

PERTH AND KINROSS COUNCIL**Lifelong Learning Committee****9 March 2016****Perth and Kinross Community Learning and Development Plan 2015-2018****Report by Director (Education and Children's Services)****PURPOSE OF REPORT**

This report sets out Perth and Kinross's response to The Requirements for Community Learning and Development (Scotland) Regulations 2013 and the development of Community Learning and Development Plan 2015-2018.

1. BACKGROUND / MAIN ISSUES

1.1 In June 2012 the Scottish Government issued the Strategic Guidance for Community Planning Partnerships: Community Learning and Development (CLD). Although directed at Community Planning Partners and recognising the crucial role played by a wide range of services and organisations, the Strategic Guidance for CLD clearly identifies the role for local authorities, stating that the Scottish Government expects local authorities "to provide clear leadership and direction, and to drive the action needed to ensure we maximise the contribution of CLD partners in the reform of public services."

1.2 The Requirements for Community Learning and Development (Scotland) Regulations 2013 state that every local authority must produce a CLD three year plan.

This must specify:

- how the authority's provision of CLD is co-ordinated over three years
- any action other persons may take in providing CLD
- any needs for CLD that may not be met over the three year period.

1.3 The purpose of CLD is to empower people, individually and collectively, to make positive changes in their lives, and in their communities, through learning. To achieve this, CLD focuses on:

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

- 1.4 In July 2015 the Scottish Government passed the Community Empowerment (Scotland) Act. The implementation of the Act will help to empower communities through increased community control of assets and by active participation in local services. The Community Empowerment Act also places statutory responsibilities on Community Planning Partners to identify and address inequalities.
- 1.5 In November 2015 Full Council approved new locality working arrangements ([Report 15/535 refers](#)) and in December 2015 Full Council approved five localities in which locality working and Local Community Planning Partnerships (CPP) would be delivered ([Report 15/573 refers](#)). These locality working arrangements will identify key evidence based priorities in localities, support community empowerment to develop stronger more resilient communities and re-shape services to meet local needs.

2. PERTH AND KINROSS CLD PLAN

- 2.1 Across Perth and Kinross, CLD activities are delivered by a wide range of statutory, community and voluntary sector bodies. CLD has been delivered in a place-based way since 2014, originally in 6 localities that split Perth City into North Perth and South Perth. The new CPP arrangements provide an opportunity to build on existing place-based working beyond CLD.
- 2.2 The CLD Plan 2015-18 sets out the new locality boundaries to facilitate Local Community Planning Partnership arrangements and the key CLD priorities contained therein. The Plan also describes the structural changes to the Council's CLD services, which will ensure we meet the new statutory duties described in the Children and Young People's Act (2014) and the Community Empowerment Act (2015).
- 2.3 The CLD Plan 2015-2018 (Appendix 1) sets out how Community Learning and Development will be provided in Perth and Kinross over a three year period. It sets out how Community Planning Partners will secure the delivery of Community Learning and Development in the area and how the delivery of Community Learning and Development will be co-ordinated by Perth and Kinross Council.
- 2.4 In early 2015, consultation with local CLD partner providers was carried out. In each locality, focus groups were attended by a range of services and partner agencies that deliver, or support the delivery of CLD. The findings have been used to inform the priorities for CLD that are set out in the Plan.

The consultation focused on:

- How information is used to identify target groups and individuals
- The nature of CLD provision undertaken in the locality
- The gaps in CLD provision in the locality
- The barriers to groups and individuals engaging with CLD in the locality

2.5 Through this consultation, a number of key priorities were identified as the focus for CLD over the coming 3 years. These priorities are:

- Services are designed around people and communities.
- Children, young people and adults have access to local learning opportunities.
- Focus on prevention, early intervention, and reduction in inequality.
- Digital technology and social media will be accessible and inclusive, driven by the needs of learners and communities, reducing the impact of welfare reform.
- Young people and adults can access, and are supported to volunteer in a range of opportunities.
- Older people can access learning, reducing social isolation.
- Improved communication among services and with communities.
- Workforce development for staff and volunteers.

2.6 The Plan links these priorities to the Strategic Objectives of the Perth & Kinross Community Plan/Single Outcome Agreement 2013-2023. It then sets out the actions required to deliver the priorities, both across Perth & Kinross and at Locality level.

3. CONCLUSION AND RECOMMENDATION

3.1 The CLD three year plan will ensure that communities can access the Community Learning and Development support they need to identify and work towards change.

3.2 It is recommended that the Committee:

- (i) Approves the Community Learning and Development Plan 2015-2018.

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1. IMPLICATIONS, ASSESSMENTS, CONSULTATION AND COMMUNICATION

Strategic Implications	Yes / None
Community Plan / Single Outcome Agreement	Yes
Corporate Plan	Yes
Resource Implications	
Financial	No
Workforce	No
Asset Management (land, property, IST)	No
Assessments	
Equality Impact Assessment	No
Strategic Environmental Assessment	No
Sustainability (community, economic, environmental)	No
Legal and Governance	No
Risk	No
Consultation	
Internal	Yes
External	Yes
Communication	
Communications Plan	No

1. Strategic Implications

Community Plan / Single Outcome Agreement

1.1 This report relates to all five objectives.

Corporate Plan

1.2 This report relates to all five objectives.

2. Resource Implications

Financial

2.1 N/A

Workforce

2.2 N/A

Asset Management (land, property, IT)

2.3 N/A

3. Assessments

Equality Impact Assessment

3.1 N/A

Strategic Environmental Assessment

3.2 N/A

Sustainability

3.3 N/A

Legal and Governance

3.4 N/A

Risk

3.5 N/A

4. Consultation

Internal

4.1 As detailed in Appendix 1, Community Learning & Development Plan 2015-18.

External

4.2 As detailed in Appendix 1, Community Learning & Development Plan 2015-18.

5. Communication

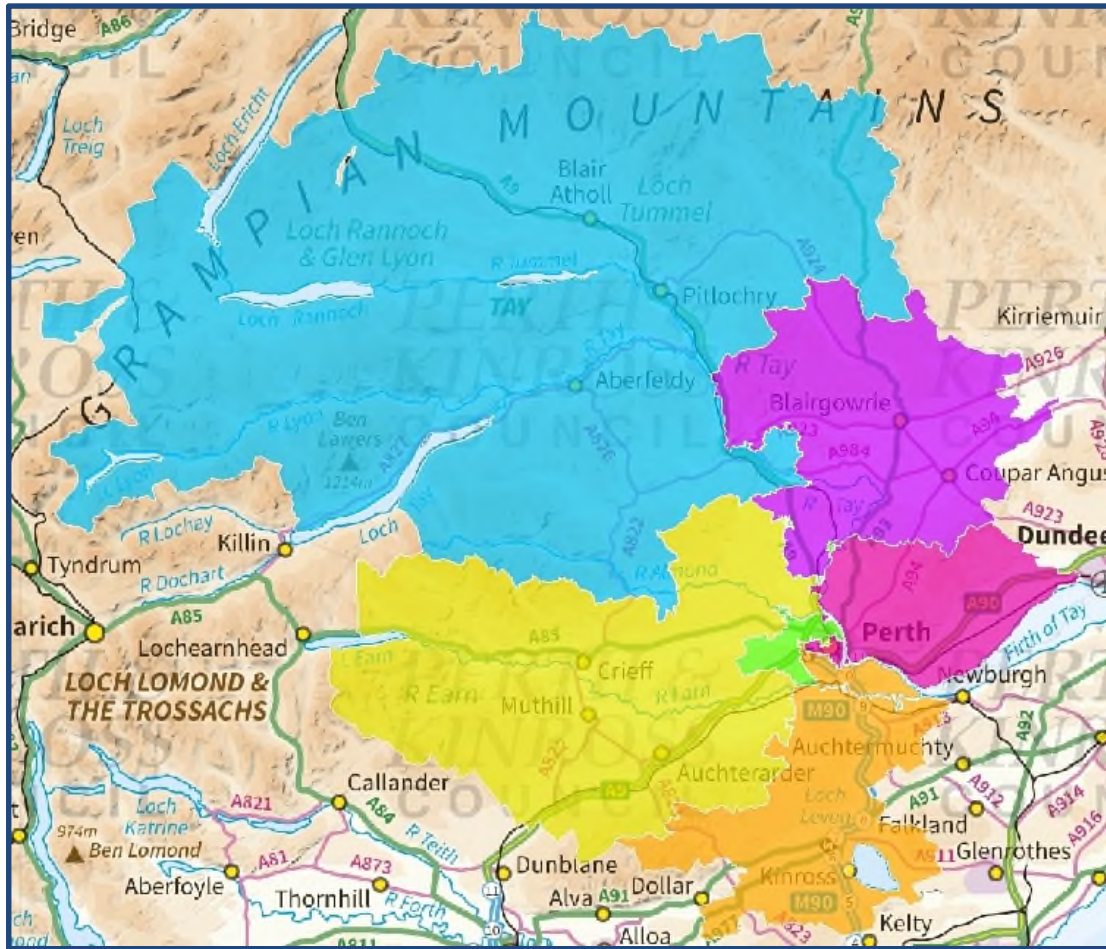
5.1 N/A

2. BACKGROUND PAPERS

The Requirements for Community Learning and Development (Scotland) Regulations 2013

3. APPENDICES

Appendix 1 – Community Learning and Development Plan 2015-2018



Perth and Kinross

Community Learning and Development Plan 2015 – 2018

1. INTRODUCTION

1.1 Purpose

The purpose of this Plan is to set the direction of travel for Community Learning and Development (CLD) in Perth & Kinross for the next 3 years. It sets out:

- How Community Planning Partners will secure the delivery of CLD in the area
- How CLD delivery will be co-ordinated by Perth & Kinross Council.

The purpose of CLD is to empower people, individually and collectively, to make positive changes in their lives, and in their communities, through learning. To achieve this, CLD should focus on:

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

1.2 Strategic context

The Community Empowerment (Scotland) Act 2015 places new responsibilities on Community Planning Partners to divide the local authority area into smaller localities, identify areas of socio-economic disadvantage, and tackle inequalities in these localities. At the same time, it places new responsibilities on Partners to encourage community participation in improving outcomes. This presents opportunities to develop new ways of working, to deliver outcomes more effectively in collaboration with communities. The Act therefore has implications for the delivery of CLD, and for the support that CLD providers can offer to colleagues from other professional backgrounds in meeting the requirements of the Act.

The key change is the shift to locality delivery. A way of working is being developed that puts communities at the centre of provision regardless of the agency delivering it, much as Getting It Right For Every Child puts the child at the centre of delivery.

In November 2015, the Council agreed arrangements to establish 5 localities, each with Local Community Planning Partnership arrangements to enable the CPP to respond effectively to the new requirements of the Act. This is a major project which the Community Planning Team will coordinate over the course of 2016 alongside colleagues from across the CPP. There will be implications for how we structure teams on a locality basis, building on the locality approach already established.

CLD staff in PKC have a significant role to play in leading this way of working, having made the shift from thematic teams to locality teams in September 2014. These teams will build on the existing locality CLD partnerships and local community partnerships that they are involved in, supporting Community Planning at a local level and supporting communities to be actively involved. Local partnerships will have to identify ways to engage all relevant partners in the planning and delivery of CLD, including staff from other Council Services who are delivering Community Learning & Development activity.

Perth and Kinross Community Learning and Development Plan 2015 - 2018

This is a time of significant public sector reform and the Council is ensuring that its CLD Services are fit for purpose and meeting the needs of the most vulnerable in order to address inequalities. From April 2016 the CLD function will be re-shaped to ensure it meets new statutory duties and makes the most of the resources available across the Council and wider CLD partnership.

In July 2015 the Council agreed a series of Transformation Projects, one of which was a review of all community development functions across PKC will be undertaken, starting in early 2016. The purpose of the review is to establish a more integrated Community Development Service which can respond effectively to the growing community empowerment agenda and the new duties falling on the Council and CPPs. This will involve the ECS Community Capacity Building and Adult & Family Learning Teams, Tenant Participation Team in HCC and the Community Greenspace in TES.

In April 2015 Youth Services and Intensive Support Teams were integrated into a single service, enabling us to establish a more integrated service model, bringing together services from CCS and Children and Families Services (CFS). A service review had identified the changing needs of young people across Perth and Kinross, with a significant drop in youth offending, but an increase in risky and vulnerable behaviour. A more joined up response to these emerging needs was required and the new services combines generic youth work with specialist social work and mental health services. CLD teams have a central role to play in meeting the new statutory requirements of the Children and Young People's Act (2014), in particular the new Integrated Services for Young People, Parent and Family Team, and Community Link Workers in schools. These services will work increasingly closely with other relevant teams in Education & Children's Services to ensure we deliver well-integrated direct support for children and young people across both school and community settings.

The Community Empowerment Act has other implications for the delivery of CLD in a locality – such as for the transfer of assets to community bodies, and the provision of allotments. In particular, the Act sets out new expectations around the transfer of publicly owned assets to community bodies. This presents new opportunities for community groups, and the experience of staff delivering CLD in Perth & Kinross has been that building the capacity of community bodies requires a significant investment of time if Asset Transfer is to be successful.

Over 2016-2017, Perth & Kinross CPP will be working with the new Locality Community Planning Partnerships to refresh the Community Plan / Single Outcome Agreement. This will ensure our Community Plan fulfils the role of a Local Outcome Improvement Plan and continues to help us tackle inequalities locally.

1.3 Community Learning and Development in Perth & Kinross

In Perth and Kinross we have a long history of working in effective partnership through the CPP to address the local priorities which matter most to our communities. We are more confident now than ever before in our ability to work together to deliver positive outcomes and we are ready to think more radically about how we address the complex issues facing our communities. In doing so it is essential that we capitalise on our unique knowledge of our local areas through locality working. We know that our successes so far have been largely

due to our strong existing knowledge of what works in our communities and the strong relationships we have built over many years with local people and communities.

"Our vision is of a confident and ambitious Perth and Kinross, to which everyone can contribute and in which all can share.

At the heart of our new Community Plan/Single Outcome Agreement is a desire and commitment to engage more closely with the needs and aspirations of our communities in Perth and Kinross - we are committed to ongoing engagement with our communities to effectively reshape our services and develop innovative ways of addressing inequalities and improving the quality of life for all.

In Perth and Kinross we have a long history of working in effective partnership through the Community Planning Partnerships (CPP) to address the local priorities which matter most to our communities."

Community Plan / Single Outcome Agreement 2013 – 2023

1.4 What is Community Learning and Development?

Community Learning and Development (CLD) is a way of working with people and communities. In Perth & Kinross, CLD helps people build the skills, confidence, networks and resources they need to make positive changes in their own lives, their families' lives, and in their communities. It achieves this through:

- **Community Development**
Building the skills, confidence and capacity within communities to meet their own needs.
- **Youth Work**
Supporting young people to gain skills, confidence, achievement and contribution through taking part in groups or activities.
- **Family Learning**
Opportunities for adults and children to learn and play together in groups or through fun days, holiday activities, etc.
- **Working with children, young people and families**
Helping people to better understand family relationships and providing support for learning and skills development, especially around key transition periods.
- **Adult learning, including adult literacies and English for speakers of other languages**
Identifying individual learning goals to improve skills and understanding through informal sessions and groups.
- **Volunteer development**
Supported opportunities to develop and share skills and experience.

- **Learning opportunities for vulnerable and disadvantaged groups in the community**
Targeted sessions to increase access to learning for some people.
- **Learning support and guidance in the community**
Informal accessible information, signposting and learning provided in community based settings.

2. DELIVERING FOR – AND WITH – LOCAL COMMUNITIES IN PERTH AND KINROSS

2.1 Where will we deliver CLD?

To ensure that services are responsive to communities, CLD in Perth and Kinross is delivered in localities. In December 2015, the Community Planning Partnership agreed to work in 5 localities. PKC CLD staff have worked in a place-based way since 2014, originally in 6 localities that split Perth City into North Perth and South Perth. The new CPP arrangements provide an opportunity to build on place-based working beyond CLD. 5 localities are: Highland and Strathtay, Eastern Perthshire, Almond & Earn and Kinross-shire, Perth City, and Strathallan and Strathearn. A map and some information about each locality is given below.

Each locality has a locality profile giving statistical information for the area, which will be refreshed in 2016 to reflect the new 5 locality arrangements. This information, accompanied with local knowledge and intelligence, gives an overview of the locality and informs a “Story of Place”. Co-ordinating information in this way assists CLD partners to identify the priorities for delivery within each locality. Stories of Place and Locality Plans are reviewed and updated on an annual basis.

Eastern Perthshire
(Wards 1,2,3)

Highland and Strathtay
(Wards 4,5)

Strathallan and Strathearn
(Wards 6,7)

Almond and Earn and
Kinross-shire (Wards 8,9)

Perth City (Wards 10,11,12)



2.3 Highland and Strathtay

Highland Perthshire lies north of Perth covering an area from Dunkeld in the south east to Rannoch Moor in the West and Blair Atholl in the North with a population of 11,995 (8% of Perth & Kinross total). Strathtay sits between Perth City and Highland, covering a diverse area with villages which look to Perth as well as more remote communities.

Its picturesque landscape with stunning mountains, glens, rivers and lochs, wildlife and range of outdoor activities make the area one of the most popular tourist destinations in Scotland. There is less dependence on the primary industries of agriculture and forestry with the service sector (public administration, education and health) and local tourism and retail

dominating the economy. The area has a high percentage of self-employed people and in recent years there has been a significant increase in migrant worker population.

The major settlements of the area are Pitlochry, Aberfeldy, and Dunkeld, along with the discrete and often remote communities of: Acharn, Amulree, Ballunluig, Blair Atholl, Camserney, Dull, Fearnan, Fortingall, Keltneyburn, Glen Lyon, Grandtully, Kenmore, Kinloch Rannoch, Lawers, Loch Tay and the villages of Bankfoot, Stanley and Luncarty.

2.4 Eastern Perthshire

Eastern Perthshire has a geographical area of approximately 468km² and a population of approximately 35,000. The locality includes Blairgowrie and Rattray, Perthshire's largest town and where nearly half of all of East Perthshire residents live. There are a number of smaller villages including Alyth, Coupar Angus and Burrelton. The area also includes the village of Scone, and the Carse of Gowrie which runs from Friarton Bridge to Invergowrie and the villages of St Madoes, Errol, Inchtute, Longforgan, Invergowrie, Rait, Abernyte and Kinnaird.

The soft fruit industry and agriculture still prosper today and accounts for nearly 7%¹ of the area's industry. This is a higher proportion than Perth and Kinross as a whole which is 4%. The agricultural nature of Eastern Perthshire has meant that it has always had a transient population particularly in the summer months.

The area also attracts many visitors to enjoy all that the area has to offer. There are numerous golf courses, fishing beats, walking routes and historical monuments. In the colder months, winter sports take priority with the area's easy access to Glenshee ski area.

2.5 Almond & Earn and Kinross

Almond & Earn and Kinross locality incorporates Kinross-shire and the area around Bridge of Earn, making up the predominantly rural south-eastern part of Perth and Kinross. The locality has a population of around 24,000. The main settlement is Kinross. The area has a very low unemployment rate and a slightly younger age profile compared to the average, with children making up 19% of the population.

Tourism is important to the area, focusing on the wildlife and history at Loch Leven. From Kinross town, there are good motorway links to Perth and Edinburgh. The locality has similar challenges as other rural parts of Perth and Kinross, with transport availability and costs being a concern for some.

2.6 Perth City (North, South and Centre)

Perth City is the most populous of the 5 localities, with a population of approximately 47,000. For CLD delivery, it is currently considered as 2 localities: North Perth and South Perth, each with their own CLD Partnership.

With a population of 26,711, North Perth City consists of the adjacent urban neighbourhoods of Letham, Tulloch, Fairfield, North Muirton, Muirton and the settled gypsy traveller site at Double Dykes. North Perth has a history of industry, particularly the distilling industry, but

² Listed in appendix 1

¹ Census 2011, Table KS605SC – Industry – Category A Agriculture, forestry and fishing

this has declined. It is now dominated by car sales notably 'the motor mile' along Dunkeld Road and the electric utility company SSE plc which has its headquarters adjacent to the A9 and is a significant local employer. The area also has small industrial units, a retail park, and a small amount of tourist accommodation. It is also home to Scottish Premiership club (and 2013-14 Scottish Cup winner), St Johnstone FC.

South Perth has a well-established CLD Partnership, and includes the neighbourhoods of Moncreiffe, Craigie and Friarton. The neighbourhoods of Gannochy and Bridgend sit to the North East of the city centre. There are a variety of shops including small independent as well as larger retail shops.

2.8 Strathearn and Strathallan

Strathearn and Strathallan are located to the south-west, with a population of 21,000. It is rural with 14 settlements, the largest being Crieff; and transport and delivery of services present challenges in terms of distance. Recent in-migration reflects the seasonal nature of local employment in tourism trades, which contribute 23% of the tourism revenue in Perth and Kinross. The main employment sectors are tourism, leisure and hospitality and farming. There are slightly more people who are aged 65-84 compared to the rest of Perth and Kinross (20%, compared to 19% in Perth and Kinross overall).

2.9 CLD Delivery

A wide range of community learning and development provision is delivered in each of the five localities, and this constantly changes as new needs emerge or are addressed. Rather than attempting to list the provision in this changing landscape, the provision has instead been categorised as follows.

Strategic Objective: Giving Every Child the Best Start in Life

- Parenting skills and support
- Family learning activities and support

Strategic Objective: Developing Educated, Responsible and Informed Citizens

- Work with and support young people through youth activities and accreditation
- Volunteering development and opportunities
- Community based adult learning opportunities to develop skills and confidence
- Work with adults to increase literacies skills or English as a second language

Strategic Objective: Promoting a Prosperous, Inclusive and Sustainable Economy

- Developing adults' employability skills
- Supporting young people into positive destinations

Perth and Kinross Community Learning and Development Plan 2015 - 2018

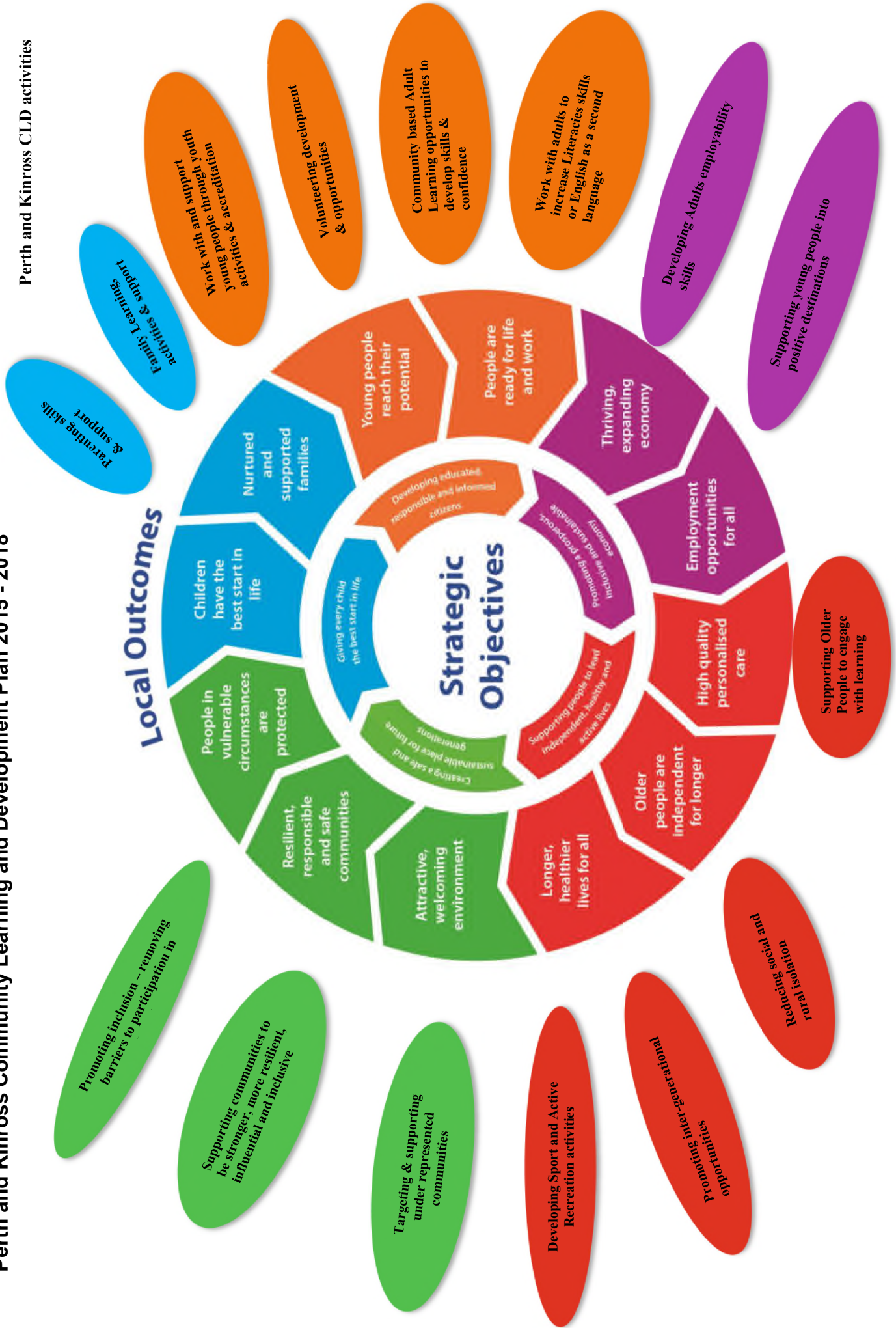
Strategic Objective: Supporting People to Lead Independent, Healthy and Active Lives

- Supporting older people to engage with learning
- Reducing social and rural isolation
- Promoting inter-generational learning opportunities
- Developing cultural, sport and active recreation opportunities

Strategic Objective: Creating a Safe and Sustainable Place for Future Generations

- Targeting and supporting under-represented communities
- Supporting communities to be stronger, more resilient, influential and inclusive
- Promoting inclusion and removing barriers to participation in learning

The diagram overleaf shows how each of these categories fit in to the Strategic Objectives as set out in the Community Plan/Single Outcome Agreement 2013-2023.



3. IDENTIFYING PRIORITIES AND DEVELOPING THE CLD PLAN

3.1 Consultation with CLD Delivery Partners

Across Perth and Kinross Community Learning and Development activities are delivered by a wide range of statutory, community and voluntary sector bodies. In early 2015, consultation with local CLD partner providers was carried out in each of PKC's 6 localities. In each locality, focus groups were attended by a range of services and partner agencies that deliver, or support the delivery of, CLD. Consultation focused on the following key questions:

- What information do you use to identify your target groups and individuals? How do you use this information?
- Based on this, what CLD provision is undertaken in this locality?
- What are the gaps in CLD provision that exist in this locality?
- What are the barriers to groups and individuals successfully engaging in CLD?

Appendix 1 reports on the findings from this consultation. Appendix 2 identifies the agencies who participated in the consultation events.

3.2 Identifying CLD Priorities

Through this consultation, a number of key priorities were identified as the focus for CLD over the coming 3 years. These priorities are:

- Services are designed around people and communities.
- Children, young people and adults have access to local learning opportunities.
- Focus on prevention, early intervention, and reduction in inequality.
- Digital technology and social media will be accessible and inclusive, driven by the needs of learners and communities, reducing the impact of welfare reform.
- Young people and adults can access, and are supported to volunteer in, a range of opportunities.
- Older people can access learning, reducing social isolation.
- Improved communication among services and with communities.
- Workforce development for staff and volunteers.

3.3 Developing the CLD Plan

The Community Learning and Development Plan presented here sets out the outcomes and actions under the six Strategic Objectives described in Section 2. In addition to these six, three other objectives are included in the Plan:

- Delivering in Localities
- Performance and Quality
- Workforce Development

These three objectives are about **how** services are delivered, rather than **what** will be achieved. It was important to include these in the Plan so that we set a clear direction of travel towards locality working, make a commitment to developing staff and volunteers, and are clear about how we monitor and improve the quality of our work. By including these

additional outcomes we intend that all CLD Partners can develop a shared sense of how CLD can be delivered effectively in partnership with local communities.

Perth and Kinross Community Learning and Development Plan 2015 - 2018

Developing Locality Working					
Outcome	Action	Timescale	Responsibility	Evidence	
Strategic partners are involved in the planning of CLD across P&K.	Further engage and consult with partners to identify current provision and ways to plan and deliver provision jointly. Establish or build on partnership meetings within localities that contribute to planning and delivering provision including CLD. CLD reflected in Locality Community Planning Partnership plans	Ongoing April 2017	Locality Teams including local CPP partners	Strategic partners approve CLD plan. The work of all partners is set out in locality plans and reflected in Stories of Place	
CLD activity delivered by all partners is tailored to each locality, informed by Stories of Place, and set out in a locality plan.	Use Stories of Place to inform Locality Plans which are monitored continually and updated annually. Further develop Stories of Place beyond the CLD context, linking into plans for Open Data to ensure that all partners, including communities, have access to information. Develop locality action plans to include CLD activity delivered by all partners. Partners agree priorities for Locality Plans, based on recommendations identified through the Stories of Place	Ongoing April 2017	Locality Team Leaders CPP Team Locality Teams including local CPP partners	Stories of Place reflect partners' contributions in individual localities. Stories of Place highlight where CLD can make a difference in the locality; priorities in locality plans are derived from these.	
All delivery partners, including community bodies and local	Establish or maintain regular CLD partners' meetings to improve understanding of local	Sept 2015 onwards	Partners	Priorities agreed and are embedded in partners plans	
		Sept 2015 onwards	Locality Teams including local	Clear links between CPP and locality plans	

Perth and Kinross Community Learning and Development Plan 2015 - 2018

<p>residents, are empowered to shape and influence CLD delivered in their locality.</p>	<p>priorities and identify shared goals at strategic and local level.</p>		<p>CPP partners</p>	<p>Improved links between CPP (Economy & Lifelong Learning; Community Empowerment Working Group) and local partnerships</p>
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Perth and Kinross Community Learning and Development Plan 2015 - 2018

Performance and Quality					
Outcome	Action	Timescale	Responsibility	Evidence	
CLD is planned and delivered effectively and meets local needs.	Continue to develop Locality planning and review cycle, engaging with local communities and providers to inform future priorities	Ongoing	Locality Teams including local CPP partners	Planning/review cycle embedded in practice Locality plans are linked to CLD Plan 2015-2018, locality Stories of Place, and Community Plan 2013-23	
	Establish CLD planning, delivery and review as part of CPP planning cycle	Sept 2015 onwards	Communities Service Manager and CPP Team	Input and feedback from a wide range of CLD participants shapes local provision Improved links with CPP structures (Outcome Delivery Groups; Community Empowerment Working Group)	
Effective monitoring improves service delivery and local outcomes.	Conduct regular, robust self-evaluation, such as Learning and Achievement Visits on a locality partnership basis.		CLD Team Leaders	Self-evaluation Reports Feedback from Learning and Achievement visits	
	Within PKC, conduct self-evaluation on a thematic basis.				
Effective information management improves service delivery and local outcomes	Refresh guidance for PKC CLD staff on recording and reporting delivery and outcomes.	April 2016	I/O working group	PKC CLD activity is recorded consistently and performance is reported in localities.	

Perth and Kinross Community Learning and Development Plan 2015 - 2018

Workforce development					
Outcome	Action	Timescale	Responsibility	Evidence	
Services are structured for effective delivery of community development.	Manage Transformation review of Community Engagement and Development functions across PKC services	April – Dec 2016	Heads of Service / Service Managers	Line management structure clearly defined.	
Staff and volunteers are appropriately skilled, motivated and feel empowered as a workforce	Undertake skills and needs audit with staff and volunteers to identify upskilling opportunities. Develop and deliver appropriate training for staff and volunteers Develop skills, understanding and confidence for leadership Support graduate placements, work experience placements, student placements, modern apprenticeships	Sept 2015 onwards	Locality Team Leaders Locality CLD Team / Community Capacity Building Workers All Staff	Staff and volunteers have professional development embedded in their work and report into appropriate appraisal system. Use i-develop	
Staff are aware of relevant legislation and policy at national and local level.	Use national continuous professional development strategy and CLD competency framework.	Ongoing	All CLD Staff	CPD opportunities are shared across partner organisations	

Giving every child the best start in life					
Children have the best start in life Nurtured and supported families					
CLD Priority	Action	Timescale	Responsibility	Evidence	
Improved outcomes for children, young people and adults through prevention and early intervention, and reduction in inequality.	Manage transition of Integrated Services for Young People, Parent and Family Team, and Community Link Workers to closer working with other teams in Education & Children's Services.	By December 2016	ECS Heads of Service / Service Managers	Line management structure clearly defined.	
	In Locality CLD partnerships, use Stories of Place to agree priorities to improve outcomes for children, young people and families.	By Sept 2016 and ongoing	Locality Teams including local CPP partners	Stories of Place reflect local assets, local need, and all partners' contributions. Stories of Place identify priorities; these are reflected in locality plans for CLD delivery.	
	Deliver Family support and Learning opportunities as per locality plans.	Ongoing – annual planning / review cycle	Adult and Family Learning Services Parenting Team	Project profiles show provision and attendance figures for groups and evaluations	
	Deliver Parenting support, including Strengthening Families, 1:1 sessions and other support as per locality plans.	Ongoing – annual planning / review cycle	Parenting Team Community Link Workers	Project profiles show provision and attendance figures for groups and evaluations	

Perth and Kinross Community Learning and Development Plan 2015 - 2018

	<p>Deliver support to children, young people and families at points of transition as per locality plans.</p>	<p>Ongoing – annual planning / review cycle</p>	<p>Locality Team Services for Young People. Community Link Workers</p>	<p>Project profiles show provision and attendance figures for groups and evaluations</p>
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Developing educated, responsible and informed citizens				
People are ready for life and work Young people reach their potential				
CLD Priority				
Children, young people and adults have access to local learning opportunities. Digital technology and social media will be accessible and inclusive, driven by the needs of learners & communities, reducing the impact of welfare reform Young people and adults can access, and are supported to volunteer in, a range of opportunities.				
Outcome	Action	Timescale	Responsibility	
Evidence				
Local service provision is accessible, reflects the needs of community members and helps combat rural and social isolation.	Roll out 'Learners Forum/voices' in localities Regular celebration of learners' achievements Use digital technology and social media with individuals, groups and communities to enhance their involvement with services and activities.	Sept 2016 onwards Sept '16 and '17 Sept 2015 onwards	Locality Teams	Clear links between CPP and local locality plans Greater input from a wider range of CLD participants to shape local provision Learning contributes to addressing inequalities and supporting inclusion. Improved links with CPP (economy & lifelong learning and Community Empowerment Working Group) and local CLD partners Outcomes are shared and joint priorities identified
Young people and adults are able to access volunteering opportunities.	Deliver opportunities and support (including training) for volunteers to deliver community based CLD activities and accredited learning opportunities including Dynamic Youth, ASDAN and sports.	Sept 2015 onwards	Locality CLD Teams	Increased number of opportunities available within the localities Training delivered Increased numbers of volunteers

Perth and Kinross Community Learning and Development Plan 2015 - 2018

Young people and adults are able to access volunteering opportunities in the community	Partners continue to develop opportunities and support (including training) for volunteers to deliver community based CLD activities	Sept 2016 onwards	Locality Teams including local CPP partners	Sustained number of volunteering opportunities Sustained numbers of volunteers
Young people have access to local learning opportunities.	Deliver Youth Work activities as per locality plans.	Sept 2015 onwards	Services for Young People	Sustained numbers of young people
Adults have access to local learning opportunities.	Deliver adult learning, including adult literacies and IT, and English for speakers of other languages, as per locality plans.	Sept 2015 onwards	Adult Learning and Literacies Service with Adult Literacy & Numeracy Partnership	Sustained numbers of adult learners
People have opportunities to develop skills and participate in improving outcomes in their communities	Undertake participatory research or similar opportunities to upskill communities, as per locality plans	Sept 2015 onwards	Locality Teams including local CPP partners	Participatory research informs Stories of Place
Young people improve their skills and confidence and are ready for work and life	Deliver detached Youth Work to promote services and engage new participants	Sept 2015 onwards	Services for Young People	Sustained numbers of young people

Perth and Kinross Community Learning and Development Plan 2015 - 2018

<p>Supporting people to lead independent, healthy and active lives. Older people are independent for longer Longer healthier lives for all</p>					
Outcome	Action	Timescale	Responsibility	Evidence	
Older people are included, improve their skills, and reduce possible social isolation	Partners deliver community based learning opportunities for adults, families and older people as per locality plans Develop intergenerational opportunities for older people through adult and family learning	Sept 2015 onwards	Locality Teams including local CPP partners	Older adults are included and participating in CLD activities	
People are included, improve their skills, and reduce possible social isolation	Deliver targeted learning opportunities for vulnerable and disadvantaged groups, as per locality plans	Sept 2015 onwards	Locality CLD Teams	Vulnerable and disadvantaged people are included and participating in CLD activities	

<p>Creating a safe and sustainable place for future generations Resilient, responsible and safe communities Attractive welcoming environment</p>					
<p>CLD Priorities : Services designed around people and communities Improved communication</p>					
Outcome	Action	Timescale	Responsibility	Evidence	
Assessment of community assets and needs is focussed on engagement in partnership with learners and communities.	Undertake a wide range of community engagement activities annually Devise a universal questionnaire that can be used by all partners and give accurate analysis of data	Annually from Sept 2015 onwards to 2018	Locality Teams including local CPP partners	Use of PKC Community Engagement toolkit, informing Research Officer of engagement Feedback advises story of place and CLD locality plans Robust, consistent data is available to advise priorities.	
Volunteering supports delivery of wider opportunities in the community	Engage volunteers to support, enhance and shape CLD provision within the community	Sept 2015 onwards	Locality CLD Teams including PKAVS	Increased number of opportunities available within the localities CLD activities are sustained within the localities	
Communities have greater capacity to influence, shape and deliver services.	Deliver capacity building activities with communities and community organisations, as per locality plans Support, facilitate and sustain Partnerships and Networks Support communities to be involved in opportunities for Participatory budgeting	Sept 2015 onwards	Community Capacity Building Workers	Project profiles reflect support	

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<p>Members of the community have skills, knowledge, resources and resilience to participate and include others in community life and contribute to the focus, planning and evaluation of local services</p> <p>Groups develop appropriate governance skills to deliver projects effectively as well as skills in growing healthy, fresh food.</p>	<p>Finalise the development of an Asset Transfer policy for PKC; support other partners with the same.</p> <p>Support the transfer of assets to community bodies as required.</p> <p>Support the development of allotments or food growing as per locality plans</p>	<p>April 2016</p> <p>Ongoing</p>	<p>Community Capacity Building Workers and CPP Team</p> <p>Locality Teams</p>	<p>Copies of funding applications submitted.</p> <p>Project profiles reflect support with funding applications</p> <p>Project profiles reflect support</p>
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Appendix 1

Consultation Question 1: What information do we use to identify our target groups and individuals? How do we use the information?

The main sources of information used to identify the data and trends within each of the 6 localities (and subsequently the target groups) fall into 3 distinct categories:

- National statistics, in particular Census figures, Scottish Multiple Index of Deprivation (SMID), Scottish Neighbourhood Statistics and Job Centre Plus data.
- Policy and statistics from statutory and voluntary organisations are also used to assess the local picture. These include information from National Health Service, Police Scotland, Schools, Social Work, Libraries, MEAD, Women's Aid, Citizen's Advice Bureau and Credit Unions as well as local voluntary and community run organisations.
- Local knowledge and information helps to complete the picture. This is identified through dialogue with community groups and community members, local press, media, local surveys and research projects.

All partners identified that feedback received from individuals or groups is an important source of information, along with local surveys and local conversations with community members, participants and learners.

National data and organisational statistics assist in the identification of national and local trends over time. Some of this information is then used by CLD partners to identify areas of potential need and acts as a basis for identifying targeted work. A consistent approach to gathering and analysing data is being developed through Community Profiles and Stories of Place.

Team and interagency partnership discussions provide further supporting information, giving a broader understanding of the individual communities and the issues that are relevant to them.

Research is used by services to improve delivery and identify future areas for priority. For example, in 2013 Dartington Research Project surveyed families across PKC, and the findings were published as the Evidence 2 Success Report (E2S). Evidence from E2S is now being used to give a stronger focus on early intervention and prevention within localities to target work with children, and their families.

Overall, partners agreed that gathering information and data is the starting point: further conversations are held between partner agencies and the local community to clarify needs, expectations and priorities to ensure that work is best targeted to the identified needs within the community and defining local outcomes. This information is used when seeking additional funding to support the delivery of CLD activities to achieving outcomes.

As joint working develops across partner agencies, increased knowledge assists in reducing the duplication of services whilst ensuring that referrals' are made to appropriate services.

Consultation Question 2: Based on this information, what community learning provision have you undertaken?

A wide range of community learning and development provision is undertaken in each of the six localities, and this changes constantly as new needs emerge or are addressed. Rather than attempting to list the provision in this changing landscape, the provision has instead been categorised as follows.

Strategic Objective: Giving Every Child the Best Start in Life

- Parenting skills and support
- Family learning activities and support

Strategic Objective: Developing Educated, Responsible and Informed Citizens

- Work with young people and youth activities
- Volunteering development and opportunities
- Community based adult learning opportunities to develop skills and confidence
- Work with adults to increase literacies skills or English as a second language

Strategic Objective: Promoting a Prosperous, Inclusive and Sustainable Economy

- Developing adults' employability skills
- Supporting young people into positive destinations

Strategic Objective: Supporting People to Lead Independent, Healthy and Active Lives

- Supporting older people to engage with learning
- Reducing social and rural isolation
- Promoting inter-generational learning opportunities
- Developing sport and active recreation opportunities

Strategic Objective: Creating a Safe and Sustainable Place for Future Generations

- Targeting and supporting under-represented communities
- Supporting communities to be stronger, more resilient, influential and inclusive
- Promoting Inclusion – removing barriers to participation in learning

Consultation Question 3: What are the gaps in community learning provision?

Some common themes were identified across localities. These included rural isolation, a need for better communication among services, and a lack of access to facilities. **Rural isolation** included a lack of regular, affordable transport for people to access services elsewhere, but also the difficulty of providing services in rural areas. **Better communication** included services sharing information among themselves and with the community, about the programmes and services each could offer. **Access to facilities** included a lack of free or affordable buildings in some areas, and a lack of IT or wi-fi facilities in others.

Support for older people, especially isolated elderly people, was identified as a gap in several localities. This included socially elderly people in centres of population as well as those geographically isolated in rural areas.

Support to improve mental wellbeing was a common theme, and encompassed preventative work as well as work to support people requiring or accessing specialist services.

A further challenge was identified in several areas, in engaging those who do not currently access services. This included striking the correct **balance between targeted and universal support**, to ensure people do not feel stigmatised in taking up the opportunities on offer, while still reaching those most in need of a service. In one locality, a peer support network was identified as a possible way to address this.

Other gaps were specific to particular localities.

In **Strathearn & Strathallan**, the key theme was upskilling existing community partnerships to support for collaboration among agencies – in particular to support volunteering, and to ensure equitable access to family learning and youth work across rural areas.

In **Eastern Perthshire**, gaps included support for minority ethnic communities, including the translation of printed materials; detached youth work; and suitable resources to support the delivery of financial skills and internet safety awareness.

In **Highland Perthshire**, gaps were identified at the transition points between services, at a range of levels including supporting people to access services and between services for young people and adult mental health provision.

In **South Perth**, a geographical gap in services was identified in the Carse of Gowrie. This was due in part to the lack of a base or community hub in the area, and the need for more information about the needs of the area.

In **Kinross**, gaps were identified in employability support to young people and vulnerable adults and in work with men.

In **North Perth**, gaps included support for parents (including dads); children's activities; detached youth work; lack of activism and active groups in some parts of North Perth; supporting people with disabilities; and mentoring.

Consultation Question 4: What are the barriers to groups and individuals successfully engaging in CLD?

There were common barriers across localities. These included transport issues particularly due to limited or no public transport, access to childcare, other caring responsibilities and language and communication barriers. The language barriers included English as a second language, not taking sufficient account of other communication needs and also how CLD provision is communicated, it was felt that 'learning' is jargon to some and it may convey formality or suggest that communities are unskilled or uninformed.

Isolation also featured strongly in all localities. In some areas this was to do with the rurality of the area with scattered populations spread over a large geographical area. Loneliness and social isolation also featured heavily and one big difficulty was around identifying

individuals who are already isolated and not engaging and even when they were identified there were often difficulties around further engagement.

Lack of confidence and poor wellbeing were identified as barriers to community members not feeling comfortable about accessing services. Whilst information was a strong point in partnerships it was also highlighted as an area for further improvement as not knowing what is available and not being sure of what to expect also contributed.

There was also a feeling that at times CLD was seen as being entirely within the remit of the local authority when in reality partners should and could deliver on this and indeed partners often weren't recognising that they themselves were already doing so.

Limited resources featured as another barrier across Perth and Kinross in terms of staff, budgets, time and also sometimes perhaps lack of recognition of the value of CLD work. Restricted availability of appropriate buildings and restricted opening hours of other premises also impacted. Access to funding and having to constantly fundraise featured as very often funding is short term and this presents huge challenges to plan effectively for sustainable service delivery. Lack of volunteers and volunteer fatigue also contributed.

In a few areas particularly the rural locations getting access to digital technology and lack of broadband access sometimes related to affordability were also cited as barriers.

Specific barriers for young people seemed to be that they often felt that their 'voice' went unheard and they felt excluded from community representation and consultations giving a sense of inequality of power. Staffing and skills to do detached or streetwork were often very scarce. Services also highlighted that there is sometimes a lack of support for families, particularly around parenting and during periods of transition.

Appendix 2

List of partner organisations consulted with

Alyth Youth Partnership (AYP)
Caledonia Housing
Coupar Angus Youth Activity Group (CAYAG)
Credit Union
Growbiz
Kirkmichael Village Hall
Letham Residents Association
Letham Sports Club
Life Coaching
Live Active Leisure
Mount Blair Community Council
New Rannoch Centre
North Perth Allotments Association
North Perth Community School
NHS Tayside (Keep Well Project)
NHS Central Healthcare
Our Lady's Primary School
Perth Citizens Advice Bureau
PKAVS, MEAD
PKAVS, Community Engagement Team
Positive Choices
Perth & Kinross Healthy Communities Collaborative
Perth & Kinross Council; Communities
Perth & Kinross Council Arts Development
Perth & Kinross Council; Housing & Community Care
Perth & Kinross: Libraries
Riverside Church
Strathmore Centre for Youth Development (SCYD)
Tulloch Residents and Tenants Association
Tulloch NET
Voluntary Action Perthshire
Wellbeing Support Team, PKC

Appendix 3

National Policies and Strategies

Adult ESOL Strategy for Scotland (2015)
Adult Literacies in Scotland 2020
Adult Learning Statement of Ambition
Children and Young Peoples Act (2014)
Community Empowerment Act (2015)
Early Years Framework (2008)
Equality Act (2010)
Getting it Right For Every Child
More Choices More Chances
Opportunities for All
Public Bodies Joint Working Act
Scotland's Public Service Reform
Reshaping Care for Older People; A programme for Change 2011 – 2021

Perth and Kinross Plans and Strategies

Community Plan 2013-2023
PKC Parenting Strategy
Health and Social Care Integration Plan

