
Report To:	Inverclyde Alliance Board	Date:	1 October 2018
Report By:	Corporate Director Education, Communities & Organisational Development	Report No:	
Contact Officer:	Hugh Scott	Contact No:	01475 715450
Subject:	3 Year Plan for Co-ordinating Community Learning and Development in Inverclyde - 2018-2021		

1.0 PURPOSE

- 1.1 The purpose of this report is to seek Alliance Board approval for the publication of the 3 year plan 2018 / 2021 for the co-ordination of Community Learning and Development (CLD) in Inverclyde.

2.0 SUMMARY

- 2.1 Regulation 4 of the Requirements for Community Learning and Development (Scotland) Regulation 2013 requires every local authority to consult on and publish a plan every three years containing specified information on the provision of Community Learning and Development by both the local authority and its partners. The first plan was published on 1 September 2015 with subsequent plans published at three yearly intervals from the initial date of publication.

- 2.2 The purpose of this plan is to build on the successes of the previous plan and to identify the key role CLD and its partners will play in achieving the outcomes of the Inverclyde Local Outcome Improvement Plan by:

- Co-ordinating provision of CLD in the broadest sense, essentially all learning and development that takes place in the community, other than vocational training and programmes delivered by teachers in school and by further education lecturers;
- Integrating planning for CLD within community planning, adding value to existing planning and evaluation.

- 2.3 Significant consultation has taken place with a range of key stakeholders, partners, adults, young people and the wider community to determine the priorities for CLD over the next 3 years. The key areas that the plan has identified are:

- How the local authority will co-ordinate its provision of CLD with other CLD providers within the area of the local authority;
- What action the local authority will take to provide CLD over the plan;
- What action other partners intend to take to provide CLD within the area of the local authority over the period of the plan;

- Any need of CLD that will not be met within the period of the plan.

2.4 The attached 3 year plan for Co-ordinating Community Learning and Development (CLD) in Inverclyde 2018-2021 has been developed in partnership with Community Learning and Development Strategic Implementation Group (CLD SIG) and is informed by a range of consultation with partners agencies and the wider community of Inverclyde.

3.0 RECOMMENDATIONS

3.1 It is recommended that the Alliance Board:

- (i) Approves the '3 year plan 2018/2021 for the Co-ordination of Community Learning and Development in Inverclyde.
- (ii) Approves the publication of the 3 year plan in line with the guidance issued by Education Scotland.
- (iii) Otherwise, notes the content of this report.

Ruth Binks

Corporate Director Education, Communities and Organisational Development

4.0 BACKGROUND

- 4.1 In May 2014, the Scottish Government issued 'The Requirement for Community Learning and Development (Scotland) Regulations 2013: Guidance for Local Authorities' and this 3 year plan for co-ordinating CLD in Inverclyde has been developed in line with this guidance. The regulations require each local authority to consult on and publish plans every three years containing specified information on the provision of CLD by both the local authority and its partners.
- 4.2 The first plan for Inverclyde was published on 1st September 2015 and each subsequent plan should be published at three yearly intervals; the next plan should be published on 1 September 2018. The approach used to develop the plan is consistent with Inverclyde Alliance's determination to take an asset-based approach to design and delivery of services and was co-produced with community and voluntary sector partners.
- 4.3 Guidance issued to develop the plans states that the plan should identify:
- How the local authority will co-ordinate its provision of CLD with other CLD providers within the area of the local authority;
 - What action the local authority will take to provide CLD over the plan;
 - What action other partners intend to take to provide CLD within the area of the local authority over the period of the plan;
 - Any need of CLD that will not be met within the period of the plan.
- 4.4 This plan takes forward the Alliance's decision that CLD should be integrated into the community structures and this is reflected in the methods which will be used to co-ordinate the provision of CLD. For the purposes of co-ordination within the plan, CLD encompasses all learning and development that takes place in the community, other than vocational training and programmes delivered by teachers in school and by further education lectures within colleges.
- 4.5 The attached '3 year plan for Co-ordinating Community Learning and Development (CLD) in Inverclyde 2018-2021 has been developed in partnership with the Community Learning and Development Strategic Implementation Group (CLD SIG) and is informed by a range of consultations with partner agencies and the wider community of Inverclyde

5.0 PROPOSALS

- 5.1 The purpose of this plan is to build on the successes of the previous plan and to identify the key role CLD and its partners will play in achieving the outcomes of the Inverclyde Local Outcome Improvement Plan by:
- Co-ordinating provision of CLD in the broadest sense, essentially all learning and development that takes place in the community, other than vocational training and programmes delivered by teachers in school and by further education lecturers;
 - Integrating planning for CLD within community planning, adding value to existing planning and evaluation.

5.2 The plan has 5 key objective as outlined below:

Objective 1: Raising Attainment & Achievement

This will be achieved by addressing these key actions:

- Increase the learning opportunities available to individuals.
- Continue to help individuals to develop the skills, knowledge and attributes to achieve their full potential.
- Continue to make a significant contribution in the closing of the poverty related attainment gap.
- Continue to provide and enhance high quality learning opportunities to young people, adults and the wider community with a focus of those most in need.
- Improve progression pathways for both young people and adult learners.
- Raise awareness to CLD providers of the pathways available on the learner journey.
- Work in partnership with wider CLD partners to identify appropriate pathways for learners.
- Consult with learners on their experience and expectations of their learning pathway.
- Work across the partnership to identify and target the most vulnerable learners and develop additional support arrangements where needed.

5.3 Objective 2: Continue the development of effective partnerships at a local and national level

This will be achieved by addressing these key actions:

- Improve the data sharing among partners in relation to consultations carried out to improve communication, knowledge and avoid duplication. Make more use of the data that already exists.
- Develop the CLD SIG and the underpinning sub groups further to ensure partners work collaboratively to achieve shared goals.
- Support the development of the 3 locality plans to be established as part of the LOIP.
- Support the CLD SIG, 3 sub-groups and wider partners to prepare for the HMIE Inspection process.
- Support the development of the 3 locality groups to ensure adult learners, young people and communities are involved in the planning and have a meaningful opportunity to engage in the planning process.
- Develop more robust processes to ensure appropriate feedback is given following any community engagement.
- Improve the use of social media and local media to feedback more effectively to the wider community.

5.4 Objective 3: Continue the development of effective community engagement structures to enhance community participation

- Develop appropriate structures to respond to the Council's decision to allocate a significant budget to Participatory Budgeting (PB) in 2018/19.
- Review the success of the PB exercise in 2019 and make further developments and improvements in advance of the Scottish Government's decision to allocate 1% of the budget to the wider community by 2020/21.
- Support the development of the locality groups due to be established to take forward the actions in the Locality Plans. Create effective opportunities for the wider community to get involved.
- Continue the development of appropriate representation structures including Youth Council, Adult Learners Forum, Community Councils, Task groups and community groups.

- Develop a new structure for Youth Representation through the establishment of a Youth Cabinet.
- Develop plans for nominated young people to sit on local council committees to ensure their voices are heard on an appropriate platform.
- Carry out a review of the Youth Participation Strategy, achieve our LGBT Charter Mark from LGBT Youth Scotland for our Clyde Pride Group and create a peer education group to tackle issues affecting young people on a peer level.
- Deliver the Inverclyde YOYP Plan for 2018.
- Ensure effective arrangements are in place for the Scottish Youth Parliament Elections in 2019 and 2021.

5.5 Objective 4: Improving the Health & Wellbeing of our Communities

- Work in partnership to examine the possibilities available to help address the rising concern of mental health among individuals.
- Continue the development of the IDEAS Project in Inverclyde and the Dementia Friendly Inverclyde Approach.
- Develop Autism Friendly Inverclyde Strategy.
- Continue to develop and support the LGBTI Community.
- Develop plans to address the social isolation of residents in Inverclyde using a multi-agency approach.
- Support the development of targeted sexual health provision to young people and the wider community in Inverclyde in Partnership with Sandyford Services.
- Support the development of groups and services for young people and adults with physical disabilities and long term health conditions to reduce isolation and barriers to employment.
- Continue to work alongside relevant partners to target appropriate provision and resources to support our communities most in need and identified groups of interest e.g. Care Experienced Young People, Kinship Carers, Disabled young people and adults, adult literacy learners, refugees etc.
- Continue to develop the range of health education programmes on offer across Inverclyde

5.6 Objective 5: Developing the CLD response to tackling poverty, deprivation and inequality in Inverclyde

- Contribute to the development of the Local Child Poverty Plan for Inverclyde and identify key priorities for CLD providers.
- Support the establishment of locality partnerships to develop a targeted and coordinated approach to addressing this issue.
- Support the closing of the poverty related attainment gap through raising attainment and achievements in schools with young people, parents and families.
- Continue the ongoing development of the IDEAS (Inverclyde Delivering Effective Advice and Support) project to provide families with relevant financial inclusion support and ensure they have the skills and capacity to be able to continue with positive finances through their lives.
- Address the ongoing concern of “In work poverty” and develop provision of services to meet the needs of this targeted group.
- Offer literacies learning in an employability context to both those in and out of employment.
- Work with local employers to identify areas of literacies support that would be beneficial to their workforce.
- Develop opportunities for workplace literacies provision.

6.0 IMPLICATIONS

6.1 Finance

None.

6.2 Legal

This 3 Year Plan for co-ordinating CLD in Inverclyde 2018 – 2021 has been developed to ensure compliance with the 'Requirements for Community Learning and Development (Scotland) Regulations 2013'.

6.3 Personnel

None.

6.4 Equality & Diversity

An EIA of this plan will be undertaken.

6.5 Inequalities

Every effort was made and will continue to be made to ensure the community and partner agencies are engaged with to ensure a fair and representative approach .

7.0 CONSULTATIONS

7.1 There were various consultations carried out which underpins the development of this plan.

8.0 BACKGROUND PAPERS

8.1 CLD 3 Year Plan 2018 – 2021.

Community Learning and Development in Inverclyde

3 Year Plan 2018 - 2021



**COMMUNITY
3 YEAR PLAN**



Inverclyde Alliance

Inverclyde
council



Contents

Contents	3
Foreword	4
Introduction	5
Local policy context and priorities	6
National policy context	8
Profile of Inverclyde	9
Consultation and community engagement	12
Governance / structure	14
Our priorities 2018 – 2021	15
Workforce development	26
Unmet need	27
Timeline in developing this plan / Glossery	28
CLD delivery throughout the three year plan	29

Foreword

The purpose of the three year plan for co-ordinating CLD in Inverclyde 2018-2021 is to maximise the contribution of CLD to achieving the outcomes of the Inverclyde Local Outcome Improvement Plan by:

- Co-ordinating provision of CLD in the broadest sense, essentially all learning and development that takes place in the community, other than vocational training and programmes delivered by teachers in school and by further education lecturers
- Integrating planning for CLD within community planning, adding value to existing planning and evaluation

The following principles were used to develop the plan and will guide its implementation:

- Asset based approach to identification of needs and strengths
- Co-production approach to initial and ongoing development/implementation of plan
- Embedded within the community plan 'Getting it right for every child, citizen and community in Inverclyde' and the LOIP Improvement Planning.

For the purposes of co-ordination of this plan, CLD encompasses all learning and development that takes place in the community, other than vocational training and programmes delivered by teachers in school and by further education lecturers in colleges. Throughout the plan, unless otherwise indicated, the term community is used to encompass communities of geography and of interest, including the voluntary sector.

Introduction

Community Learning and Development (CLD) is “a field of professional practice that enables people to identify their own individual and collective goals, to engage in learning and take action to bring about change for themselves and their communities. It uses a range of formal and informal methods of learning and social development with individuals and groups in their communities” (CLD Standards Council for Scotland).

In Inverclyde, CLD practitioners from the Local Authority and the 3rd Sector work with young people, adult learners and community groups to empower them to make positive changes to their lives through learning. We work with a wide range of partners to achieve this, both at a local operational level and through our Strategic Partnership, the CLD Strategic Implementation Group. This partnership brings together key agencies engaged in CLD delivery across Inverclyde including Police Scotland, Community Planning Partnership, West College Scotland, Health & Social Care Partnership and the Department for Work and Pensions. CLD provision is targeted to those most in need and resources are deployed in localities to address identified needs in those communities.

In June 2012, the Scottish Government published the CLD Strategic Guidance for Community Planning Partnerships with 2 key priorities for CLD:

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

In September 2013, the Scottish Government followed up the Guidance with legislation placing a legal requirement on local authorities to publish a 3 year plan outlining how they intend to deliver CLD provision to local communities in partnership with Community Planning partners. The “Requirements for Community Learning & Development (Scotland) Regulations” set out the following priorities:

- To ensure communities across Scotland – particularly those that are disadvantaged – have access to the CLD support they need.
- To strengthen coordination between the full range of CLD providers – ensuring that CPPs, local authorities and other providers of public services respond appropriately to the expectations set by the CLD Strategic Guidance.
- To reinforce the role of communities and learners in the assessment, planning and evaluation processes, enabling them to shape CLD provision.
- To make the role and contribution of CLD more visible.

In September 2015, we published our 3 year plan for 2015 – 2018 “Co-ordinating Community Learning and Development in Inverclyde” outlining our key strategic priorities for delivering effective learning and development across the authority. This new plan for 2018-2021 demonstrates our key objectives and priorities for the next 3 years, continuing the work established throughout the last plan and building on its successes, whilst ensuring we meet the required objectives set out in the recently published Inverclyde Local Outcome Improvement Plan (LOIP) 2017 – 2022 and the Inverclyde Corporate Plan 2018 - 2022.

Local policy context and priorities

The Local Outcome Improvement Plan (LOIP) for Inverclyde outlines a range of key priorities which underpin the delivery of the CLD plan and ensure an effective collaborative approach to CLD in Inverclyde. Extensive community engagement was carried out across Inverclyde to inform the development of the LOIP. This engagement provided a clear, evidence-based and robust understanding of local needs, circumstances and the aspirations of our local communities. The feedback from local communities has informed our strategic priorities and the key issues that the Alliance will focus on tackling.

Following this consultation, the Alliance agreed three key priorities for the local authority to target over the next five years. They are:

- Inequalities
- Population
- Environment, Culture & Heritage

In addition to the LOIP, Inverclyde also recently published their Corporate Plan in June 2018 to cover the period 2018 – 2022. This plan sets out the vision for Inverclyde Council and clearly demonstrates how it will improve the lives of, and deliver better outcomes for the people of Inverclyde. The focus of this plan is to ensure that Inverclyde is “Getting it right for every Child, Citizen and Community”. The Corporate Plan has developed a range of organisational priorities, linked to the LOIP outcomes and in developing this 3 year plan for CLD, we have taken due consideration of the role CLD will take in delivering on these priorities.

The priorities agreed in the Corporate Plan for 2018 – 2022 are:

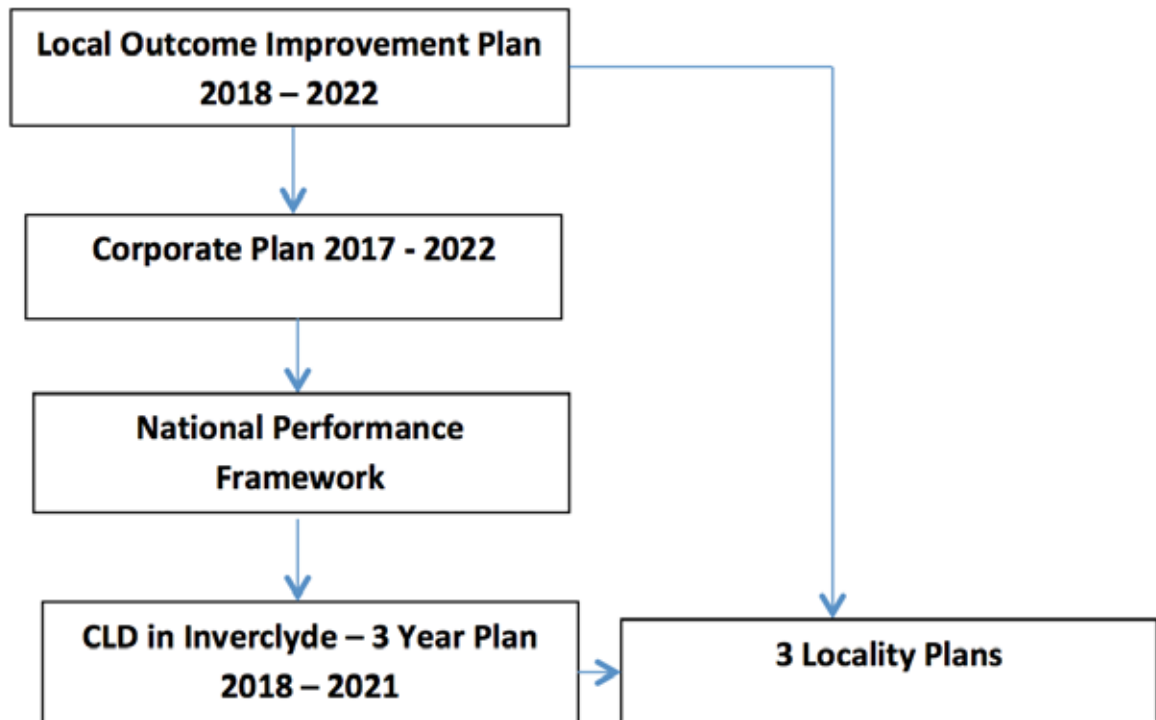
- To promote Inverclyde to both residents and visitors alike, as a great place to live, work and visit
- To work collaboratively to enable strong, connected and empowered communities, particularly in areas of deprivation, so that residents have influence and control over the things that matter to them

- To grow our local economy in a way that creates opportunities for all our residents, including access to good quality jobs
- To reduce the prevalence of poverty in our communities, with a particular focus on reducing child poverty
- To safeguard, support and meet the needs of our most vulnerable families and residents
- To improve the health and wellbeing of our residents so that people live well for longer
- To protect and enhance our natural and built environment
- To preserve, nurture and promote Inverclyde’s unique culture and heritage
- To deliver services that are responsive to community needs and underpinned by a culture of innovation, continuous improvement and effective management of resources
- To develop motivated, trained and qualified employees who deliver quality services that meet current and anticipated service needs

Furthermore, the National Performance Framework was recently updated and sets out a range of National Outcomes for staff working across Local Authorities with the key relevant outcomes for CLD identified as:

- We are well educated, skilled and able to contribute to society
- We live in communities that are inclusive, empowered, resilient and safe
- We grow up loved, safe and respected so that we realise our full potential
- We are healthy and active

In summary, in developing this plan, we have taken into account a range of relevant local policies and priorities alongside the consultation results and feedback from partners, stakeholders, staff and the community as well as appropriate National policies and guidance to produce a plan to meet the key priorities for the communities in Inverclyde.



The delivery of the CLD 3 Year plan underpins the Council's vision which will be achieved by improving outcomes for our residents and communities. These are the same outcomes that have been adopted by the Inverclyde Alliance and have the support of all our partners.

National policy context

In 2017, following a review of the first round of published CLD plans from across Scotland, Education Scotland developed a new guidance note to aid the planning process in the development of the new three year plans for 2018 – 2021. The “Revised Guidance Note on Community Learning & Development Planning 2018-21” was developed following lessons learned, strengths and areas for development as well as data gathered in the national review of CLD plans 2015-2018 and the HMI Aspect Review of progress made in implementing the CLD regulations. This revised guidance document was developed by Education Scotland, in partnership with colleagues from across the sector and five key themes were identified as essential to the CLD Plans 2018 - 2021:

- Involvement
- Shared CLD Priorities
- Planning
- Governance
- Workforce Development

In addition, the guidance note sets out the expectation for CLD plans to recognise the national outcomes that CLD contributes to and highlights key areas that are critical to the development of the new plans. They are:

- The Scottish Attainment Challenge
- The National Improvement Framework
- Community Empowerment (Scotland) Act 2015

Furthermore, the guidance notes the importance of the contribution the plan should have to address the key priorities in the Local Outcome Improvement Plan and other relevant local improvement plans.

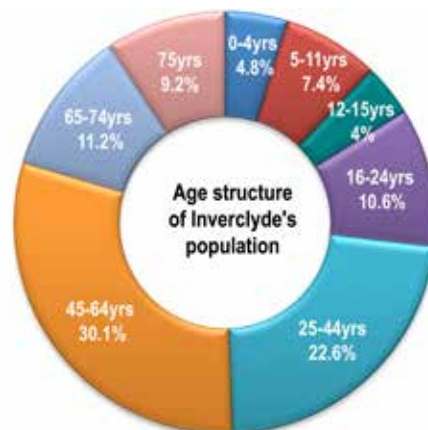
A range of National Policies have been developed to support the development and delivery of CLD services and provision across Scotland. In developing the new plan for 2018 – 2021, the following key strategies were at the forefront of our thinking:

- National Youth Work Strategy 2014-19
- Adult Learning in Scotland - A Statement of Ambition
- Adult Literacies in Scotland 2020 (ALIS 2020)
- Welcoming Our Learners: Scotland's ESOL (English for Speakers of Other Languages) Strategy 2015-2020
- Children and Young People (Scotland) Act 2014
- Getting it right for every child (GIRFEC)
- Developing Scotland's Young Workforce
- Giving children and young people a sporting chance - Scotland's sport strategy for children and young people
- Opportunities For All - Post-16 transitions - Policy and Practice Framework
- Skills for Scotland: A Lifelong Skills Strategy

Profile of Inverclyde

Inverclyde is located on the west coast of Scotland and is one of the most attractive places in Scotland to live, work and visit, with breath-taking scenery, excellent transport links to Glasgow and Edinburgh, a wide range of sporting and leisure opportunities and one of the best school estates in Scotland.

Inverclyde has an estimated **78,760** residents, which is 1.5% of the total population of Scotland. 52% of the population are female and 48% male. 87% of the population live in the towns of Greenock, Port Glasgow and Gourock with the remainder of the population living in the villages of Inverkip, Wemyss Bay, Kilmacolm and Quarriers Village.



16% of Inverclyde's population is aged 16 years or younger, whilst 21% is aged 65 years or older. 63% of Inverclyde population is aged between 16 and 64 years old.

Youth participation and leadership

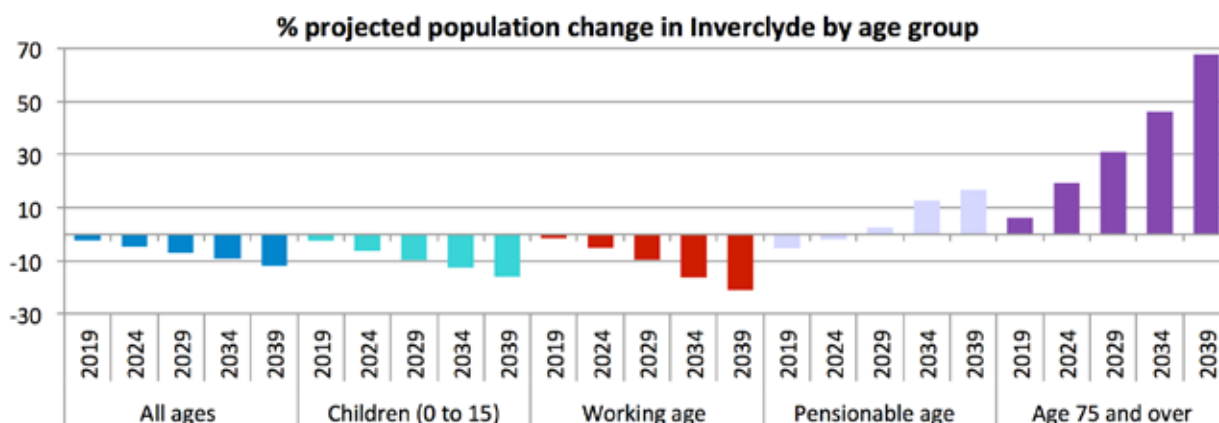
12 Secondary School pupils formed a steering group and planned, prepared and delivered the 3rd Clyde Conversations event to over 80 Secondary School pupils in February 2018.

National projections forecast a long term decline in Inverclyde's population over the next 25 years. This is because there is expected to be more deaths than births and more people are expected to leave than move into the area.



Within the projected decline in Inverclyde's population there is expected to be a 14% increase in the percentage of the population that is pensionable age and over, with a more substantial increase, 66%, in the number of people aged 75 years and older by 2041. A decline in the working age population will have implications for future skills provision and longer term economic growth locally

whilst a substantial increase in the number of people aged 75 and over will clearly have a significant impact on the public sector services most frequently used by this section of the population. The implications of population decline for the long term future of the area means that tackling this is a key priority for the Council and our community planning partners.

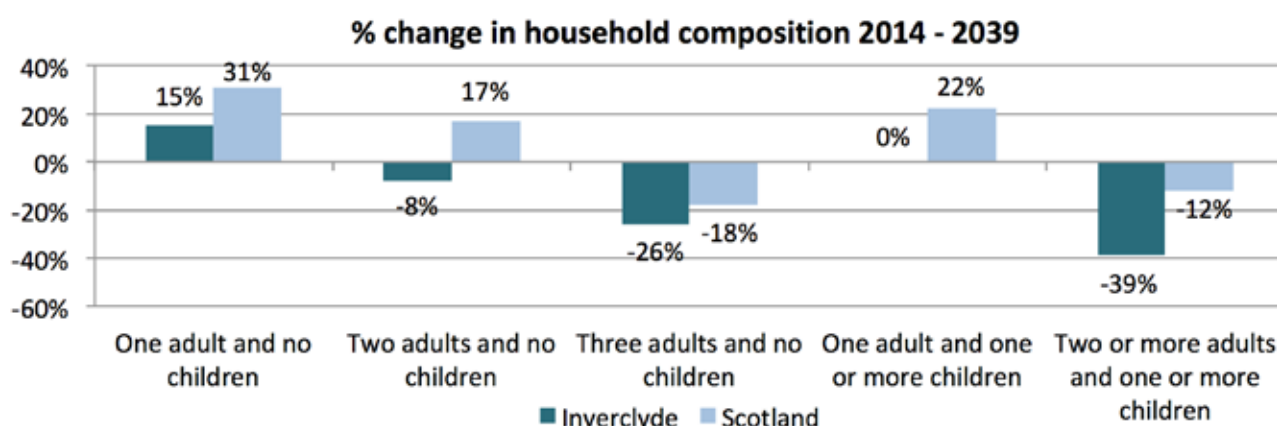




It is estimated that by 2039 almost a quarter of households in Inverclyde will be headed by someone aged 75 and over.

The percentage of households with two or more adults and one or more children is projected to fall by 39% by 2039 compared to a 12% fall nationally.

There are a number of communities in Inverclyde that continue to suffer from high levels of poverty and disadvantage. The areas suffering from the highest levels of deprivation include parts of Greenock and Port Glasgow. Within Greenock in particular, there are communities that have consistently been placed amongst the top 5% most deprived in Scotland since 2004. This has manifested itself in poorer health, lower levels of employment, child poverty, lower levels of attainment and higher levels of drug and alcohol misuse in these areas.



1 in 4 children in Inverclyde are living in poverty

Overall, lower levels of deprivation can be found in Wemyss Bay, Inverkip, Gourock and Kilmacolm and Quarriers Village. The differences in social and economic circumstances in communities across Inverclyde mean that tackling inequalities is key priority for the Council.

Positive Impact

In 2017, Inverclyde delivered a 50% increase in the participation levels on Foundation Apprenticeships.

Making a difference

Over 725 pupils undertook an expedition as part of their Duke of Edinburgh's Award, contributing to an Inverclyde record of 45 expeditions that took place in 2017!

Overall life expectancy in Inverclyde has improved in the past decade but remains slightly below the Scottish average. Longer lives however, do not necessarily mean healthier lives. Healthy life expectancy in Inverclyde, albeit generally improving, is lower than that for Scotland as a whole.

59.6 years

Male healthy life expectancy
(3.5 years below Scottish average)

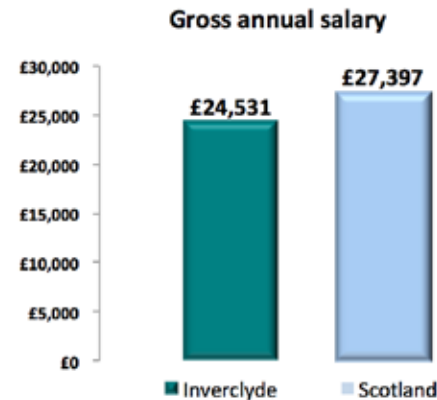
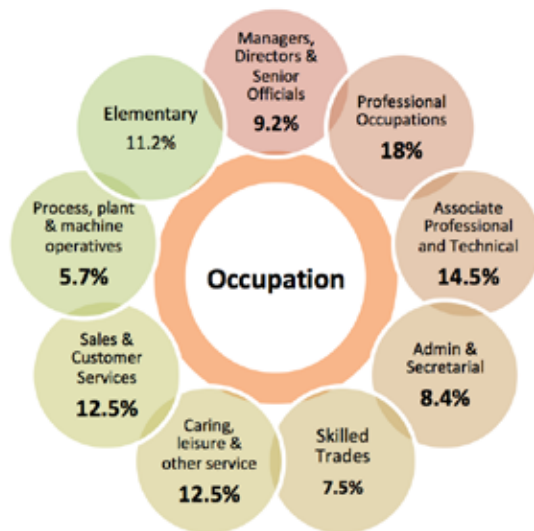


63.4 years

Female healthy life expectancy
(1.9 years below Scottish average)



There has been a gradual improvement in Inverclyde's economy following the global recession, however the Inverclyde job market remains heavily reliant on the public sector.



In 2017, the average gross annual salary was more than 10% below the Scottish average.

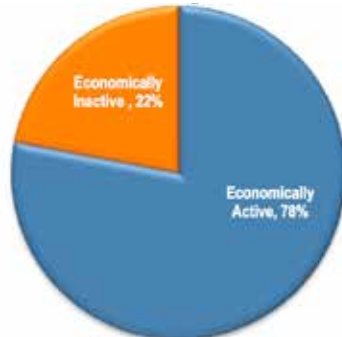
Providing Opportunities

2017 was another successful year for "The Recruit" which secured 7 jobs for young people and raised £7000 for charity. This takes the total number of jobs secured to 103 and the money raised to £110000 over the last 11 years.

Sector Leading Services

Inverclyde's participation of children, young people, families and other stakeholders is sector leading and recently score an "excellent" from inspectors during the Children's Services Inspection in 2017 – what is believed to be the first in Scotland!

Economic Activity



12.2% of the population have no qualifications, compared to 9.9% in Scotland

25.1% of households in Inverclyde are workless, compared to 18.3% in Scotland

Scottish Index of Multiple Deprivation

The latest Scottish Index of Multiple Deprivation statistics were published in August 2016. Inverclyde is split into 114 datazones, which is 1.6% of all datazones nationally. Whilst not directly comparable with SIMD 2012 data, there has been an improvement in the overall levels of deprivation in Port Glasgow, which now has no datazones in the 5% most deprived in Scotland. However there has been increased level of deprivation in Greenock Central.

Local share of most deprived datazones

- In SIMD 2016, 11 (9.6%) of Inverclyde's 114 datazones are also in the 5% most deprived datazones in Scotland.

- In SIMD 2016, 50 (44%) of Inverclyde's 114 datazones are also in the 20% most deprived datazones in Scotland.

National share of most deprived datazones

- In SIMD 2016, of the 348 datazones in the 5% most deprived datazones in Scotland, 11 (3.2%) of these are located in Inverclyde.
- In SIMD 2016, of the 1,396 datazones in the 20% most deprived in Scotland, 50 (3.6%) of these are located in Inverclyde.

Our socio-economic profile presents some significant challenges. The links between economic inactivity, low income and poor health outcomes are well established.

Consultation and community engagement

In developing the Local Outcome Improvement Plan, the Corporate Plan and this Community Learning & Development 2018 – 2021 plan, a needs assessment was carried out with a full public engagement exercise undertaken with the community. The opinions of local residents were sought via a survey and a series of community events, called ‘Our Place Our Future’. The engagement was carried out using the National Place Standard Tool to gather the views of people across Inverclyde. Those that responded to the survey were asked to consider how satisfied they are in relation to each of the 14 themes of the Place Standard:

- Work and local economy
- Housing and community
- Social interaction
- Identity and belonging
- Feeling safe
- Care and maintenance
- Influence and sense of control
- Moving around
- Public transport
- Traffic and parking
- Streets and spaces
- Natural space
- Play and recreation
- Facilities and local amenities

The engagement was carried out via a wide range of mechanisms to reach as many people as possible:

- Social media and online advertising e.g. school websites, online newspapers, community group websites
- A series of community ‘drop-in’ days across Inverclyde
- Stalls in public places with high footfall e.g. town centres and supermarkets
- Across community networks and groups including ESOL classes, LGBTI, Youth Council, Older People’s and Women’s groups. Your Voice Community Care Forum also engaged with residents with health conditions/ patient groups, disability, women’s groups, faith groups and those in recovery from addiction.

In total, the participation rate was just under 2% of the population over 16 years of age with over 1300 residents engaging with the exercise. There was also targeted engagement with the Youth Council to ensure that the voices of children and young people were heard. In addition to this, the views of 1,000 Inverclyde residents were sought via the Citizen’s Panel on their priorities for the local area.

In addition, a recent consultation was carried out by Community Learning & Development’s Youth Work team with young people from across Inverclyde to gauge their views on the issues that most affect them. This consultation, “Penny for Youth Thoughts”, engaged with over 1400 young people to determine the top issues which affect young people across the authority, understand the impact these issues are having on their communities and what can be done to address these concerns. The consultation also examined whether young people felt listened to and/or respected and also requested ideas from the young people as to what the Inverclyde Youth Council should be working on moving forward.

Inverclyde also hosts an annual Clyde Conversations event for young people from across our 6 Secondary Schools to come together and share issues, ideas, concerns, good practice as well as providing relevant partners with some areas for improvement that they should consider addressing to better meet the needs of young people. The feedback from these events, including a consultation carried out by the steering group in advance of the event in February 2018, has been considered when developing this plan.

In preparation for compiling this plan, a stakeholders event took place in May 2018 to engage partners from across the CLD field in Inverclyde and understand the current picture, identify key priorities of local communities and consider gaps in provision and how partners can work better to identify the issues identified and agree local priorities for CLD. Over 60 partners attended the event in Port Glasgow with the feedback used to develop this plan.

Workforce development survey

In 2017, Inverclyde CLD staff and partners contributed to a workforce development survey in collaboration with other local authorities who form the CLD West Alliance. As part of the survey, staff and partners were asked to score themselves on their competence levels in relation to the CLD competencies to identify areas for development. A conference took place in March 2018 for staff and partners on the lowest scored competencies from the survey, namely “organise and manage resources” and “facilitate and promote community empowerment”. Inverclyde staff and partners attended this event and support the planned, delivery and organisation of the conference. Colleagues from the CLD West Alliance are working together to host a series of learning lunches and training events to address the areas for development identified in the competency survey.

Further consultation will take place throughout the lifetime of this plan.



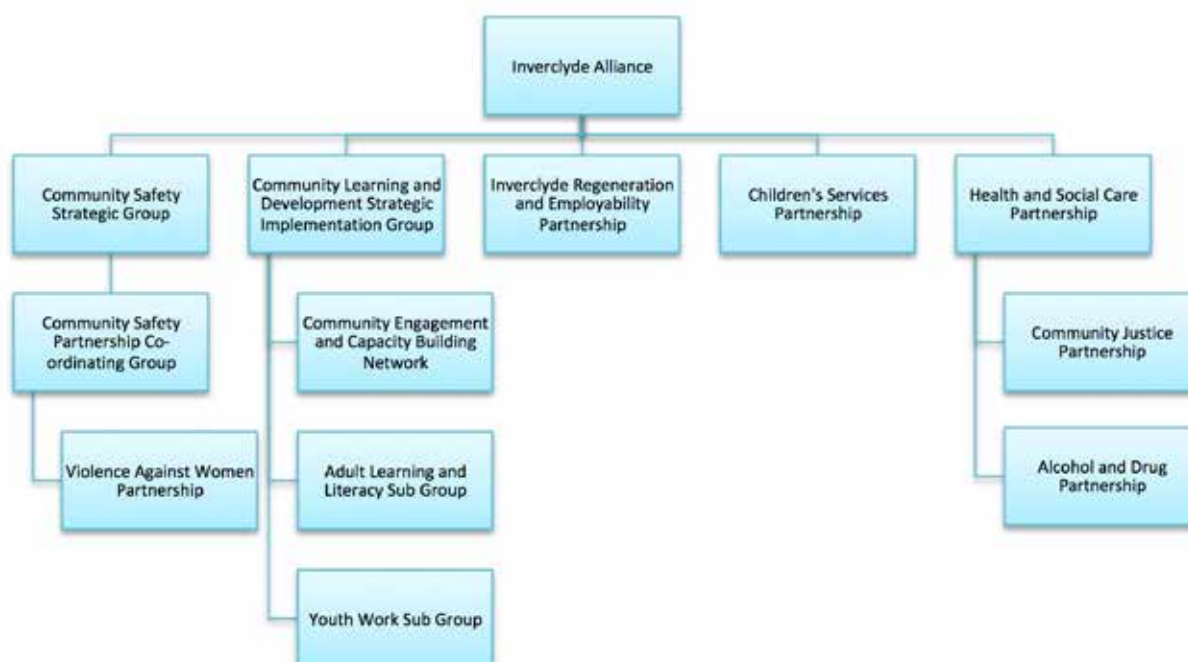
Governance / structure

The Community Learning and Development Strategic Implementation Group (CLD SIG) maintains the strategic responsibility for the development, monitoring and evaluation of the 3 year plan. A report on progress made on the action contained within the plan will be submitted to the Inverclyde Alliance Board on an annual basis. The CLD SIG will continue to monitor the progress in the implementation of the respective components of the plan. Specific actions will be allocated to the Community Engagement and Capacity Building Network, the Youth Work Sub Group and the Adult Learning and Literacy Sub-Group.

The current remit of the CLD SIG is as follows but will be reviewed in Year 1 of the plan:

- To continue to oversee the strategic integration of CLD into community planning on behalf of Inverclyde Alliance.
- To progress the integration of CLD into the work of the LOIP Locality Groups and related partnerships and monitor progress in the implementation of the CLD components of relevant action/delivery plans.
- To oversee compliance for the CLD (Scotland) Regulations 2013 through the development, implementation, monitoring and evaluation of the 3 year plan 2018 – 2021.
- To respond appropriately to direct feedback from inspections from Education Scotland and other authorities e.g. Children's Services Inspection, Best Value reports, SDS review etc.
- To ensure that leadership for CLD is effectively provided by Inverclyde Council's Directorate of Education, Communities and Organisational Development.
- To review the quality and effectiveness of CLD activity in line with the HMIE self-evaluation framework 'How Good is the Learning and Development in Our Community?' as well as 'How Good is our School 4?', 'How Good is our Culture & Sport 2?' and 'How Good is our college?'
- Skills Development Scotland's Corporate Plan - SDS vision for 2015-2020 - SDS have worked with partners and with colleagues throughout the organisation to make sure this plan is truly customer focused and reflects the shared vision of our partners. It is an ambitious programme designed to Make Skills Work for Scotland.

Inverclyde Alliance Board Structure



Our priorities

Priority 1

<p>CLD Priority 1 – Raising Attainment & Achievement LOIP Priority – Inequalities Corporate Plan Priority – To work collaboratively to enable strong, connected, and empowered communities, particularly in areas of deprivation, so that residents have influence and control over things that matter to them Integrated Children's Service Plan Priority – Opportunities to maximise their learning, their achievements and their skills for life. National Performance Framework – Outcomes 2, 3, 4, 5, 7, 8, 11 & 16</p>				
Evidence of Need	Key Actions	Timescale	What success will look like	Who is Responsible
<p>Feedback from young people, adults, the wider community and partners indicates that there is a need for CLD providers to continue to provide wider achievement and attainment opportunities.</p> <p>Scottish Attainment Challenge research and our own data (Standards & Qualities Report) stress the need to close the poverty related attainment gap.</p>	To increase the learning opportunities available to individuals.	Year 1 / 2	Increase in the number of individuals achieving nationally recognised awards.	<p>Education CLD Barnardos WCS</p>
	To continue to help individuals to develop the skills, knowledge and attributes to achieve their full potential.	Year 1	Improved range of courses, qualifications and awards available to individuals.	
	To continue to make a significant contribution in the closing of the poverty related attainment gap.	Year 1 & 2	A reduction in the poverty related attainment gap with improved outcomes for young people, parents and families.	
	Continue to provide and enhance high quality learning opportunities to young people, adults and the wider community with a focus of those most in need.	Year 1 / 2	Increase the number of individuals with improved literacies and ESOL skills.	
Lack of awareness of appropriate pathways for young people and adult	Improve progression pathways for both young people and adult learners.	Year 1 / 2	Increase in the number of learners progression on to other provision or	<p>CLD WCS Youth Work Sub Group</p>

Our priorities

Priority 1

<p>learners engaged in CLD activity.</p> <p>Lack of co-ordinated progression opportunities for learners.</p> <p>Create new progression opportunities for learners and provide additional support at transition points for those most in need.</p>	Raise awareness to CLD providers of the pathways available on the learner journey.	Year 1	services (pathway progression)	<p>SDS Adult Learning & Literacies Sub Group CECB Network</p>
	Work in partnership with wider CLD partners to identify appropriate pathways for learners.	Year 1	Increase in the number of learners progressing on to a positive destination.	
	Consult with learners on their experience and expectations of their learning pathway.	Year 1	Clear and defined pathways are identified. CLD practitioners, wider partners and adult learners have a better understanding of pathways.	
	Work across the partnership to identify and target the most vulnerable learners and develop additional support arrangements where needed.	Year 1/2		
	SCQF / ITA take up			

Our priorities

Priority 2

<p>CLD Priority 2 – Continue the development of effective partnerships at a local and national level</p> <p>LOIP Priority – All</p> <p>Corporate Plan Priorities –</p> <ul style="list-style-type: none"> ❖ To work collaboratively to enable strong, connected, and empowered communities, particularly in areas of deprivation, so that residents have influence and control over things that matter to them ❖ To deliver services that are responsive to community needs and underpinned by a culture of innovation, continuous improvement and effective management of resources ❖ To develop motivated, trained and qualified employees who deliver quality services that meet current and anticipated service needs <p>National Performance Framework – Outcomes 4, 7, 8, 11 & 16</p>				
Evidence of Need	Key Actions	Timescale	What success will look like	Who is Responsible
Feedback from partners indicated that improved joined up planning and evaluation to better capture data, identify priorities and share data and information should be a key aspect of the plan.	Improve the data sharing among partners in relation to consultations carried out to improve communication, knowledge and avoid duplication. Make more use of the data that already exists	Year 2	Partners are aware of consultations carried out and the data is fed back to all.	CLD SIG Youth Work Sub Adult Learning & Literacies Sub CECB Network CLD WCS SDS
	Develop the CLD Strategic Implementation Group (SIG) and the underpinning sub groups further to ensure partners work collaboratively to achieve shared goals.	Year 1	Partners work better together to plan and deliver services to the community to ensure best value and reduce duplication. Partners are clear on shared goals.	
	Support the development of the 3 locality plans to be established as part of the LOIP.	Year 1	Locality Plans are produced to take forward the priorities identified in the LOIP.	
	Support the CLD SIG, 3 sub-	Year 1	Partners have a clear	

Our priorities

Priority 2

	groups and wider partners to prepare for the HMle Inspection process.		understanding of their role in the inspection process and a better understanding of the inspection framework.	
Support the involvement of adult learners, young people and communities in the new locality planning groups.	Support the development of the 3 locality groups to ensure adult learners, young people and communities are involved in the planning and have a meaningful opportunity to engage in the planning process.	Year 1	There is appropriate representation from the community on the new locality planning groups.	CLD SIG CLD CPP Locality Planning Groups
Partners have highlighted the importance of feeding back to the community to ensure greater transparency and accountability	Develop more robust processes to ensure appropriate feedback is given following any community engagement.	Year 1	Young people, adult learners and communities are making a positive contribution to the planning process.	
	Improve the use of social media and local media to feedback more effectively to the wider community.	On-going	Effective systems are in place to ensure the results of any community engagement are fed back to the wider community.	

Our priorities

Priority 3

CLD Priority 3 – Empowering Communities - Continue the development of effective community engagement structures to enhance community participation LOIP Priority – Inequalities Corporate Plan Priority – To work collaboratively to enable strong, connected, and empowered communities, particularly in areas of deprivation, so that residents have influence and control over things that matter to them National Performance Framework – Outcomes 3,4, 7, 8, 11 & 16				
Evidence of Need	Key Actions	Timescale	What success will look like	Who is Responsible
<p>There is an on-going need to ensure community groups are represented at a local level and the community has a clear role in the development of the locality groups due to be developed.</p> <p>In response to the Community Empowerment Act, there is a duty to ensure the community have the capacity to identify, address and influence positive changes in their local areas.</p>	<p>Develop appropriate structures to respond to the Council's decision to allocate a significant budget to Participatory Budgeting (PB) in 2018/19.</p>	Year 1	The allocation of the PB budget is distributed in partnership with local community involvement.	CLD SIG Youth Work Sub Adult Literacies Sub CECB Network CLD CPP
	<p>Review the success of the PB exercise in 2019 and make further developments and improvements in advance of the Scottish Government's decision to allocate 1% of the budget to the wider community by 2020/21.</p>	Year 2 / 3	Inverclyde has developed effective procedures and has allocated 1% of their budget through PB.	
	<p>Support the development of the locality groups due to be established to take forward the actions in the Locality Plans. Create effective opportunities for the wider community to get involved.</p>	Year 1 - 2	Locality Groups are created to take forward the priorities identified in the Locality Plans.	
	<p>Continue the development of appropriate representation structures including Youth Council, Adult Learners Forum,</p>	On-going	The number of representation structures is at least maintained and the	

Our priorities

Priority 3

	Community Councils, Task groups and community groups.		groups feel supported and empowered to take actions forward. There are stronger individuals and communities.	
There is a need to further develop the Youth Consultation and Representation Structures across Inverclyde ensuring key community groups of interest are supported.	Develop a new structure for Youth Representation through the establishment of a Youth Cabinet.	Year 1	A new Youth Cabinet is established with increased numbers of young people engaged in youth participation.	Youth Work Sub CLD Youth Work Services 3 rd Sector Partners Education Inverclyde Council
	Develop plans for nominated young people to sit on local council committees to ensure their voices are heard on an appropriate platform.	Year 1	The Education & Communities Committee has a young person on the committee to address issues affecting young people.	
	Carry out a review of the Youth Participation Strategy, achieve our LGBT Charter Mark from LGBT Youth Scotland for our Clyde Pride Group & create a peer education group to tackle issues affecting young people on a peer level.	Year 2	A new refreshed Youth Participation Strategy is created to ensure young people are involved in service planning and delivery. LGBTi Clyde Pride achieves a bronze Charter Mark.	
	Deliver the Inverclyde YOYP Plan for 2018.	Year 1	The contribution of young people is celebrated and highlighted through the Year of Young People programme.	

Our priorities

Priority 3

	Ensure effective arrangements are in place for the Scottish Youth Parliament Elections in 2019 and 2021.	Year 1 & 3	Increase in the number of candidates standing for election and an increase in the number of young people involved in SYP elections.	
--	--	------------	---	--

Our priorities

Priority 4

CLD Priority 4 – Improving the Health & Wellbeing of our communities LOIP Priority – Inequalities Integrated Children's Service Plan Priority – Improved Health & Wellbeing outcomes Corporate Plan Priority – To improve the health and wellbeing of our residents so that people will live well for longer. National Performance Framework – Outcomes 6, 7 & 8				
Evidence of Need	Key Actions	Timescale	What success will look like	Who is Responsible
<p>Feedback from partners, adults and young people as well as the wider community indicate that there is a need to address the Mental Health agenda.</p> <p>Evidence indicates that those in the highest SIMD areas are likely to experience poor health, wellbeing and lifestyles.</p> <p>Enhance support to the LGBTI community, often disproportionately affected by Mental Health issues particularly in young adulthood.</p> <p>Inverclyde falls below the Scottish average in terms of life expectancy and the gap in both life expectancy and healthy life expectancy is even greater in our most deprived communities.</p>	<p>Work in partnership with key stakeholders and the wider community to examine the possibilities available to help address the rising concern of mental health among individuals.</p> <p>Continue the development of the IDEAS Project in Inverclyde and the Dementia Friendly Inverclyde Approach.</p> <p>Develop Autism Friendly Inverclyde Strategy.</p> <p>Continue to develop and support the LGBTI Community.</p> <p>Develop plans to address the social isolation of residents in Inverclyde using a multi-agency approach.</p>	<p>Year 1 & 2</p> <p>Year 1</p> <p>Year 1 & 2</p> <p>Year 1 & 2</p> <p>Year 1</p>	<p>The development of strategies / plans to address this issue e.g. A Young People's Mental Health Strategy</p> <p>Partners are working together to address this issue.</p> <p>Increased numbers of people are accessing the support and services available to them to improve their health and wellbeing.</p> <p>Increase in the number of people participating in groups and activities.</p> <p>A multi-agency plan is developed to target a reduction in the number of people reporting social isolation.</p>	<p>Youth Work Sub CLD SIG Schools 3rd Sector Organisations IDEAS Project & Partners HSCP including Refugee Integration Team NHS GG&C Sandyford Services Adult Learning & Literacies Sub Group Food Network Inverclyde Your Voice</p>

Our priorities

Priority 4

	Support the development of targeted sexual health provision to young people and the wider community in Inverclyde in Partnership with Sandyford Services.	Year 1	Sandyford Services are delivered in the heart of the local communities and in the I Youth Zone centres at times appropriate to young people and the community.	
	Support the development of groups and services for young people and adults with physical disabilities and long-term health conditions to reduce isolation and barriers to employment.	Year 1	Formation of a strong community group and development of services to reduce social isolation.	
	Continue to work alongside relevant partners to target appropriate provision and resources to support our communities most in need and identified groups of interest e.g. Care Experienced Young People, Kinship Carers, Disabled young people and adults, adult literacy learners, refugees etc.	Year 1	Increase in the number of individuals engaged in CLD provision reporting an improvement in their health and wellbeing.	
	Continue to develop the range of health education programmes on offer across Inverclyde	Year 1 / 2		

Our priorities

Priority 4

CLD Priority 5 – Developing the CLD response to tackling poverty, deprivation and inequality in Inverclyde LOIP Priority – Inequalities Corporate Plan Priority – To reduce the prevalence of poverty in our communities, with a particular focus on reducing child poverty. National Performance Framework – Outcomes 2, 3, 4, 7, 8, 11 & 16				
Evidence of Need	Key Actions	Timescale	What success will look like	Who is Responsible
<p>Feedback from partners, consultations and the wider community highlight the need for service providers to address the on-going issues of poverty and inequalities across Inverclyde.</p> <p>Evidence indicates that those in the highest SIMD areas are likely to experience inequality in relation to poverty and deprivation.</p> <p>There are a number of communities in Inverclyde with experience of long standing poverty and disadvantage – more than 1 in 4 of Inverclyde's children are estimated to be living in poverty, rising to 1 in 3 in some areas.</p>	<p>Contribute to the development of the Local Child Poverty Action Report for Inverclyde and identify key priorities for CLD providers.</p>	Year 1	Local Child Poverty Action Report created with partners working to identified outcomes and targets.	CLD SIG Schools 3 rd Sector Organisations IDEAS Project & Partners HSCP CECCB Network – localities planning DWP
	<p>Support the establishment of locality partnerships to develop a targeted and coordinated approach to addressing this issue.</p>	Year 1	Locality partnerships created with a multi-agency partnership approach. Increase in joint working. Locality plans in place with measureable outcomes and targets for all partners involved.	
	<p>Support the closing of the poverty related attainment gap through raising attainment and achievements in schools with young people, parents and families.</p>	Year 1 & 2	A reduction in the poverty related attainment gap with improved outcomes for young people, parents and families.	
	<p>Continue the on-going development of the IDEAS (Inverclyde Delivering Effective Advice and Support) project to provide families with relevant</p>	Year 1 & 2	An increase in the number of residents accessing financial inclusion support.	

Our priorities

Priority 4

<p>There is strong correlation between literacies capabilities and low level of income, either from low paid employment or from the benefit system. Develop literacies capabilities to support people into, or back to the labour market in order that they can cope with the demands of the changing skills and knowledge of the working world.</p>	<p>financial inclusion support and ensure they have the skills and capacity to be able to continue with positive finances through their lives.</p>	Year 1	Provision is tailored to meet the needs of this group and is delivered at appropriate times.	
	<p>Contribute to addressing the on-going concern of “<i>In work poverty</i>” and develop provision of services to meet the needs of this targeted group.</p> <p>Offer literacies learning in an employability context to both those in and out of employment.</p> <p>Work with local employers to identify areas of literacies support that would be beneficial to their workforce.</p> <p>Develop opportunities for workplace literacies provision.</p>	Year 1/2	Increased number of literacies programmes delivered.	

Workforce development

The Strategic Guidance for community planning partnerships on Community Learning and Development published in June 2012 as well as the revised guidance on Community Learning and Development Planning published in 2017, emphasise the importance of how partners will develop workforce development as well as effective leadership over the next 3 years. This plan recognises that CLD is provided in Inverclyde by a range of staff and practitioners including qualified paid staff, unqualified staff, part time staff, and volunteers from both the statutory and voluntary sectors. Over the past few years, various workforce development opportunities have been provided to partners including joint training, partnership development days, inputs at team meetings, sharing resources and developing the use of I-develop among partners.

To support the implementation of this new 3 year plan, the CLD Strategic Implementation Group will bring forward an updated workforce development plan which will include:

- Developing a training programme to provide more development opportunities to partners, their staff and volunteers and increase the number of opportunities for joint training across the partnership.
- Continuing to promote the values and ethics for CLD practice as set out by the CLD Standards Council for Scotland
- Developing appropriate pathways for learning and progression
- Sharing relevant training opportunities across the partnership
- Carrying out a needs assessment in year 1 of the plan to identify CPD requirements of the workforce
- Promoting and encouraging staff and partners to attend learning lunches and training opportunities provided by the CLD West Alliance

- Supporting the annual CLD West Alliance conference in relation to planning, supporting attendance from partners and contributing to workshops as appropriate.
- Maintaining the protected time for staff for CPD, training and tasks associated with quality assurance and self-evaluation.

We will continue to support the workforce from across the partnership to register and become members of the CLD Standards Council for Scotland to access information and support in relation to their professional development.

In addition, we will strengthen volunteering opportunities for individuals in our communities to give them the skills, knowledge and experience needed to help in their personal development or to give something back to their local communities. We will also develop and deliver a Volunteering Strategy for Inverclyde to further embed our commitment to volunteering across Inverclyde.

Unmet Need

Inverclyde is an area with significant economic and social issues and in times of reducing budgets and staffing levels, whilst at the same time an increased demand for the service, there will ultimately be areas of community needs that won't be met. Following our partner development day and feedback from the various consultations that have been carried out, the following areas of unmet need have been identified and agreed as follows:

- Significant work with older people and intergenerational work
- Targeted resources from CLD to work with U12s
- Addressing the issue of poor housing in terms of housing stock and accessibility for residents
- Targeted input from CLD around Sexual Health (although a programme is delivered in schools by teaching colleagues).
- Targeted Alcohol awareness in Secondary Schools.
- Awareness raising sessions around healthy eating and health promotion in schools which was previously delivered by CLD Service Staff.
- Access to supported training and employment for young people and adults with physical conditions and long term health conditions.
- We will be unable to address the gap that currently exists in relation to the barriers faced by some individuals in relation to volunteering e.g. those that are under 16 and wish to volunteer but are unable to do so, those with health problems and/or individuals with addiction issues.

Timeline in developing this plan

Date	Activity
June 2017	Self Evaluation Carried out by CLD SIG and Youth Work Sub
October 2017 – December 2017	October 2017 – December 2017
January 2018	Clyde Conversations Consultation Carried Out
February 2018	Clyde Conversations 3 Event
February 2018	Self Evaluation of CLD Plan 2015 – 2018 Carried Out
May 2018	Partners Development Day
May - June 2018	Draft plan developed
July 2018	Draft plan issued to partners
July 2018	Feedback from partners
August 2018	Final meeting with partners to review plan
August 2018	Revised draft plan created
August 2018	Report to CMT
August 2018	Report to Education and Communities Committee
September 2018	Plan approved by Council
September 2018	Publication and launch of new CLD Plan for Inverclyde

Glossary of terms used in this plan

CLD	Community Learning and Development
LOIP	Local Outcome Improvement Plan
IA	Inverclyde Alliance (Community Planning Partnership)
CPP	Community Planning Partnership
WCS	West College Scotland
SDS	Skills Development Scotland
DWP	Department for Work and Pensions
NPF	National Performance Framework
ESOL	English Speakers of Other Languages
LGBTI	Lesbian, Gay, Bi-Sexual, Transgender and Intersexed
CECBN	Community Engagement and Capacity Building Network
ITA	Individual Training Accounts (SDS)
PB	Participatory Budgeting
SYF	Scottish Youth Parliament
SIMD	Scottish Index of Multiple Deprivation
IDEAS	Inverclyde Delivery Effective Advice and Support
NHS GG&C	National Health Service, Greater Glasgow and Clyde
HSCP	Health & Social Care Partnership
CPD	Continuing Professional Development
OPOF	Our Place, Our Future

Appendix 1:

CLD delivery throughout the 3 year plan

CLD in Inverclyde has a wide range of providers delivering a range of services to our communities. The table below outlines this contribution with a summary of the main activities and dedicated resources.

Name of provider	Description of services



COMMUNITY 3 YEAR PLAN