Aberdeenshire Community Learning and Development Plan

2018 – 2021

Aberdeenshire Learning Communities Partnership

Aberdeenshire Community Planning Partnership

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Introduction

This is the second Partnership CLD Plan for everyone involved in the delivery of community learning and community development in Aberdeenshire. It has been produced by the Aberdeenshire Learning Community Partnership (ALCP) on behalf of the Community Planning Partnership and the Education and Children's Services Committee.

The ALCP is made up of key CLD delivery partners with members from: Aberdeenshire Council – CLD Service and Area Manager representative, Aberdeenshire Drugs & Alcohol Partnership (ADP), Aberdeen Foyer, Aberdeen University, Aberdeenshire Voluntary Action, Federation of Rural Partnerships, HMP Grampian, Linking Education and Disability (Lead Scotland), NHS / Health and Social Care Partnership, North East Scotland College, Robert Gordon University (RGU), Skills Development Scotland, Workers' Educational Association (WEA).

Our first plan was launched in September 2015 and was seen as being… 'an evolving and living document which will be used to help shape and develop the CLD offer in Aberdeenshire, and bring together providers to work ever more effectively in partnership for the benefit of learners… The aim is to focus on some shared Improvement Priorities for the next three years.'

1) Develop an effective CLD Partnership through the Aberdeenshire Learning Communities Partnership and 17 Local Learning Community Partnerships.

2) Collaborate for Positive Learner Transitions.

3) Involve learners and communities in shaping and co-designing services to build resilient communities – from engagement to empowerment.

4) Develop the workforce – joint professional learning and development opportunities for the paid and voluntary CLD workforce.

Partners in the ALCP reviewed progress against the 2015-18 Plan and agreed that the initial improvement priority around forming an effective partnership had progressed significantly with the ALCP now an established group which is functioning well.

The CLD Service has developed Local Learning Community Partnerships (LLCP) across Aberdeenshire, and this will continue to be a service improvement priority rather than a CLD Plan Priority.

This refreshed plan retains three of the original improvement priority headings, with a significant development being that they are now underpinned by a cross-cutting theme around improving mental health and resilience outcomes. This work contributes to the mental health and wellbeing strategic priority in GIRFEC Aberdeenshire's Children's Services Plan (2017-2020). Partners will do this under the three broad headings of Transitions; Community Empowerment and Workforce Development

It was agreed that the fourth priority should be around using data more effectively to measure and monitor CLD outcomes, and that all of the work should be underpinned by the contribution that CLD makes to enhancing mental health and wellbeing and in building individual and community resilience.

How the Plan was developed

The ALCP has always viewed the CLD Plan as reflecting an evolving agenda with regular review and monitoring of both progress and emerging needs. This approach saw the plan being flexible enough to respond to issues such as the arrival of large numbers of Syrian New Scots through the Vulnerable Person Relocation Scheme even though this was not highlighted as a need when the 2015-18 plan was first formulated.

Key ALCP partners have been involved in on-going engagement and consultation with service users and learners using existing mechanisms. The intelligence gathered from this has been augmented by external sources such as the 2017 HMIe evaluation (which involved a wide range of learners and community activists) and external reviews such as that carried out on the Participatory Budgeting process in Aberdeenshire.

The redesign of the CLD Service in Aberdeenshire has seen increased involvement of young people in consultation and decision making groups. Events like Absyap 2017 brought large numbers of young people from across the authority together to discuss the issues which were most important to them and which are now reflected in transition priorities in this plan. Community Youth Platforms and a Youthbank have been rolled out across Aberdeenshire further involving young people in setting priorities and allocating resources. This work has supported delivery of Aberdeenshire's responsibilities in respect to Children's Rights as set out in the Children's Services Plan.

The CLD Service has carried out mini publics with randomly selected people from three communities in Aberdeenshire to explore the concept of social capital and inform the priorities within the Community Empowerment strand of the Plan. This has directly involved over 30 local residents in significant dialogue and deliberation sessions which for most participants was their first involvement in any form of community engagement.

The refreshed Plan was developed by the Aberdeenshire Learning Community Partnership taking account of a wide range of data in two facilitated self-evaluation sessions and a third priority setting workshop. The ALCP gave long consideration as to whether or not a new fourth priority should be around mental health and well-being (in response to needs identified by Local Learning Community Partnerships) but made the decision that this was better viewed as a cross-cutting theme rather than a compartmentalised priority.

This discussion helped to clarify that there was a need for a new fourth priority which will seek to address the challenge of developing indicators to show the CLD contribution across all priorities and against the Local Outcome Improvement Priorities (LOIP) developed by the Community Planning Partnership. It was acknowledged that such indicators could contribute to the development of measures for the recording of unmet need.

The outline plan headings and rationale were presented in a paper at the six Aberdeenshire Council Area Committees, giving councillors the opportunity to shape the Plan and the priorities – with specific suggestions being made around particular transition priorities.

Workshops were also held with delivery partners in Local Learning Community Partnerships who came together in areas to self-evaluate and contribute to the refreshment of the CLD Plan. The terminology used in the Plan around mental health and wellbeing was developed in response to feedback from a third sector mental health partner at one of these sessions – as was the recognition of the breadth of the issue and where there are unmet needs.

Review of the 2015 -18 Plan

The first CLD Plan covered the period from September 2015 - October 2018 and there were four Improvement Priorities outlined in that Plan, namely to

1) Develop an effective CLD Partnership through the Aberdeenshire Learning Communities Partnership and 17 Local Learning Community Partnerships.

2) Collaborate for Positive Learner Transitions.

3) Involve learners and communities in shaping and co-designing services to build resilient communities – from engagement to empowerment.

4) Develop the workforce – joint professional learning and development opportunities for the paid and voluntary CLD workforce.

Priorities 2, 3 and 4 are being rolled over into the refreshed Plan, with further explanation on the rational and focus explained later. The original first priority of forming an effective partnership has been removed from the refreshed Plan as partners feel there has been significant progress made - although a recent HMI inspection did also identify that in Aberdeenshire there was scope to ' refine the partnership and network landscape'

Areas for improvement are most focused on the Local Learning Community Partnerships and these will be addressed by the CLD Service within its core work. The wider discussions around the partnership landscape continues to be a challenge for all in Aberdeenshire. The new governance framework outlined in this Plan seeks to improve linkages and also reporting on the outcomes delivered by CLD partners.

CLD Plan 2015 – 18	Progress
Priority – The Aberdeenshire Learning Community Partnership will produce a rolling three year Plan.	The Plan was produced and has had a mid-term review with additional transition priorities added. Partners are clear that the CLD Plan is a Partnership Plan and not a CLD Service Plan. The Plan is consistent with national adult learning priorities and national outcomes. Partners have begun to improve their use of data in a number of areas. Partners are providing more support for learning within HMP Grampian and have used data to show need and to pool resources. As a result there are more robust processes developed to link learners from HMP Grampian into further education. Data has also been used well within Opportunities for All to drive improvements in destinations and participation. Increased College delivery in council facilities also demonstrates better strategic use of resources. Partners recognise that the ALCP has created a context for partnership working and a focus for developing local responses. Individual partners like Robert Gordon University have been able to pick up on emerging needs as a result of discussions. A good cross-section of providers are involved in different elements such as support to the Syrian New Scots programme which emerged as an unplanned need in year 1 of delivery. Partners have noted Improved workforce development links (RGU and partners for example). There has also been evidence of good collaboration around new initiatives like mini –publics with partners shadowing and co-facilitating.
Outcome – Partners work effectively together to deliver and develop services that meet strategic and local priorities.	

CLD Plan 2015 – 18	Progress
Priority – 17 Local Learning Community Partnerships will produce and review their Improvement Priorities annually. Medium Term Outcome – Partners are becoming better at targeting services to meet local needs (through LLCP Improvement Plan) whilst addressing strategic priorities.	LLCPs are facilitated by Senior CLD Workers in the CLD service. Two facilitated sessions were held with CLD leads in 2017 using Story Dialogue methods to capture evidence of impact and identify areas for improvement. The key insights were that… • Not every LLCP will be the same and they need to take account of other local partnerships. They work best when they are not just meetings but facilitated interactive sessions with a clear focus on learning • Partners will engage more if they feel they are getting something out of taking part and that it is relevant to them and their role/organisation. Partners can be involved in working groups; planning groups; as meeting hosts etc. to increase their sense of ownership .Each LLCP has an annual budget for engagement and CPD which can bring partners together and enhance the partnership working. • Senior CLD Workers are key to facilitating and leading the LLCP's on behalf of the CLD Service and the Service needs to continue to support them and to share good practice. • There is a need to strengthen links and reporting back and forth with the ALCP and to look at options to bring LLCP's together at times to make it easier for partners to engage. The final insight led to a number of geographic self-evaluation sessions being held in May/June 2018 to bringing LLCP partners together in Buchan, Banff and Buchan, Formartine and Kincardine and Mearns to review progress and contribute to the formation of the new CLD Plan. LLCP partners endorsed the refreshed Plan rationale and the need to improve linkages to the ALCP. Specific insights around the underpinning mental health theme were provided by a third sector partner. This recognised the positive aspect of looking at mental health in the broadest sense as well as the limitations of CLD partners at present to open up services to people who experience more barriers to participation.

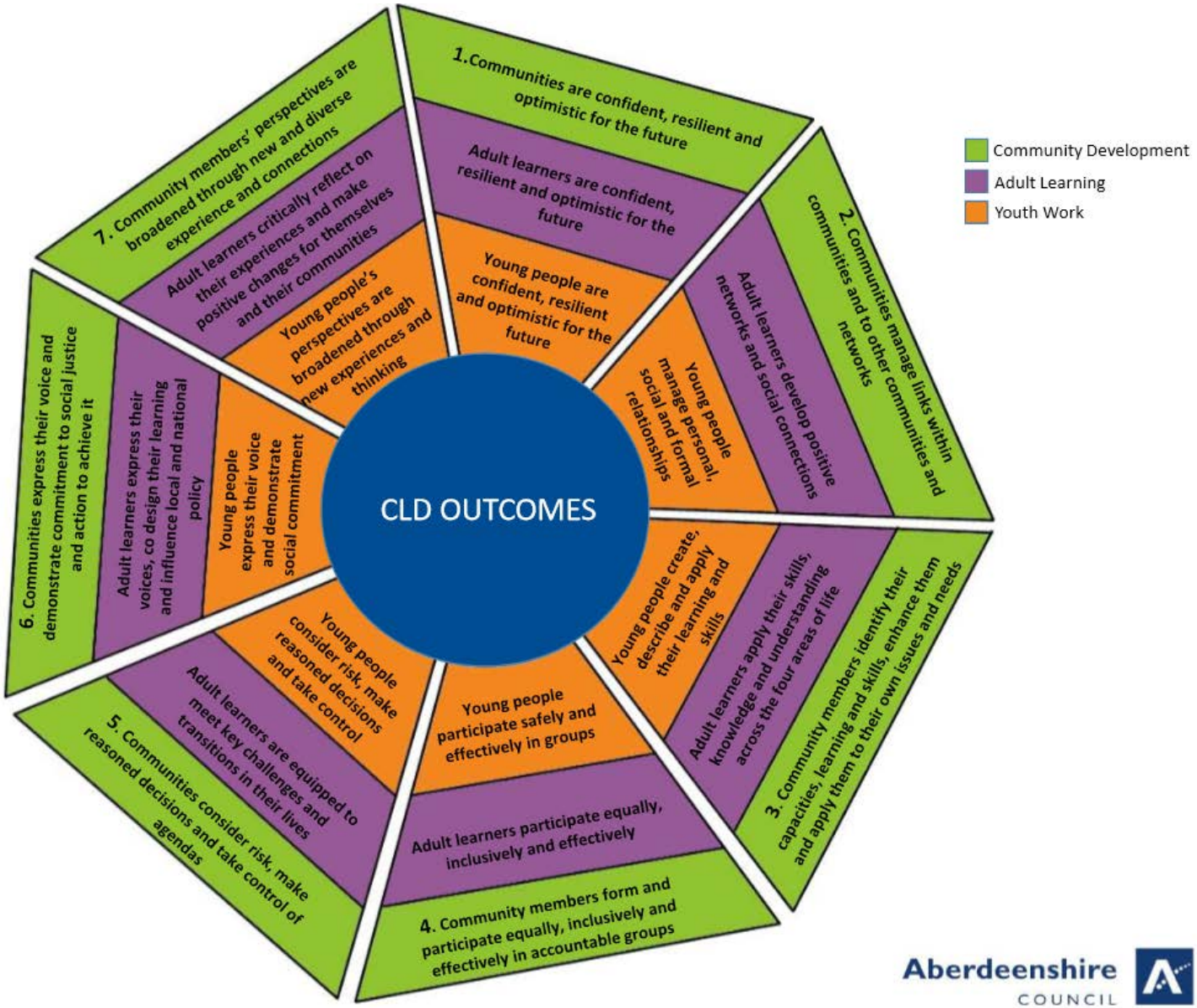
Areas for Improvement (led by CLD Service)

- ALCP should agree some simple measures of impact and improvement that all partners can report on (e.g. the Participation Measure could be used to track all learners in HMP Grampian)
- Need to strengthen links with LLCPs and create appropriate reporting mechanisms – including data sharing around emerging and unmet needs. This will be achieved by involving LLCP Chairs in ALCP meetings twice yearly.
- Further clarity around the role of the ALCP as a partnership within the Community Planning Partnership.
- Partners need to develop a systematic way to involve learners and community groups in our LLCPs and in monitoring and shaping services.

Overview – Community Learning and Development (CLD) Outcomes

Outcomes set through a collaborative focus involving Community Learning and Development Managers Scotland (CLDMS) and key partners

CLD Outcome	Theme	Link to Children's Services Wellbeing Indicators
Outcome 1	Resilience and Optimism	Nurtured, Achieving, Healthy
Outcome 2	Relationships and social capital	Included, Responsible, Respected
Outcome 3	Applied learning	Achieving, Responsible, Nurtured
Outcome 4	Participation and Equity	Safe, Included, Responsible
Outcome 5	Decision Making	Safe, Responsible, Achieving, Active
Outcome 6	Empowerment	Respected, Included, Active
Outcome 7	Reflection and Change	Active, Achieving
The table above captures the themes of the CLD Outcomes and also shows as an example where these also contribute to other key strategies e.g. The Children's Services Plan.		



Aberdeenshire COUNCIL

Priority One – Improving transitions and building resilience

Progress against 2015-18 Priorities

When reviewing progress made against the first CLD Plan, partners were able to identify significant improvements which had been made in a number of transition areas. The table below outlines specific priorities and associated outcomes from the 2015-18 Plan.

Inspection of Community Learning and Development in Aberdeenshire

"partners, including local volunteers, have a 'can do' approach which results in new services and learning opportunities being developed"

27 November 2017

CLD Plan 2015 – 18	Progress
Priority - Key school transitions for young people. (CLD Service) Outcome – Partners work more effectively to engage with more targeted learners.	CLD Service have continued to deliver support for young people in the transition from Primary to Secondary; into senior phase and from school to work /positive destination. The CLD Service and Pupil Equity Funding (PEF) have jointly funded two new CLD posts supporting transition and home/ school links in Fraserburgh and Peterhead – evidence of joint planning and resource sharing.
Priority - Youth transitions into further learning or work to ensure all have a meaningful and appropriate destination. (SDS/Opportunities for All) Medium Term Outcome – Transition outcomes for individual learners are improving	The six month follow up Participation Measure shows improved youth transitions, as do school leaver destinations which continue to exceed the Scottish average. In 2016/17 - Scotland was at 92.9% - and Aberdeenshire 94.4%, (an increase of 0.7% from 2015/16). Next Steps customers supported by Skills Development Scotland who are progressing to learning, training or work and sustaining for 6 months sits at 69% in Aberdeenshire – against 55% across the North East region and 58% against the Scottish average.

CLD Plan 2015 – 18	Progress
Priority - Young adults with learning disabilities and additional support needs moving from child to adult services and further learning or work. (LEAD)	The CLD service continues to coordinate Activity Agreement provision across Aberdeenshire for our vulnerable young people who require additional support into further learning, training and/or employment. The council Employability Team have seen an increase in school and Activity Agreement referrals – as well as continuing delivery of the innovative Project Search in partnership with Aberdeen University which has moved 11 young people with additional support needs/autism into work There is a strong partnership approach with LEAD/Barnardo's Works/Aberdeen Foyer and Social Work providing tailored support. This has also contributed to the Children with a Disability strategic priority in Aberdeenshire's Children's Services Plan (2017-2020)
Medium Term Outcome – Partners deliver individual and collective actions to improve outcomes for local transition priorities	
Priority - Sustaining learning and health support for prisoners on release from HMP Grampian - particularly in Peterhead and Fraserburgh (HMP Grampian).	The Scottish Prison Service noted the improving picture for learners in transition from custody to community – with evidence of improved transitions for female prisoners. The CLD Service is now programming regular core skills support to pre-release prisoners alongside other partners who have developed a new protocol to help sustain learning on liberation.
Long Term Outcome – Preventative services are the norm resulting in less need for crisis interventions..	
Priority - Supporting those facing multiple challenges such as addictions, and poor mental health. (ADAP/Foyer)	The Community Engagement team within the Alcohol and Drugs Partnership (ADP) have continued to support community forums and a growing network of peer recovery groups across Aberdeenshire. Aberdeenshire Voluntary Action (AVA) have developed a new Mental Health and Substance Misuse Forum. Employability opportunities are improving through health and social care Condition Management Service with partners This work contributes to to other strategies such as the Substance Misuse strategic priority in Aberdeenshire's Children's Services Plan (2017-2020)
Long Term Outcomes – Individuals and communities are able to influence and shape the delivery of services.	

CLD Plan 2015 – 18	Progress
Priority - Provision of key skills for inclusion – ESOL, literacy & numeracy core skills, support for parents.(CLD/ NESCOL) Short term outcome – Partners work better together to provide packages of support Medium Term – Partners deliver individual and collective actions to improve outcomes for local transition priorities	ESOL National 2 and 3 Units have been approved by SQA for delivery by the CLD service improving progression tracking, progression to FE, and accreditation for learners. A new programme for ESOL delivery by the current ESOL partnership – a sub group of ALCP – is being developed. New funding arrangements for community based ESOL between ESOL partnership and NESCOL are being progressed. The review of CLD service provision led to development of increased group delivery of Literacy and Numeracy programmes, expanding capacity. CLD staff have also been trained in Strengthening Families, increasing CLD programmes offered to support families – for example the Nurture Programme. The CLD service is the lead for Family Learning Developments in the regional improvement collaborative (the Northern Alliance). Robert Gordons University (RGU) linked into the New Scots Partnership and are developing pathways to higher education for the growing Syrian New Scot community. The Foyer have incorporated financial and welfare advice into employability programmes and services targeted at more socially isolated people.
ALCP Self – evaluation (additional information) Medium Term Outcome – Partners routinely share data and make decisions based on good quality evidence of which interventions lead to positive outcomes.	Partners improving transitions for care experienced young people.- RGU, Aberdeen University, North East Scotland College and Aberdeenshire Council RGU have worked with partners to extend their ‘Access’ programme in Fraserburgh, Peterhead Mintlaw and Banff. North East Scotland College(NESCOL) and Foyer have improved pathways and well- practiced systems are in place Successful partnerships in Fraserburgh (Here for You) and Peterhead (Compass Point) have been set up to address Welfare Reform.

Areas for improvement (ALCP self-evaluation)

The overall drive behind this priority is that preventative services delivered in partnership are the norm in Aberdeenshire and result in less need for crisis interventions. Partners identified a number of challenges and areas for improvement which are:

- How do we track and evidence what is happening with transitions overall?
- Do we know if transitions are 'smooth' for all – where is it not working and how can this be improved through the LLCPs?
- When learners are first in HMP Grampian there is little or no information shared amongst partners – could this be done earlier?
- An increasing number of young people are leaving school with mental health challenges from low level anxiety to depression – this factor has a major impact on transition.
- The Syrian New Scots Partnership identify the importance of English for Speakers of Other Languages (ESOL) as a key component in supporting people into paid employment
- Elected members identified specific life stages where they felt it was important to identify where partners could work together to…
  - Improve transitions in early intervention and support for families
  - Improve outcomes for young people leaving care
  - Increase support to women who want to return to learning or work.
- ALCP sub group to develop Aberdeenshire Literacies Strategy

How this is reflected in the Partnership CLD Plan

Examples of typical transition areas are acknowledged within the refreshed transitions assumptions.

The issues relating to mental health are captured within the new cross-cutting theme. The new improvement priority around using data more effectively to demonstrate impact will help to measure and capture the impact of work which improves mental health. It will also seek to show how CLD partners contribute to other plans such as The Children's Services Plan and the LOIP.

LOGIC MODEL – PRIORITY 1 Positive Transitions and Building Resilience

The need	Inputs	Outputs	Outcomes		
			Short term	Medium term	Long term
ALCP has set out a number of core transitions. LLCPs are charged to look at these transitions in their locality context and agree which ones are a local priority.	All LLCP's to carry out an annual SWOT analysis/self-evaluation of key transition stages. Partners to identify where they can improve against any transitions and identify two as local priorities.	Annual needs analysis/self-evaluation of current local transitions. Delivery of improvement plan against up to two local transition priorities. Participants Partners in LLCPs. Learners/ service users – to be involved through local co-design and evaluation. CLD Service developing Learner Voice platform.	Partners are able to quantify how effective key transitions are being delivered locally – these are reported back to the ALCP as per reporting template. LLCP Partners work together to implement a simple improvement plan against a key transition.	Partners are able to quantify progress made against key transitions and to evidence how things have improved for learners. Partners are routinely sharing data and making decisions based on good quality evidence of which interventions lead to positive outcomes.	Most individuals experience positive transition impacts and are healthier, happier and more resilient Individuals and communities are able to influence and shape the development and delivery of services. Preventative services delivered in partnership are the norm in Aberdeenshire resulting in less need for crisis interventions.

The Assumptions

The LLCP is the mechanism which brings delivery partners together. The partners produce and share profile information and as part of this process will be able to identify any transition areas that they feel need to be prioritised. Partners will take account of and seek not to duplicate priorities already being worked on through other strategic groupings and initiatives

Typical CLD Transition Examples

Young People – primary to secondary transition; moving to senior phase; from school to positive destination. Increased awareness of CLD contribution supporting young people leaving care.

Adult Learning –core skills and literacies, ESOL provision; targeted interventions (e.g. CLD service STEPS programme; partnership delivery and aftercare with Scottish Prison Service ; women returning to work or further learning)

Family Learning – Enabling parents to support their children's learning, strengthen family resilience and developing intergenerational learning.

Employability -Supporting core skills development and resilience to increase employability, particularly in the context of welfare reform, SQA Employability, contributing to Activity Agreements".

Links to Key Policy and Strategy Documents

www.girfec-aberdeenshire.org/who-we-are/

Aberdeenshire's Children's Services Plan (2017-2020)

Links to CLD National Outcomes

Resilience and Optimism; Relationships and Social Capital; Applied Learning; Participation and Equity; Decision Making; Reflection and Change

Priority 2 – Community Engagement to Empowerment – (supporting communities to be strong, resilient and inclusive, particularly in our most disadvantaged communities).

Progress against 2015-18 Plan Priorities

CLD Plan 2015 – 18	Progress
Priority - ALCP to develop CPD around creative community engagement and the Community Empowerment Bill. Medium term Outcome – There is wider representation in decision making through better engagement	The North Alliance and Aberdeenshire CPP funded a two day Dialogue and Deliberation training session attended by third sector and public sector staff. This has led to the development of a number of new community engagement activities using the mini-public approach. A range of methods are being used with the Place Standard delivered in over 30 locations and different approaches to Participatory Budgeting (PB) Third sector partners have taken a lead role in delivering conferences and events relating to the Community Empowerment Act – the most recent being an event on Participation Requests hosted by AVA (May 18) and a rural conference in Marr hosted by the Marr Area Partnership.(March 18).
Priority - Tap into existing community forums to enhance their governance and user involvement. Medium Term Outcome – Increased evidence of learner and community voices influencing policy and delivery.	There has been significant development in the community engagement strand of the Aberdeenshire Drugs and Alcohol Partnership (ADP). The three ADP Forums have continued to evolve to become more member led and there has been a growth in the number of peer led recovery groups. Aberdeenshire Voluntary Action (AVA) have developed four thematic forums to bring third sector organisations together and to widen the range of delegates able to represent the sector in strategic discussions. The realigned CLD Service has made significant improvements to the Youth Voice strand in 2018 with a range of new Youth Platforms developed and a revitalised Aberdeenshire Youth Forum. These groups are involving a wider range of young people and exploring issues such as mental health and LGBTI support. Funding decisions are now being made in the Aberdeenshire Youth Bank; a shadow youth management team are meeting regularly with the Chief Executive ad Senior Management Team of Aberdeenshire Council.

CLD Plan 2015 – 18	Progress
Priority - One LLCP to pool partner resources for a pilot Participatory Budgeting exercise. Medium Term Outcome – The PB model is used more widely across Aberdeenshire Longer Term Outcome More financial decision making by empowered communities.	CLD partners were heavily involved in the development of the Your Choice Your Voice PB process which was piloted in 2016 and then rolled out across Aberdeenshire in 2017. Over 400k has been allocated through this process. Digital voting was introduced to the PB process in 2017 significantly increasing participation levels. HMP Grampian were involved in the PB activity in Peterhead - a very positive development for a community prison, and one in which the prison noted the highest level of participation in any form of engagement. The Marr Area Partnership piloted a mini-public PB process summer 2017 – this was well evaluated in an external review. The Aberdeenshire Drugs and Alcohol Partnership (ADP) continues to devolve funding to community led forums to distribute.
Priority - Each LLCP to facilitate annual learner engagement event. Short Term Outcome – Learner and volunteer engagement visibly celebrated through LLCP.	Celebration events have been held in half of the LLCPs – the lead in time in forming some of the groups has been longer than anticipated affecting event planning. The events which have happened such as the one held by Ellon LLCP were designed as participatory events which captured the impact of the myriad of learners and volunteers involved in CLD delivery.
Priority - AVA developing i) Volunteering Strategy ii) Work to better co-ordinate third sector intermediaries iii) New annual conference for third sector organisations. Long Term Outcome – Strong community organisations are able to influence and directly deliver services.	Aberdeenshire Voluntary Acton (AVA) have co-designed a new resource for reference and guidance in volunteering issues and matters. The final draft is due for circulation in September 2018. The third sector interface in Aberdeenshire (AVA) is involved in, and contributes to, a wide range of partnerships, forums and fora across Aberdeenshire. The Third Sector Strategy Group (TSSG) which brings together the local authority, AVA and the six local rural partnerships is now well established and led and facilitated by third sector partners. AVA Annual Conferences are now well established as a highlight in the local third sector year providing a space to showcase and offer opportunities for learning and development CPD.

CLD Plan 2015 – 18	Progress
Priority - Partners adopting an assets approach and aiming towards a model with strong civic group able to draw on empowered and informed delegates in decision making settings.	AVA in their role as the third sector intermediary organisation in Aberdeenshire have developed four thematic forums to bring third sector partners together – and from which delegates can be identified to contribute within decision making spaces around their areas of expertise. The realigned CLD service has been developing a whole strand of work under the Youth Voice banner with a comprehensive network of Youth Platforms across Aberdeenshire. The CEO of Aberdeenshire Council has also developed a Youth Shadow Management Team to inform the council Senior Management Team (Director level).
Medium Term Outcome – Increased evidence of learner and community voices influencing policy and delivery.	This work has also been key in developing and supporting a youth participation framework for Children's Service Planning Partners Linking Education and Disability (LEAD) notice increased opportunities for learners to engage with both local and strategic groups.

Areas for Improvement (ALCP Self Evaluation)

- ALCP should seek to develop a better picture of the levels of community engagement and involvement across Aberdeenshire and begin to develop social capital indicators to measure and track this.
- Linkages should be made to the Workforce Development strand in relation to the emerging Community Empowerment agenda and the potential of digital engagement.
- Partners to develop mechanisms for learner involvement in shaping CLD delivery

How this is reflected in the Partnership CLD Plan

The attached logic model shows how the ALCP will make better use of council and other data to assess the range of activity across Aberdeenshire. CPD is referenced here and also features in Priority 3 around Workforce Development.

Inspection of Community Learning and Development in Aberdeenshire

"Partners have a shared sense of purpose around the three Local Outcome Improvement Plan priorities of tackling child poverty, health inequalities relating to alcohol and building connected and cohesive communities"

27 November 2017

LOGIC MODEL – PRIORITY 2 Community Engagement to Empowerment

The need	Inputs	Outputs	Outcomes		
			Short term	Medium term	Long term
Partners wish to improve the quality of community engagement in Aberdeenshire and to develop evidence around levels of social capital. We want to strengthen the voice and influence of less connected communities in Aberdeenshire. We want to enhance support to community groups and learners as individual organisations and as a partnership. Involving people as active citizens and widening involvement in local decision making all contribute to enhancing democracy.	This agenda is progressed through initiatives such as the LLCP's, Third Sector Strategy Group; the council Community Engagement Working Group and through the Federation of Rural Partnerships. There are a range of thematic engagement spaces like Youth Platforms, ADP and AVA Forums The realigned CLD service now has a Community Development team. Staff in this team are leading key strands of community engagement work – e.g. with the Drugs and Alcohol Partnership and building capacity within the Syrian New Scots community.	CLD Service to develop and pilot social capital profiling tool in 6 communities (year 1). ALCP to access and analyse data on Community Asset Transfer (CAT) and Participation Requests across Aberdeenshire. CPD (Priority 3) to enhance community engagement. **Participants** • Strategic and Local Learning Partnership members. • Third Sector Strategy group • Community Engagement Group • Rural Partnerships • AVA • Local Community Planning Groups • ADP and Youth Voice Forums.	Baseline social capital indicators are developed in Aberdeenshire (CLD Service). Partners can identify trends and gaps in relation to expressions of interest linked to the Community Empowerment Act. CPD programme increases the confidence of the CLD workforce.	Communities co-design services and groups to enhance local social capital. Additional capacity building around the scope of the Community Empowerment Act is delivered – particularly in targeted communities Community engagements are improved as a result of CLD workers being upskilled.	Social Capital benchmarks show improvements after CLD interventions. Increase in new communities developing assets and co-designing services across Aberdeenshire. Stronger community organisations are able to influence policy and and/or directly deliver services.

The Assumptions

ALCP partners have recognised that there is need to improve co-ordination and sharing of outputs from community engagement in Aberdeenshire.

It is a given now that community involvement is crucial to improve outcomes and the focus now needs to be on the quality of engagement.

This strand of work directly contributes to the LOIP priorities in relation to Improving our Relationship with Alcohol and Connected and Cohesive Communities and strategic priorities of Aberdeenshire's Children's Services Plan (in particular Children with a Disability), Corporate Parenting, Mental Health & Wellbeing, and Substance Misuse).

Aberdeenshire has many well organised communities which are well supported by a range of partner organisations, and this will continue. However, partners are also aware of the need to prioritise work with our less empowered communities, and to build awareness and capacity to respond to the opportunities within the Community Empowerment Act.

Third sector partners have a continued commitment to supporting community groups and organisations and in creating authentic spaces to network and build social capital.

Links to Key Policy and Strategy Documents

Links to Key Policy and Strategy Documents

The Guidance To Community Planning Partnerships On The Community Empowerment (Scotland) Act 2015

New Scots Integration Strategy

National Outcomes for Scotland – Draft National Indicators

Aberdeenshire Local Outcomes Improvement Plan (2017-27)

Links to CLD National Outcomes

Empowerment; Resilience and Optimism; Relationships and Social Capital; Applied Learning; Participation and Equity; Decision Making; Reflection and Change.

Priority 3 – Workforce Development – (Aberdeenshire is recognised as a quality investor in developing the CLD workforce).

Progress against 2015-18 Plan Priorities

CLD Plan 2015 – 18	Progress
Priority - One CPD session per year for partners in Local Learning Community Partnerships Short Term Outcome – Partners have a clearer understanding of professional learning and development needs and provision.	Access to CPD at Local Learning Community Partnership level has increased with for example Fraserburgh LLCP undertaking a very successful Speed Networking event involving 32 partner representatives, Ellon LLCP delivering a celebration of learning event and partners in Stonehaven, Portlethen and Mearns LLCP's coming together for a creative self-evaluation exercise focussing on improvement. A small amount of funding continues to be made available to support these initiatives across Aberdeenshire LLCP's. CPD connections across authorities continue through the annual North Alliance CLD Conference in 2017 which attracted delegates from across partner organisations in Aberdeenshire reflecting year on year participation in this valued event Membership of the CLD Standards Council in Aberdeenshire has grown by 29% from 67 in 2016 to 87 in June 2018. Access to online learning through i develop is steadily increasing also. Increasing CLD Standards Council membership remains a goal and at joint Aberdeen City/Shire consultation events in 2017 over 50 members attended from a range of organisations.
Priority – Launch of first Aberdeenshire CPD Programme in 2016 Medium Term Outcome – Increased evidence of learner and community voices influencing policy and delivery.	Over 100 CLD staff took part in an 18 month Assessment for Learning Programme through the Tapestry Partnership which concluded in March 2017. The learning directly informed the performance of workers as evidenced in in the 2017 Education Scotland inspection where assessment and learning was highlighted as very good. The Professional Development Award in Youth Work is currently being piloted with 5 Aberdeenshire participants and will deliver 20 more places in this financial year to support a clear career route in Youth Work. All CLD partners have access to a website site hosted by the CLD service which has direct links to policy information, a Coffee Break CPD platform and reports from partner organisations. Following the 2017 ALCP self-evaluation a working group has been formed to focus more on Workforce Development .The core working group member organisations of NESCOL, Aberdeenshire CLD and AVA are focussing on creating greater coherence to what opportunities currently exist and to building improved and increased access with attention to progression routes for those interested in working in this field. A mapping exercise is now underway and the recently published National Workforce Development Plan for CLD will also drive the work of this group. The potential for the current University of Aberdeen CLD Partnership Group to be built in to the ALCP Working Group is being explored.

CLD Plan 2015 – 18	Progress
Priority – Increase in use of students in CLD Activity across Aberdeenshire. Medium Term Outcome Evidence of increased involvement of students in CLD settings	Through the Robert Gordon University Talent Exchange students were successfully placed with Aberdeenshire Voluntary Action and Aberdeenshire Drug and Alcohol Partnership – however the wider development of this approach across the third sector did not progress as envisaged. CLD Career Progression has long been a focus for the University of Aberdeen CLD Partnership. The Post Graduate Diploma in CLD is regarded as a high quality learning route by the accrediting body and in recent years students from a wide range of partner organisations have qualified. Opportunities for qualified CLD staff in Aberdeenshire to mentor Post Graduate students have been valued by those involved and welcomed by their organisations. The learning experience for both mentor and mentee is clearly identifiable through University records. Staff in the CLD Service access the 35 hours of CLD Standards Council recommended Professional Learning. They network effectively at national level and more locally. Staff taking part in Participatory Budgeting, linking nationally to networks for this and then delivering on the ground is a good example of learning enhancing impact.
Additional feedback from ALCP self-evaluation Medium Term Outcome Joint CPD activity is becoming embedded across Aberdeenshire.	The council online learning system (ALDO) has been available to partners increasing access to a wide range of learning opportunities. The AVA Training Calendar is also accessible to all partners. In the past 3 years 721 participations in 136 AVA programmes have been recorded. Skills Development Scotland has collaborated with a wide range of partners – particularly around the Developing the Young Workforce agenda. There has been input at teacher in-service days and CPD with teaching and guidance staff on Career Management Skills .The most recent multi-stakeholder event was a ‘Future of Work’ seminar. Partners such as the The CLD Service contributes to development and delivery of Aberdeenshire’s GIRFEC Learning and Development modules Dialogue and Deliberation training funded by the North Alliance has had a clear impact on practice on the ground and has been the catalyst for the development of the mini-public approach in Aberdeenshire. Third sector partners have taken the lead CPD in relation to the Community Empowerment Act. Sessions have included input from partners such as the CLD Service, national bodies like SCDC and the Scottish Government.

CLD Plan 2015 – 18	Progress
Priority - Partners adopting an assets approach and aiming towards a model with strong civic group able to draw on empowered and informed delegates in decision making settings.	AVA in their role as the third sector intermediary organisation in Aberdeenshire have developed four thematic forums to bring third sector partners together – and from which delegates can be identified to contribute within decision making spaces around their areas of expertise. The realigned CLD service has been developing a whole strand of work under the Youth Voice banner with a comprehensive network of Youth Platforms across Aberdeenshire. The CEO of Aberdeenshire Council has also developed a Youth Shadow Management Team to inform the council Senior Management Team (Director level).
Medium Term Outcome – Increased evidence of learner and community voices influencing policy and delivery.	This work has supported a coherent approach to youth participation across wider Children's Services Planning partners Linking Education and Disability (LEAD) notice increased opportunities for learners to engage with both local and strategic groups.

Areas for Improvement (ALCP self-evaluation)

- There is lots of workforce development happening but we still need to pull that together into a Plan. Each partner round the table should contribute at least two training inputs that could be included in a core CPD Plan.
- Work should be developed to look at career pathways in CLD across Aberdeenshire – from entry level volunteers through to professionally qualified staff.

The 2017 Aberdeenshire CLD Inspection noted that 'There is scope to increase the co-ordination of training and other workforce development opportunities to enable all Practitioners to benefit'.

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How this is reflected in the Partnership CLD Plan

- Using the ALCP Workforce Development Priority Group - Improve coherence of existing CLD workforce opportunities and map needs against the National Workforce Plan and organisational knowledge. Particularly make the connections to the developing Regional Improvement Collaborative – the Northern Alliance.
- Increase learning opportunities by each ALCP partner delivering 2 new CLD learning opportunities in each year of the plan.
- Strengthen career pathways at all levels by working in partnership – from grass roots voluntary involvement to professional degree gateways.
- Ensure clear links between the priorities of the ALCP and the Workforce Development activity on the ground in LLCP's

LOGIC MODEL - PRIORITY 3 Workforce Development

The need	Inputs	Outputs	Outcomes Short term	Medium term	Long term
There is an opportunity for the ALCP to better co-ordinate the delivery of CPD to widen access and maximise resources. There are a wide range of skills across the Partnership which could be made better use of for co-design and co-production The National CLD Workforce Development Plan has been published and the National CLD Workforce study will continue the process to map and prioritise CPD needs.	Local Learning Community Partnerships - have CPD embedded within their annual cycle. ALCP Workforce Development Working Group are taking a clear focus on Priority 3 Partners agree to contribute to joint CPD and sharing learning	One CPD session per year for partners in LLC Partnerships. 2 new learning opportunities co-produced across ALCP each year Improved access to information on Workforce Development opportunities across the partnership **Participants** • LLC Partnership members. • CLD workforce including volunteers • Universities/ College and students	Clearer understanding of professional learning and development needs and provision. Partners jointly plan, develop and deliver learning opportunities for staff and volunteers. Increased confidence at ALCP level of the range and standard of CLD learning opportunities. Improvement emerging in line with HMIe inspection findings Nov 2017	Joint CPD delivery is becoming embedded across Aberdeenshire. Clearer and improved career pathways for CLD are beginning to emerge Partnership begins process of achieving Standards Council Mark for CPD programme delivery.	Aberdeenshire is recognised as a quality investor in developing the CLD workforce. CLD competencies pathway exists in Aberdeenshire from introductory to post-graduate level. Access to Workforce Development information is easily accessible across the partnership

The Assumptions

The CLD workforce includes both paid staff and volunteers. The Standards Council recommended 35 hours annually of professional learning is understood as a standard set.

Developing the people who deliver CLD is a key priority nationally with the CLD Standards Council and within the Strategic Guidance. There are already good examples in Aberdeenshire with initiatives such as AVA Training, partner co-delivery of GIRFEC training modules North Alliance; the emerging Regional Improvement Collaborative for Education and the CLD University Partnership.

Links to Key Policy and Strategy Documents

CLD Standards Council Competences Framework

CLD Standards Council Professional Development Strategy

Workforce Development Plan – Growing the Learning Culture.

2018 CLD Workforce Survey

Northern Alliance Regional Collaborative – CLD Workstream

Priority 4 – Using data more effectively (tracking CLD outcomes and demonstrating impact across a range of strategic priorities)

Why this has been identified as a priority?

As noted earlier, partners had a long discussion as to whether or not to include positive mental health and well-being as a stand-alone CLD priority and chose to make it an underpinning theme. This is consistent with the approach outlined in Good Mental Health for All which notes that 'Inter-sectoral links are key to improving mental health. Mental health is everyone's business and should be visible across all policy'.

The Integration Joint Board (IJB) are in the process of developing a new Mental Health Strategy for Aberdeenshire and this will clearly become the overarching framework. The challenge for CLD Partners is to demonstrate how the outcomes of CLD work also contribute to the wider mental health and other key policy areas such as the Mental Health and Wellbeing priority in Aberdeenshire's Children's Services Plan, and support CLD delivery of the GIRFEC Mental Health and Wellbeing strategy hence this fourth priority around using data more effectively.

Partners in the ALCP have been aware of the need to improve monitoring and reporting and to develop better links with the 16 LLCPs in Aberdeenshire. The enhanced monitoring of progress against the plan priorities will lead to the ALCP having better strategic oversight and an earlier awareness of emerging issues identified in localities.

How this is reflected in the Partnership CLD Plan.

In order to improve this connectedness the ALCP will explore different mechanisms to link in with the local partnerships. In year one of the plan partners will pilot a new approach by extending every second ALCP meeting to include a workshop session with delegates from each LLCP. In order to facilitate this the ALCP will develop a proportionate reporting framework and then use this to create a space for discussion with LLCPs around the interpretation of plan priorities in different localities.

The aim of improving reporting on outcomes is not unique to Aberdeenshire – for example the Regional Improvement Collaborative the Northern Alliance has a development focus on performance and data sharing. Education Scotland carried out its own Aspects Review of the first round of CLD Plans across Scotland and one of their key improvement recommendations was to ' ensure that regular progress reports are produced by CLD partners to demonstrate progress against specific and measureable objectives'.

Partners in Aberdeenshire have also benefitted from a strategic CLD inspection from HMIe which reported in November 2017. One of the two areas for improvement noted was to… 'Make better use of performance data and learner self-evaluation to inform improvement planning.'

One useful component in the HMIe process is the concept of 'professional dialogue' where partners and inspectors can discuss tricky issues. When discussing data and impact a key message that was heard was that data collection has to be proportionate and where possible indicators should able to evidence more than one thing. Partners also need to get better at sharing data they already collect, so for example making better use of data sharing with other key groups like the the Children's Services Planning Data, Planning, and Intelligence Group.

Improving the joint identification, gathering and analysis of key intelligence would enable partners to more efficiently assess need and measure progress.

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LOGIC MODEL – PRIORITY 4 Using Data more effectively

The need	Inputs	Outputs	Outcomes		
			Short term	Medium term	Long term
ALCP partners and elected members wish to improve monitoring and reporting. Education Scotland have also identified this in Aspects Review and 2017 Aberdeenshire HMIe inspection. Aim to develop proxy indicators across priorities.	4 ALCP meetings annually – 2 to include LLCP inputs. CLD Service to provide facilitation and secretariat.	Development of LLCP Reporting Framework 6 monthly monitoring information published Mid-term review of CLD Plan in March 2020 **Participants** • ALCP • LLCP Chairs • Learners/ service users - to be involved through local co-design and evaluation.	There is consistent reporting back on progress against Plan priorities from all LLCPs. Partners share data regularly and appropriately. Partners are able to identify outcomes which can serve as proxy indicators against other plans and priorities	Partners can better identify trends and recognise unmet needs and emerging priorities CLD data sharing is improved across a range of CPP and council priorities. Proxy indicators better demonstrate CLD impact against a range of priorities	Partners are able to use evidence to adapt services to meet priorities. The impact of CLD practice is recognised and evidenced across policy areas Indicators are fit for purpose and understood by CLD staff and stakeholders.

The Assumptions

Partners recognise the need to develop simple Outcome Indicators to accompany each logic model. These need to be in a format which is meaningful and proportionate. The aim is to simplify data collection and develop CLD outcomes which can also be used as proxy indicators for other plans and priorities, ALCP will form a working group to progress this.

Learner and community voice remains a key element of inclusive CLD Practice and individual partners have their own systems in place to do this. However, there is still a need for partners to find a way to involve learners and communities in the continued development of CLD in Aberdeenshire. Improving democracy and involving citizens remains a cornerstone of CLD Practice.

This strand is also picked up in the new Aberdeenshire Community Engagement policy guidance which will measure quality of engagement against the National Standards for Community Engagement.

This priority has not been linked to the CLD Outcomes but is placed in the context of the Revised Guidance Notes

Links to Key Policy and Strategy Documents

Revised Guidance Note on CLD Planning 2018-21 (Education Scotland)

National Outcomes for Scotland – Draft National Indicators

Inspection of Community Learning and Development in Aberdeenshire (2017)

Guidance on Part 1: Duties of Public Authorities in Relation to the United Nations Convention on the Rights of the Child (UNCRC)

Identification of unmet needs

It is unsurprising in a time of change and wider political uncertainty that not all needs and wants can be met by CLD providers. The Revised Guidance Note on Community Learning and Development Planning (2018-21) acknowledges this and notes that:

'The identification of unmet need is not a deficit but rather an understanding that there continue to be needs within communities and that a collective approach will be required to address them over the 3 year period'.

The Guidance also makes links to other key policy developments such as the Community Empowerment Act which emphasises that when deciding how to utilise resources

'Community Planning Partners should seek to maximise the impact of community learning and development by focusing activity on the most disadvantaged communities'.

The decisions on which interventions are most effective and at which stage support is most required are not binary choices. It should be recognised that there are a wide range of CLD delivery partners in Aberdeenshire - some neighbourhood and locality focused; others working with communities of interest; some working with all and others focusing on targeted individuals.

Over the next three years the ALCP will continue to monitor and respond as best it can to evidence unmet CLD need. Some of the factors influencing this are things like service re-designs; wider social / political issues; changes in funding for delivery partners and the geographic challenges of working in a rural local authority

Service Re-design

- Youth Work - it is recognised that there are benefits from wider access to informal groups and clubs alongside the more targeted youth work which is the focus of local authority CLD Services. Aberdeenshire Council have been able to provide some additional funding for augmented youth work delivery by third sector partners and community groups in 2017/18. but it is unclear at this stage whether this will be available in the longer term.
- Aberdeenshire Public Health Team - one of the key issues identified in a service re-design is limited staff capacity to work with partners at a locality level to support them in the practical delivery of action to address health improvement priorities. This can make it difficult to commit to all of the relevant partnership groupings such as Local Learning Community Partnerships but the aim is to create additional Band 4 Community Health Improvement Officer posts to fill this gap.
- LEAD Scotland have noted that disabled people and carers continue to experience multiple barriers to learning which contribute to social exclusion, poor engagement in community life, incomplete engagement in local democratic processes and inability to engage in digital life. LEAD identify the changed benefits system, the broad financial environment and the reduced focus on "adult learning" as a national policy term relative to skills/attainment gaps, social isolation, STEM, digital skills, employability and mental health and wellbeing as contributing factors in creating a more challenging environment for service users to navigate when seeking learning support. LEAD have seen increased demand and waiting lists in all regions including Aberdeenshire and as a result have secured funding for two additional posts - but recognise that there will continue to be a significant challenge for both resource and delivery in the medium term.

Socio economic

- The adverse impact of welfare reform and the strength of the wider economy are factors which impact on a wide range of service - with a growing body of evidence and data on how these issues impact on health and wellbeing outcomes. The political uncertainty around Brexit and how that will impact on communities in the next three years is still largely unknown and will undoubtedly create new demands for CLD partners in Aberdeenshire to respond to.

Mental Health and Wellbeing

- In Aberdeenshire a new Mental Health and Well-being Strategy is currently being developed by the Mental Health Strategic Outcomes Group. Their strategy will be the overarching framework for mental health and well-being in Aberdeenshire.
- The Children's Services Plan also has a clear focus on mental health and well-being which CLD partners contribute to.
- Nationally, the Public Health Priorities for Scotland has envisaged 'A Scotland where we have good mental health and wellbeing'. That strategy refers to the trend in 'developing preventative service responses that focus on early intervention – such as wellbeing services and peer support networks, providing access to the creative arts, environmental projects, employment and training opportunities – all of which support people to build their personal resilience and social networks.
- The new underpinning theme around Mental Health and Well-being in the Aberdeenshire CLD Plan is intended as a positive development which recognises (and seeks to quantify) the role that CLD providers can play in improving mental health and in widening peoples social networks.
- The same principles underpin the thinking in relation to the LOIP priority around improving people's relationship with alcohol. There has been a 300% increase in Aberdeenshire drug related deaths since 2014 and a doubling between 2016 and 17. Alcohol related deaths have nearly doubled since 2010. One way to counter this trend is to encourage and support vulnerable and marginalised community members affected by alcohol and other drugs to grow their social networks and engage in community activities.
- The refreshed CLD Plan has a new linked priority around using data more effectively-with one of its aims being to explore how partners can collect proxy indicators that show the CLD contribution to promoting mental health and wellbeing.
- The current Aberdeenshire GIRFEC Mental Health and Wellbeing Strategy differentiates levels of support with regard to mental health within a four tier model

i) Tier 1 = population level mental health including third sector and e health

ii) Tier 2 = community mental health at a primary care level

iii) Tier 3 = specialist community mental health services

iv) Tier 4 = highly specialist mental health services e.g. psychiatric inpatients

- It is acknowledged that recovery is not a linear process, but the tier model does help in locating where the bulk of CLD partners are likely to be contributing to promoting mental health and well-being - mostly within Tier1. Many CLD inputs will be addressing lower level mental health conditions whilst meeting other CLD outcomes such as improving employability or supporting a particular transition.
- At the other end of the spectrum, specialist mental health partners like Pillar Kincardine support those in recovery from or living with more severe and enduring mental health conditions -regularly working with clients who have been referred following hospital admission or who are seeking to avoid re-admission.
- Funding for more acute mental health support is not linked to the CLD service in the council or with ALCP partners but there is a recognition that there is a need for different types of support, including specialist support services.
- The driver for CLD work is in addressing inequality and removing barriers to participation which presents challenges in a time of diminishing resources. It is impossible to predict how the mental health and recovery support landscape will look in the years ahead but what does need to remain is a commitment from CLD partners to continue to work to improve access to inclusive services and local groups which widen social connections.

ADP Recovery Groups

- There has been a significant growth in recovery groups and conversation café's in Aberdeenshire, many of which have grown out of the ADP Alcohol and Drugs Forum. Peer recovery is recognised as a highly effective method and one which has therefore been actively supported. However, as the number of peer support groups grow it is not possible for ADP Community Engagement Officers to provide direct support to all of them.

- There is an emerging need around finding a sustainable model which will support people in their peer-recovery roles and also ensure that community members who are taking part do so in a safe recovery focused environment. 'As noted by a partner organisation 'Peer support is more than getting together and talking about your illness, it is offering practical and emotional support through the varying stages of recovery. It is absolutely vital that those in authority listen to those with lived experience and act upon their model of effective peer support'.

- The challenge identified in relation to access to CLD services for people with poorer mental health is clearly replicated for people seeking to recover from drugs and alcohol addiction. When looking at Community Engagement partners are aware that there is a need not to view this just in the context of engagement with people in recovery alone but also seeking to remove barriers in order to widen access to services, groups and programmes for people in recovery.

Appendix 1 - CLD Providers Snapshot

There are a wide range of providers of CLD services across Aberdeenshire – some of the biggest are summarised here

Category	CLD Provider	Summary
Aberdeenshire Council	Aberdeenshire CLD Service Sport and Culture Business Unit Economic Development	The CLD Service is the biggest dedicated organisation. A fuller summary is provided later. In house delivery of new 10 year (2018-2028) sport and culture strategies. Provide financial support to Local Rural Partnerships and employ staff working in Regeneration.
Aberdeenshire Community Planning Partnership.	Local Community Planning officers	There are two dedicated Council and Partnership analysts providing high quality profile information and data. 6 Community Planning Officer posts exist across Aberdeenshire (one per admin area) supporting Local Community Planning Group. These are managed through Area Managers who also have access to Project Officers engaged in CCB work.
Third Sector Interface –	Aberdeenshire Voluntary Action AVA Training Social Enterprise Network • Community Justice Forum • Health and Social Care Forum • Children and Families Forum • Mental Health and Substance Misuse Forum	AVA have a team of Development Officers supporting third sector organisations around governance and funding etc. They also employ the co-ordinator of Compass Point a partnership one stop-shop in Peterhead delivering advice services. AVA employ 6 Community Health In Partnership (CHIP) officers to link third sector partners into health and social care There is also a Dementia Friendly awareness team working across Aberdeenshire to develop community wide solutions to improve the quality of life of people living with dementia. A dedicated Development Worker leads the Children and Families agenda including work with partners and supporting the Forum.
Local Rural Partnership Federation	Banffshire Partnership Buchan Development Partnership Formartine Partnership Garioch Partnership Marr Area Partnership Kincardine Development Partnership	Strong membership organisations with a focus on capacity building– including community group and organisations and social enterprises. They have taken a lead in delivering third sector training relating to the Community Empowerment Act.
Development Trusts and community anchor organisations	Fraserburgh Development Trust Huntly & District Development Trust Birse Community Trust Banchory Development Initiative Royal Deeside Partnership Mearns Area Partnership Udny Community Trust Boyndie Trust Belhelvie Community Trust	More developed groups delivering services and developing/sustaining/growing trading activities. Groups such as HDDT and Udny Community Development Trust have developed income streams from renewable energy sources which fund both core costs and wider community development (for the next 15-20 years).

Category	CLD Provider	Summary
Aberdeenshire Health and Social Care Partnership	The Partnership provides CL&D opportunities through direct services , through Commissioned services and grant funding and through public involvement in service improvement	Public health co-ordinators and community health improvement assistants building community capacity for improved health
Alcohol and Drugs Partnership	North ADP Forum Central ADP Forum South ADP Forum	Three community forums supported by 3 half-time CLD service posts and one Senior CLD Worker. Development budget allocated to each Forum- all of which have majority community members. The groups have funded a significant number of new Recovery Groups which are developing across Aberdeenshire.
Mental Health and Wellbeing	Pillar Kincardine	Pillar is a small voluntary organisation based in Stonehaven supporting people in and around Kincardine and the Mearns who are coping with serious emotional, social or mental health difficulties. Services operate out of a number of community facilities in Stonehaven, Inverbervie, Portlethen and Laurencekirk.
Third sector organisations	LEAD	They have a focus on employability and inclusion in a range of settings.
	WEA	Key local partners in the delivery of ESOL
	Aberdeen Foyer	Key local partners delivering a range of highly effective employability programmes across the employability pipeline.
	Barnado's	Youth employability work and support to deliver Activity Agreements.
Uniformed organisations	Scouts, Guides, Brownies, Rainbows, Boys and Girls Brigade.	54 groups on council website (Aug 2018)
Academia	North of Scotland College Aberdeen University Robert Gordon's University	ESOL delivery, Employability CLD Post-Graduate course/ CUSP Widening access
HMP Grampian	Aberdeenshire Council Libraries Fife College SDS SCHMU LEAD Scotland	Key learning providers within HMP Grampian.
Employability	Skills Development Scotland	Deliver a range of general and targeted employability services –including Next Steps (15-18years general and 15-26 for young care-leavers. SDS work closely with schools through a Partnership Agreement using a risk matrix to identify young people who require additional support – often involving partners. They are implementing the Career Education standard as part of the Developing the Young workforce agenda.

The above list is in no way exhaustive and does not claim to include all of the organisations that are active across Aberdeenshire

Appendix 2 - Aberdeenshire CLD Service Snapshot

The CLD service in Aberdeenshire was realigned in June 2017 into three functional teams,

- Work With Young People team
- Adult and Family Learning team
- Community Development Team

The Service has a professional staffing complement of 98 CLD Workers (professional and sessional staff) which equates to 65 full time equivalent posts. The table opposite illustrates where the respective teams contribute most to the new CLD Plan

Inspection of Community Learning and Development in Aberdeenshire

"Well planned and targeted learning activities are improving outcomes for individuals and communities... Partners are increasingly working together to deliver a range of flexible interventions and programmes to accommodate young people's changing needs and circumstances "

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Positive Transitions	
Work with Young People	**Adult and Family Learning**
• There are two practice areas dedicated to improving transitions and building resilience known as 'Bridging the Gap' and 'Move on Up' • Continued commitment to positive transitions with young people in P6/7 to secondary level. There is a particular focus on targeted provision for those young people identified as requiring increased support and engagement to prepare them for the next stage. • The service is introducing the new Hi5 award which provides accreditation at level 2 of the SCQF framework for this age group for their engagement in transition programmes. • Bespoke support and programmes to young Syrian New Scots in their transition to their local schools. • Introduction of PX2, from the Pacific Institute to our suite of programmes which support young people to build resilience and understand the power of their minds. • For young people leaving school at S4 level the WWYP team will deliver programmes to prepare them for the world of work, further education or training. • Continued support for activity agreements for young people aged 16years+ to support them to access positive opportunities.	• Work in partnership with Fife College to engage adult learners in HMP Grampian to improve transition to further learning and employment on release. • Family learning; helping parents develop capacity to support their children between and through schools. • Employment: supporting job seekers overcome barriers of literacy, numeracy, ESOL or confidence in seeking employment. Supporting achievement of SQA Employability. • Literacy: Meeting literacies learning needs that emerge at points of transition for adults in family, work and community life.

Priority Two – Community Empowerment		
Work with Young People	**Adult and Family Learning**	**Community Development**
• Through 'Youth Voice' - empowering young people to take action on the issues that matter to them. • Supporting community youth platforms to ensure young people have a voice and are empowered and equipped to make an impact in their communities. • Relaunching Aberdeenshire Youth Forum to bring together all the community youth platforms and specific interest groups such as a new youth platform for young people with ASN and disabilities. • Support to shadow Youth Management Team to engage with the Senior Management Team of the council (Directors and Chief Executive). • All S1 pupils to participate in 'political literacies' sessions to ensure that they are aware of their rights; understand youth democracy and are aware of opportunities to engage in the youth participation structure in Aberdeenshire. • Support to our 7 Members of the Scottish Youth Parliament to represent the population of Aberdeenshire's young people at a national level. • The service will continue to support the Aberdeenshire Youth Bank to identify priorities and allocate grants to support youth provision.	• Learner voice: Developing the opportunities for learners to influence their learning pathway and mechanisms for communities to influence the Adult Learning offer of CLD. • Supporting Parental Engagement Support Hub Aberdeenshire (PESHA) development to improve parental engagement with schools. .	• Development of social capital indicators benchmarking tool to be piloted in 6 communities in year one of the Plan. • Roll out of organisational health check process within community profiling – to better understand the range of groups and organisations and most appropriate CLD partner to offer support. • Continued development of mini-public model to improve the quality and depth of engagement around important local issues. • Continued delivery of community engagement strand of the Alcohol and Drugs Partnership (ADP) work through the North, South and Central Forums. • On-going community development support as part of the Syrian New Scots Partnership – with a particular focus on building the capacity of Al Amal.

Priority Three – Workforce Development

Work with Young People	Adult and Family Learning	Community Development
• The PDA in youth work programme will be provided for unqualified staff and volunteers (within the service and in the wider third sector) to support professional development in youth work. • The service will continue to upskill staff in delivering programmes of value to young people, e.g. Mentors for Violence Prevention, Under Pressure, etc.	Continuing Professional Development for Adult Learning Team staff undertaken to enable delivery of new programmes: • Adult Achievement Award • STEPS to Excellence programme, • Strengthening Families programme, • Certificate in English Language Teaching for Adults (CELTA) - (for SQA ESOL delivery. • SQA Assessor and Verifier training for delivery and accreditation of Core Skills. • SQA programmes for all CLD staff.	• Piloting of new 7 module Community Development Skills programme for community activists – built around the CLD Competences developed by the CLD Standards Council. • Exploration of gaining CLD Standards Council kite-mark for Community Development Skills Programme. • Create a progression route for activists and volunteers through delivery of an accredited SVQ in Community Development (level 3/4)

Priority Four – Improving use of data to measure impact

Work with Young People	Adult and Family Learning	Community Development
• We will continue to develop our monitoring and evaluation system (Cognisoft) to better reflect impact for our young people by aligning it to the new National Youth Work Outcomes. • Improvements in reporting from Cognisoft will continue to enhance reporting overall. The collated data from Cognisoft will assist us to better understand who we are working with and the themes/outcomes of the programmes we deliver.	• Improved use of data to identify location of communities of interest and geographies associated with higher levels of need in relation to core skills, literacies, employability etc. • Development of Individual Learning Plans, baselines measures and measures for achievement to improve reporting of learning outcomes and impacts.	• Piloting of social capital measurement tool U>P (Unlocking Potential) to quantify impact of increased levels of social capital.. • Improved recording of outcomes in Cognisoft management information system using CLD National Outcomes..

Appendix 3 - Monitoring and Governance of CLD Plan

The Partnership CLD Plan will be monitored by the ALCP, with the structure of meetings changing to improve linkages between the strategic group and Local Learning Community Partnerships.

There are four ALCP meetings per year – two of which will be extended to include input from the chairs of the LLCP. There will be a standard reporting back format here which will quantify Reports will be produced regularly

- 6 monthly reports from ALCP on CLD Plan progress
- 6 monthly ward pages updates on individual LLCP activity
- 12 monthly ALCP CLD Plan Review presented to ECS Committee and Community Planning Partnership Executive.

Monitoring LLCP Activity.

Aim – LLCPs are meeting regularly and involving a wide range of partners in sharing practice and planning joint CLD delivery

Indicator 1 - The number of LLCP sessions/ meetings held between October – March and April September.

Indicator 2 – Number of partners attending at least one session in the reporting period.

Indicator 3 - Reporting of any current or emerging unmet needs identified by partners.

Priority One – Improving Transitions and Building Resilience

Aim – ALCP has set out a number of core transitions. LLCPs are charged to look at these transitions in their locality context and agree which ones are a local priority.

Indicator 4 – Evidence of SWOT analysis carried out by LLC around key transition stages.

Indicator 5 – Progress reported on partner action taken to improve delivery of transitions process from each LLCP and the ESOL and Literacies sub-groups of ALCP.

Indicator 6 – Annual case study from each LLCP and ALCP strategic partner on local transition priority with a focus on learner outcomes as per CLD National Outcomes.

Priority Two – Community Engagement to Empowerment

Aim – Partners wish to improve the quality of community engagement in Aberdeenshire and to develop evidence around levels of social capital. We want to strengthen the voice and influence of less connected communities in Aberdeenshire.

Indicator 7 – ALCP analyse data currently being collected in Aberdeenshire such as Participation Request Reporting; Reputation Tracker and Community Planning Partnership Citizens Panel.

Indicator 8 – Annual report to include case studies from LLCPs and ALCP strategic partnership on Community Empowerment priority with a focus on outcomes as per CLD National Outcomes mode

Indicator 9 - Annual report to include section on learner involvement processes in individual organisations and collectively.

Priority Three – Workforce Development

Aim – There is an opportunity for the ALCP to better co-ordinate the delivery of CPD to widen access and maximise resources. There are a wide range of skills across the Partnership which could be made better use of for co-design and co-production. The National CLD Workforce Development Plan has been published and the National CLD Workforce study will continue the process to map and prioritise CPD needs.

Indicator 10 - The CPD Working Group to report 6 monthly on the number of CPD sessions offered and the number of attendees from different sectors.

Indicator 11 - LLCP's to report annually on CPD delivered.

Priority Four – Using data more effectively to track CLD Outcomes and demonstrate impact…

Aim – ALCP partners and elected members wish to improve monitoring and reporting Education Scotland have also identified this in Aspects Review and 2017 Aberdeenshire HMIe inspection. Partners aim to develop proxy indicators across priorities

Indicator 12 – at the end of year one a new ALCP working group to produce a suite of CLD outcome indicators in relation to transitions; community empowerment, workforce development and mental health and resilience.

Indicator 13 – annual reporting of new indicators in years 2 and 3 of Plan.

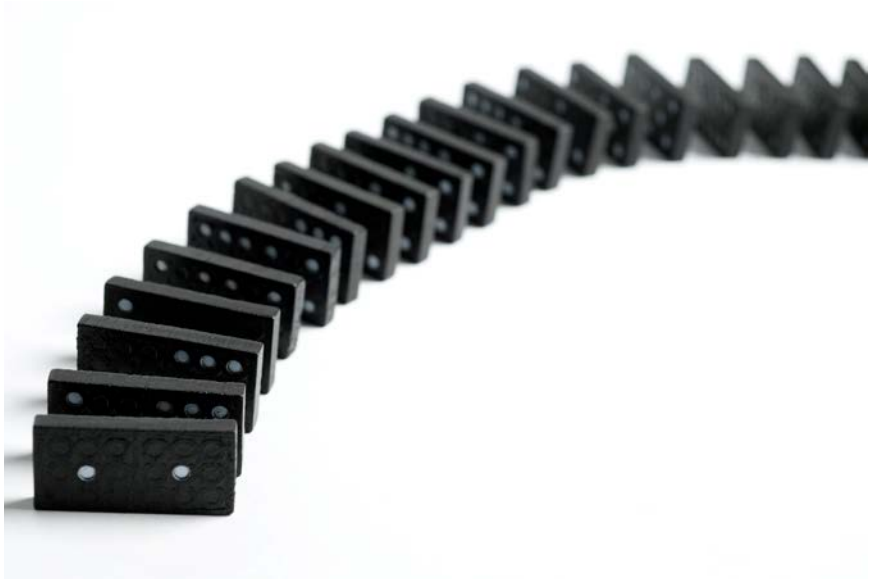
Inspection of Community Learning and Development in Aberdeenshire

"Committed skilled leaders at strategic area and community level are driving forward change in Aberdeenshire"

27 November 2017

Appendix 4 - Governance

CLD Plan Governance Framework



December ALCP Business Session

March/April ALCP Extended Session

June/July ALCP Business Session

Sept/Oct ALCP Extended Session

Monitoring Feedback from LLCP

6 month Plan review report produced

Reports made available on Council Ward Pages and CPP website

LLCP Report 6 monthly Ward Pages

Monitoring Feedback from LLCP

Annual review report produced

Report to ECS Committee and CPP Executive

Appendix 5: CLD Plan 2018 – 21 Glossary

Accompanying Document for CLD Regulations – This document contains a summary of all of the current national policies and frameworks which inform the work of CLD practitioners.

ACCP (Aberdeenshire Community Planning Partnership) – The Partnership is the overarching body which brings together business, voluntary and community organisations to better plan, resource and deliver quality services that meet the needs of local people. This group produces the Single Outcome Agreement which is the key strategic plan guiding all partners in Aberdeenshire.

ADP (Alcohol and Drugs Partnership) - The Aberdeenshire Alcohol and Drug Partnership (ADP) is multi-agency partnership made up of senior decision making representatives of various agencies in Aberdeenshire. Its role is to co-ordinate and implement the ADP strategy which aims to improve outcomes for people recovering from or affected by alcohol and drug use.

ALCP (Aberdeenshire Learning Communities Partnership) – ALCP is the strategic group which brings together the key partners involved in the delivery of CLD across Aberdeenshire.

AVA (Aberdeenshire Voluntary Action) – The umbrella body that supports and represents the community and third sector. Its key priorities are supporting volunteering; supporting and networking community and third sector organisations; promoting social enterprise and supporting community and third sector involvement in community planning.

CCB (Community Capacity Building) – Community capacity building is one of three strands of community learning and development in Scotland. It describes a particular way of working with and supporting communities - to build skills and experience, increase opportunities, and enhance involvement in the decisions that affect them. This can involve developing confidence, skills, structures and knowledge, to increase the opportunities communities have to make a real difference to the services, activities and changes that take place in their area.

CLD (Community Learning & Development) –The purpose of community learning and development (CLD) is to empower people, individually and collectively, to make positive changes in their lives and in their communities through learning.

CLD Service – Aberdeenshire Council has a discrete CLD service which is located within the Education and Children's Services Directorate.

CLD Regulations 2013 – The statutory legislation which stipulates the requirement to produce a three year CLD Plan

CLD Standards Council – The registration body for everyone involved in CLD.

CLD Strategic Guidance for Community Planning Partnerships. – Education Scotland produced this guidance which defines the scope of CLD against two national priorities for

1….improved life chances for people of all ages, through learning, personal development and active citizenship

2….stronger, more resilient supportive, influential and inclusive communities

Children's Services Plan – A statutory Plan (Part 3 of the CYP (Scotland) Act which needs to demonstrate how CPP's are working together to improve wellbeing and outcomes for children and families. Aberdeenshire's CPP has devolved Children's Services Planning arrangements which are led by the GIRFEC Strategic Group.

Children's Rights – Are basic rights and freedoms all children and young people should enjoy, as articulated in the UNCRC Articles. Organisations must report on what progress they are making in this area.

Community Empowerment Act – A key piece of Scottish Government legislation which seeks to increase community involvement in decision making, developing assets and delivering services. The act gives powers to communities to make Participation Requests, for the transfer of assets and for the mainstreaming of 1% of budgets through Participatory Budgeting.

Communities of interest - Groups of people who share a common identity (e.g. Gaelic speakers) or common experience (e.g. young unemployed).

Education Scotland – Education Scotland's Community Learning and Development Team provides advice, leadership and support to develop CLD policies and improve CLD practice in Scotland as well as undertaking inspection and review activity to ensure high standards and quality. The team sits within the Lifelong Learning Directorate of Education Scotland.

ESOL (English for Speaker of Other Languages) – ESOL classes and groups are supported by staff and volunteers in the CLD Service and North east Scotland College. The WEA deliver workplace ESOL.

Foyer – Aberdeen Foyer is a successful charitable organisation and social enterprise working to prevent and alleviate youth homelessness and unemployment. Working with partners, we offer a 'pipeline' of informal as well as accredited learning and training opportunities to suit people at different points of moving towards and into work. In addition to housing support, we offer a number of services to tenants and others in the wider community including

GIRFEC Mental Health and Wellbeing Strategy – Aberdeenshire strategy to promote positive mental health amongst young people.

HMIe (Her Majesties Inspectorate of Education) - The government body charged with reviewing and inspecting the quality of CLD provision in Scotland.

LAN (Local Area Network) – Scrutiny bodies that engage with local government have established a shared assessment of the risks in each council and have developed a range of proportionate approaches in response to any risks identified. LAN's have been established for each council area, and bring together representatives in a systematic way with the common aims of joint scrutiny scheduling and planning, shared risk assessment (SRA), and the delivery of a single corporate assessment.

LCP (Learning Community Partnership) – Aberdeenshire Council CLD staff work in partnership with other agencies and organisations to improve life chances and sustain and strengthen communities. CLD staff work across networks - there are 17 networks built around each Academy and its associated Primary Schools The network partnership is known as the 'learning community', and is co-ordinated through a Local Learning Community Partnership (LLCP).

LCPG (Local Community Planning Group) – These groups work collaboratively to lead on and progress community planning in their area. A Community Planning officer is based in each of the six administrative areas of Aberdeenshire to support the local community planning group and to seek to improve community engagement in their area.

LEAD (Linking Education and Action in Disability) – LEAD is a voluntary organisation set up to widen access to learning for disabled young people and adults and carers across Scotland. LEAD (Linking Education and Action in Disability) – LEAD is a voluntary organisation set up to widen access to learning for disabled young people and adults and carers across Scotland.

A mini public is a process which engages a demographically representative group of local citizens to discuss and deliberate on an important issue or theme. The aim is to enhance democracy and involve a wider cross section of the public in exploring issues and informing decision making.

NESC (North East Scotland College) – North East Scotland College is a Further and Higher Education College with campuses and learning centres based in Aberdeen and Aberdeenshire

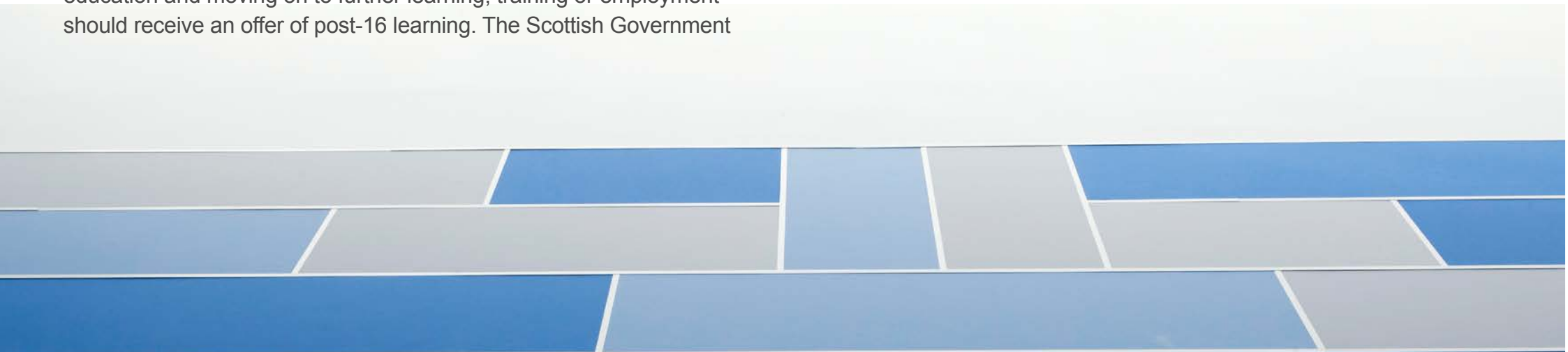
Opportunities for All – Every young person who is leaving compulsory education and moving on to further learning, training or employment should receive an offer of post-16 learning. The Scottish Government made this commitment in to improve young people's participation in learning or training (and, ultimately, employment) between the ages of 16 and 20 (and beyond).

PB (Participatory Budgeting) – Defined as 'local people having direct decision making powers over part of a public budget' It is a form of participatory democracy.

Revised CLD Guidance Note – The key government guidance note outlining how the 2018-21 CLD Plan should be developed.

SDS (Skills Development Scotland) – SDS is the national skills body charged with supporting the people and businesses of Scotland to develop and apply their skills. SDS was formed in 2008 as a non-departmental public body, bringing together careers, skills, training and funding services and works with partners to support individuals to reach their potential; help make skills work for employers and improve the skills and learning system

WEA (Workers Educational Association) – A national third sector organisation which delivers lifelong learning opportunities for adults.



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