sustainability .

Community Leadership -

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

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 continue to support communities to achieve what's important to them through strong local networks. Supporting groups to generate sustainable income, through successful grant funding applications.

North Ayrshire CLD Plan - Adult Learning

Adult learning in North Ayrshire offers accessible opportunities for individuals to engage in lifelong learning. The focus is on empowering adults through education, skill development, and confidence building, thereby fostering inclusive and connected communities. Our approach ensures that learning is not a one-time event but a continuous journey available to all adults, regardless of their circumstances.

In North Ayrshire, adult learning encompasses a broad spectrum of opportunities developed to address the needs of learners. Using a Social Practice Model, our adult learning offer is built around the experiences and needs of the learners.

It is a learner centred approach that ensures education is not only lifelong but also life-wide, integrating learning into all aspects of an individual's daily life and underpinned by the Scottish Governments strategy for adult learning 2022 - 2027 three core principles - learning is lifelong, learning is life-wide, and learning is learner-centered.

Through these principles, we aim to develop a skilled, confident and empowered population.

“ Multiply

I'm slowly getting better at maths and figuring out long words. I'm really enjoying it.”

“ ESOL

Being involved in CLD made me realise learning is not age-bound; a person can learn at any stage of life.”

We work in partnership with a variety of organisations to enable, encourage and improve participation in community-based adult learning. These collaborations include Third Sector Interface (TSI), the NHS, Health and Social Care Partnership (HSCP), Ayrshire College and several local and national organisations.

This partnership approach ensures the maximisation of local and regional resources, the sharing of expertise and the planning of progression for learners.

Digital learning plays a role in supporting community-based adult learning, ensuring that our adult learning offer meets the diverse needs of learners, and the use of digital platforms make adult learning more inclusive and flexible. Our innovative North Ayrshire Virtual Community Centre provides an opportunity for learners to engage with Community Learning and Development (CLD) services from anywhere.

This virtual hub allows individuals to access a wide range of resources and information, participate in interactive learning sessions, and connect with staff and other learners.

Through digital learning, we break down geographical and physical barriers, making education more accessible and empowering learners to take control of their learning journeys.

“ Young Parents

This group has been a lifeline to me as we don't get to see anyone anymore since baby came along, the group is the thing that I look forward to every week.”

Core Skills - To work with our partners and organisations in localities to ensure adult literacy, numeracy and core skills support given is learner centred, using a collaborative approach to develop staff, volunteers and programmes to best support learners.

Poverty and Equalities - To support our learners to become active members of our community, building social relationships. Through our work we will ensure equity of opportunities and activities across adult learning, addressing additional support needs with a key focus on support for New Scot Learners.

Adult Voice and Participation - 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.

Skills for Work - To work with partners and organisations to deliver skills for work providing 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. We will take appropriate action to support those most disproportionately affected by digital poverty ensuring they have the necessary tools, skills and support to access digital services.

Targeting Unmet Need Within North Ayrshire Communities 2024 - 2027

The identification of unmet need for the plan has been informed by the Education Scotland Progress Visit 2023, areas for development highlighted in the report and the recommendations from the 'Learning For Life'. They have been co-produced and agreed with the range of partners and focus groups. These were shared and further enhanced by the children's rights and equalities impact assessment of the plan resulting in the following areas agreed for unmet need:

Pathway for learning

CLD partners will work together to co-produce with learners an offer to ensure that prospective and current adult learners are clear about the programmes and pathways available and evident to them. We will use a range of methodologies to promote the pathways and the offer.

Establish new protocols and processes for data sharing by introducing a new management information system

CLD partners will review how we can use the data and other information, to better demonstrate their collective impact and progress over time. We will create approaches to extend data sharing, analysis, and reporting across all CLD partners.

Celebration of community achievement in CLD events and awards

CLD partners will adopt a collective approach to the promotion and recognition of CLD in North Ayrshire and the impact of the work. We will provide a clearer picture of the difference CLD is making in North Ayrshire for senior leaders, funders, staff and volunteers.

Conclusion

The refresh of the Community Learning and Development Strategic Plan 2021 - 2024, and the co-production of this plan for 2024 - 2027 has been instrumental in further fostering collaboration across partners, communities, volunteers and staff. We have collectively discussed and identified key achievements.

There has been good progress in the previous strategies' key priorities and within unmet need there has been a significant increase in community participation and community engagement. This is reflected and reported on through our governance arrangements, Council Plan reporting and the national CLD KPIs. This has been achieved within a backdrop of reduced resources and a number of services redesigns within North Ayrshire Council and partner organisations. The alignment of partners and council services to our locality approach has ensured localised responses to challenges and has increased community influence in decision making.

These partnerships have enhanced resource sharing, coordination and support leading to more effective outcomes against the priorities identified in the previous plan.

We continue to have confidence in the delivery of this refreshed CLD Strategic Plan 2024 - 2027 and the continuation of joint working with partners in terms of sharing resources and knowledge. This means that we are better equipped to work in a challenging landscape with reduced budgets.

We have taken the approach to provide an annual action plan for the lifespan of the Strategic Plan. This enhances the governance of the plan and is reflective of the resource landscape. We will continue to ensure our CLD work is always focused on the greatest need and where our resources can be of most benefit.

Community Learning and Development 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.



Year One Outcomes

Year 1 Outcomes – Youth Work

What we will do	What we aim to improve	How will we measure
Priority: Positive Destinations for 16-19 Year Olds		
We will strengthen our employability programmes in partnership with schools and further learning establishments to offer a range of educational experiences, group work and signposting services.	Improve and promote CLD contribution to positive destinations for 16-19 year olds.	Local Employability Partnership Plan data Participant engagement data Case studies Impact statements
Priority: 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. Working in partnership with schools and Youth organisations, we will provide a menu of curriculum enhancing activities.	Increase young people's access to various awards and wider achievement and certification.	Participant data through our management information system Learner's journey Learners awards Active Schools data (ASMO) D of E data Youth Scotland data
Priority: Health and Wellbeing		
We will continue to develop our health and wellbeing specific work across localities by delivering issue-based resources, projects and programmes including early intervention, resilience and positive wellbeing, suicide prevention and promoting wellbeing groups, tools and resources.	Increase the number of young people accessing health and wellbeing support and ensure there are opportunities for lived experience to inform delivery.	Participant data through our management information system Learner's awards Active Schools data (ASMO) D of E data School reporting

What we will do	What we aim to improve	How will we measure
Priority: Young Peoples Voice and UNCRC		
Continue to ensure a rights-based approach to all of our programme delivery by the promotion of participation in the structures that support our Youth Participation and Citizenship Strategy, including a programme of strengthening the voice of seldom asked young people. Implement the key outcomes of The Promise.	Ensure all young people have access to the structures in place to use their voice through our Youth Participation and Citizenship Strategy. Young people understand the UNCRC and the reporting mechanism that upholds these rights.	Participant numbers in engaging in rights-based work Youth Forums Youth Council Joint cabinet UNCRC surveys and reporting.
Priority: Climate Action		
We will implement a programme of opportunities to ensure that young people are informed, involved and engaged at all stages of our climate change journey, where our climate action work is co-produced and co-delivered with our young people.	Young people's views and aspirations for a greener North Ayrshire inform the climate change journey.	North Ayrshire Climate Action Plan Participation in climate change opportunities. Participation and achievement of relevant awards
Priority: Poverty and Inequality		
All youth work opportunities are free at the point of access. We will work on ensuring equity of opportunities and activities. We will support the implementation of Cost of School Day actions.	Young people are able to access our range of offers including: Preloved clothing Food with dignity Support for transport	Cost of School Day action plan reporting Postcode participation data across all CLD programmes
Priority: Digital Connectivity		
We will work with partners to target young people most disproportionately affected by digital poverty. We will provide training, accreditation and information for young people. We will use a variety of digital platforms and tools enabling young people to engage with our service, partners, and their peers safely. This will be further enhanced with funding from the UK Government for its first-of-a-kind community-led Cyber Explorers programme.	Ensure Young people have the necessary tools, skills and support to access digital services and the crucial connectivity to their peers. Enable young people to be digitally secure and resilient through cyber resilience.	Cyber Explorer reporting Participant data Award achievements Case studies Impact statements

Year 1 Outcomes - Community Capacity and Development

What we will do	What we aim to improve	How will we measure
Priority: Participation and Democracy		
<p>To extend our participatory approaches, offering communities more opportunities to lead in local decision making, including grant making (youth and locality) and mainstreaming PB.</p> <p>To build on the projects funded via the devolved Community Investment Fund.</p>	<p>The active participation and co-production of PB process for communities. The range of experiences and learning for our Community PB Champions.</p>	<p>Evaluations of PB processes through the PB champions network.</p> <p>Number of PB applications</p> <p>Number of votes cast</p>
Priority: Food Insecurities		
<p>To continue to develop our food with dignity approach to food poverty/insecurity - working in partnership with the Fairer Food Network.</p> <p>We will support access to a range of funding options and models to support the network.</p>	<p>Improved access to the Fairer Food Network offer and the sustainability of the models.</p>	<p>Cost of basket offer across larder network</p> <p>Footfall of each offer</p> <p>Locality partnership quarterly reports</p> <p>Impact statements</p> <p>Case studies</p>
Priority: Community Leadership		
<p>To continue to support volunteers, individuals, and community groups, to develop the required skills and knowledge to achieve their ambitions, through opportunities co-produced and offered through our 'Leadership Collective'.</p>	<p>Improve the promotion of the learning offer, representing all partner's contributions and aim to meet the need with sharing of resources through increased joint planning with all partners.</p>	<p>Participation levels recorded through the management information system</p> <p>Awards and accreditation achieved</p>
Priority: Community Engagement		
<p>To continue to develop and enhance opportunities for community engagement/involvement through the completion and promotion of the Participation and Citizenship Strategy.</p>	<p>Increase the involvement of the seldom heard in our participation models of delivery.</p> <p>Increased participation in community chat chats.</p>	<p>Management and information data will identify postcode and participants, which will be reported through the quarterly locality planning reports</p> <p>Case studies</p> <p>Impact statements</p>
Priority: Networking and Funding		
<p>To provide capacity building support to key community anchor organisations.</p> <p>We will continue to support communities to achieve what's important to them through strong local networks. Support groups to generate sustainable income, through successful grant funding applications.</p>	<p>Improve the range of the offer to reflect the needs of organisations and communities.</p>	<p>Funding applications applied for</p> <p>Business plans created</p> <p>Reports from the Third Sector Interface presented to CPP Board</p> <p>Quarterly Locality Planning reports</p> <p>Attendance at funding workshops</p>

Year 1 Outcomes - Adult Learning

What we will do	What we aim to improve	How will we measure
Priority: Core Skills		
<p>We will work with our partners and organisations in localities to ensure adult literacy, numeracy and core skills support given is learner centred, using a collaborative approach to develop staff, volunteers and programmes to best support learners.</p>	<p>Pathways to provide bespoke core skills support are accessible to learners.</p>	<p>Core skills needs and achievements will feature within new participant registration and progress system</p> <p>Case studies</p> <p>Impact statements</p> <p>CLD KPI'S</p> <p>Quarterly LPP reports</p>
Priority: Poverty and Equality		
<p>Adult education offer will promote social inclusion by targeting resources and learning to those most in need.</p>	<p>Reduce social and economic disparities across communities of North Ayrshire.</p>	<p>Participation levels and learner journey data</p> <p>Case studies</p> <p>Impact statements</p> <p>CLD KPI'S</p> <p>Quarterly LPP reports</p>
Priority: Adult Voice and Participation		
<p>Pathways to engage in adult learning offer and civic activities are promoted and co-produced with learners.</p>	<p>Learning pathways and civic opportunities to engage are evident to learners and potential learners.</p>	<p>Participation levels and co-produced offers recorded in registration and management information system</p> <p>Case studies</p> <p>Impact statements</p>
Priority: Skills for Work		
<p>Learning offer for adults will focus on skills development to enable adults to adapt to changing job markets.</p>	<p>Active participation of partners delivering adult education in the Local Employment Partnership.</p>	<p>Local Employability Partnership quarterly reporting</p> <p>Participation journey data and accreditations achieved identified through our management information system</p>
Priority: Digital Learning Connectivity		
<p>Support learners to have access to equipment and digital learning opportunities that equip them to develop digital skills.</p>	<p>Digital learning offer provided by all partner's will be jointly planned and gaps identified.</p>	<p>Participation levels and learner journey data</p> <p>Case studies</p> <p>Impact statements</p> <p>CLD KPI'S</p> <p>Quarterly LPP reports</p>

Year 1 Outcomes - Community Wealth Building

What we will do	What we aim to improve	How will we measure
Priority: Community Asset Transfer Support to Grow Community Ownership		
Provide a learning offer including workshops on the CAT Process to community organisations.	Understanding and support of the CAT process.	Quarterly reporting on training participation and CAT reporting Case studies Impact statements Quarterly LPP reports
Priority: Empower our Communities Through our Community Investment Fund		
Continue to provide support for co-produced CIF applications based on locality need and gaps identified by lived experience.	Response to community need identified at a locality level based on locality priorities.	Reporting on CWB Strategy action plan CWB Board minutes CIF applications and monitoring reports Cabinet reports Quarterly locality reports Case studies Impact statements
Priority: Continue to develop our progressive Participatory Budgeting approaches		
Provide information workshops to partners in terms of mainstreaming opportunities and implement PB plan for 2024.	Learning pathways and civic opportunities to engage are evident to learners and potential learners.	Reporting on CWB Strategy action plan CWB Board minutes Participation levels and co-produced offers recorded in registration and management information system PB national reporting
Priority: Third Sector Involvement in Community Wealth Building		
Work with Third Sector Chief Officers' Group and other community organisations to identify opportunities to build CWB knowledge and co-develop CWB initiatives.	Increase the knowledge, understanding and co-production opportunities for Third Sector organisations in Community Wealth Building activities.	Reporting on CWB Strategy action plan CWB Board minutes Participation levels and co-produced offers recorded in registration and management information system. Case studies Impact statements

Year 1 Outcomes - Unmet Need

What we will do	What we aim to improve	How will we measure
Priority: Pathway for Learning		
CLD partners will work together to co-produce with learners an offer to ensure that prospective and current adult learners are clear about the programmes and pathways available and evident to them. We will use a range of methodologies to promote the pathways and the offer.	We will improve the pathway to the learning offer to current and new learners to increase their knowledge of the offer which is co-produced based on expressed need and the range of methodologies.	Participation levels and learners journeys data. Case studies Impact statements CLD KPI'S Quarterly LPP reports
Priority: Establish New Protocols and Process for Data Sharing by Introducing New Management Information System		
Implement the new management information system. CLD partners will review how we can use the data and other information. We will create approaches to extend data sharing, analysis, and reporting across all CLD partners.	CLD partners will make improvements to better demonstrate their collective impact and progress over time.	Quarterly LPP reports 6-month review of the new management information system
Priority: Celebration of Community Achievement in CLD events and Awards		
CLD partners will adopt a collective approach to the promotion and recognition of CLD in North Ayrshire and the impact of the work. We will provide a clearer picture of the difference CLD is making in North Ayrshire for senior leaders, funders, staff and volunteers.	We will improve the profile of the impact of CLD and the offer provided by partners. CLD will be more visible and recognisable to learners and partners.	Participation levels in CLD across all domains of practice, through the management and information data Annual celebration and awards event

Year 1 Outcomes - Workforce Development

What we will do	What we aim to improve	How will we measure
Priority: Staff and Volunteer Development		
<p>Ensure that our workforce including our volunteers, are supported to know and understand the community in which we work and develop and support collaborative working approaches.</p> <p>Encourage and promote the opportunities that registration with the CLD standards Council provides to members.</p> <p>Provide a menu of training opportunities as identified in the workforce survey.</p> <p>Managing challenging behavior Intergenerational working Digital upskilling Naloxone Training Mens health and wellbeing Governance for Community organisations</p>	<p>To improve staff and volunteers confidence and skills development.</p> <p>The opportunity for personal and professional growth.</p>	<p>Training offer and participation Number of staff and volunteers accessing further and higher education Number of CLD staff and volunteers registered with CLD Standards Council</p>

**Documents
& Policies**

A Changing Nation: How Scotland will thrive in a digital world

[DigiStrategy.FINAL.APR21.pdf \(www.gov.scot\)](#)

Adult Learning Strategy 2022 - 2027

The National Performance Framework and Understanding the Impact of Community-Based Adult Learning - Adult learning strategy 2022 to 2027 - gov.scot (www.gov.scot)

Community Learning and Development Case Studies

[Link to host on the CPP website](#)

Cyber Resilient Scotland: strategic framework: Action Plan 2021 - 2023

Annex C: Action Plans 2021-23 - Cyber Resilient Scotland: strategic framework - gov.scot (www.gov.scot)

Education Scotland CLD Progress visit report for North Ayrshire 2023

[Progress Visit Report - 31/10/23 \(education.gov.scot\)](#)

Education Service Improvement Plan 2023-26

[Document.ashx \(cmis.uk.com\)](#)

North Ayrshire Council Intergrated Impact Assessment

North Ayrshire Children's Services Plan 2023 - 2026

[2023-12-04-BM-P16-NA-CSP-Plan-2023-2026.pdf \(nhsaaa.net\)](#)

North Ayrshire Child Poverty Action Plan

[NACChildPovertyReport22.pdf \(northayrshire.community\)](#)

North Ayrshire Community Planning Partnership - Local Outcomes Improvement Plan 2022 - 2030

[LOIP 2023 \(northayrshire.community\)](#)

North Ayrshire Corporate Parenting Plan 2023 - 2026

[North Ayrshire's Corporate Parenting Plan \(north-ayrshire.gov.uk\)](#)

North Ayrshire Council Plan 2023 - 2028

[Our Council Plan \(north-ayrshire.gov.uk\)](#)

North Ayrshire Environment Sustainability and Climate Change Strategy

[Environmental Sustainability & Climate Change Strategy \(north-ayrshire.gov.uk\)](#)

North Ayrshire Youth Citizenship and Participation Strategy 2021 - 2025

[Youth Participation Strategy \(north-ayrshire.gov.uk\)](#)

Planning for Change a Review of Community Learning and Development Plans in Scotland 2018 - 2021

[Planning for Change, A Review of Community Learning and Development Plans in Scotland 2018 - 21 | Resources | National Improvement Hub \(education.gov.scot\)](#)

Scotland's Public Health Priorities

[Scotland's public health priorities - gov.scot \(www.gov.scot\)](#)



**COMMUNITY
LEARNING &
DEVELOPMENT**
NORTH AYRSHIRE