



Community Planning  
Aberdeen

## **ABERDEEN COMMUNITY LEARNING & DEVELOPMENT PLAN**

**2021-2024**



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# INTRODUCTION

The Aberdeen City Local Outcome Improvement Plan and underpinning North, South and Central Locality Plans set out a vision for Aberdeen as 'a place where all people can prosper'. This Community Learning and Development (CLD) plan supports the delivery of this vision and delivery of the plans by providing a framework for greater collaborative working amongst organisations directly and indirectly delivering CLD services in Aberdeen (See Appendix 1 for list of key CLD partners). This plan is intended to be dynamic and flexible, responding and adapting to emerging needs and priorities.

**Learning changes lives for the better** and opens opportunities for us all to achieve our full potential. Everyone should have the opportunity to learn, develop and engage in their communities in a way that enhances their lives and contributes to thriving communities. Effective Community Learning and Development (CLD) is life changing for people, families, and communities. It inspires ideas, ambition and citizenship. It helps our city and our communities to flourish.

Community learning and development brings an early intervention and prevention focus providing young people and adults with skills for life, learning and work addressing personal and social development, active citizenship, and individual health and wellbeing issues and empowering people, both as individuals and in communities, to make positive changes in their lives. It also focuses on growing community-led groups and services that make communities more cohesive, sustainable, and better able to overcome the challenges they face, as well as working with community groups to support them to be well-run, sustainable, and independent

Effective community learning and development practice plays an essential role in ensuring people, particularly those facing discrimination and disadvantage, gain the confidence and skills they need to influence decisions that affect their lives.

We will provide CLD opportunities that improve the confidence, self-esteem, and wellbeing of people in our city to become happier and more positive and feel they can make a difference, not only to their own lives, but to others. We will continue to work with schools and deliver family learning to ensure our pupils from the most deprived areas in our city have the same life chances as those from more affluent areas. We will ensure that people gain and build essential skills for life and work including English language and reading, writing and numeracy. We will develop digital skills across a range of platforms to ensure people have the confidence they need to access, use and benefit from the advantages and opportunities offered by the digital world. We will inspire

and develop the skills of young people, adults and families to volunteer and get more involved in their communities. We will work together to develop volunteering opportunities and to increase the capacity building activities in the city.

CLD creates a fairer and more equal place to live, learn and work. We aim to enable those who experience poverty and health related inequalities in our city to access and participate in life changing CLD opportunities which build skills, confidence and aspirations. We are committed to working closely to target resources more effectively at those who have the greatest need to address our health and poverty related inequalities. We will work with partners to address barriers and improve access to life changing CLD opportunities. We will deliver a range of high quality learning to improve essential literacy, numeracy, language and digital skills.

CLD is essential to supporting economic growth particularly for those who experience disadvantage and inequality. We will deliver lifelong learning opportunities to develop the skills, confidence and aspirations required for inclusive growth and active participation. We will develop the talents and ambitions of our young people to enhance their employability and support them into attractive jobs. We will also work with people who are long-term unemployed or are in receipt of benefits to build their confidence and aspirations.

CLD plays a significant role in making our communities more resilient. It empowers local people to make change in their communities. It inspires activism and pride and enables people to use their skills and talents. We will work with communities to enable them to shape services, influence decisions and become more inclusive. We will address barriers and build skills and confidence which leads to increased volunteering in our city. We will foster skills for participation and work with communities to reduce poverty, inequalities and loneliness. We will work with communities to support them to identify issues and find solutions. We will build the capacity of our citizens to influence the decisions and allocation of resources which affect their families and communities. Effective CLD can thus help services just as it can local communities.

### **This Plan**

'Community learning and development' (CLD) includes a huge variety of informal and formal learning, delivered locally in our communities by a wide range of organisations and agencies, in a variety of different ways and different settings. This diversity is a great strength, but for individuals and communities, this can sometimes make it harder to know what support and opportunities are available. It can sometimes mask duplication of effort, or gaps in provision, and make it difficult for learners or communities to know who to ask to develop activities which support their development needs.

The aim of this plan is not to capture all the current and proposed CLD activity of individual providers in one document, but instead to focus on some shared Improvement aspirations for the next three years. This plan describes the clear role of CLD in addressing key challenges around health and poverty related inequalities. This plan offers shared commitment, aspirations and priorities to work more collaboratively to overcome the most significant issues facing our city and its communities. It will help us improve life chances for individuals, families and communities to contribute to and benefit from the city's prosperity.

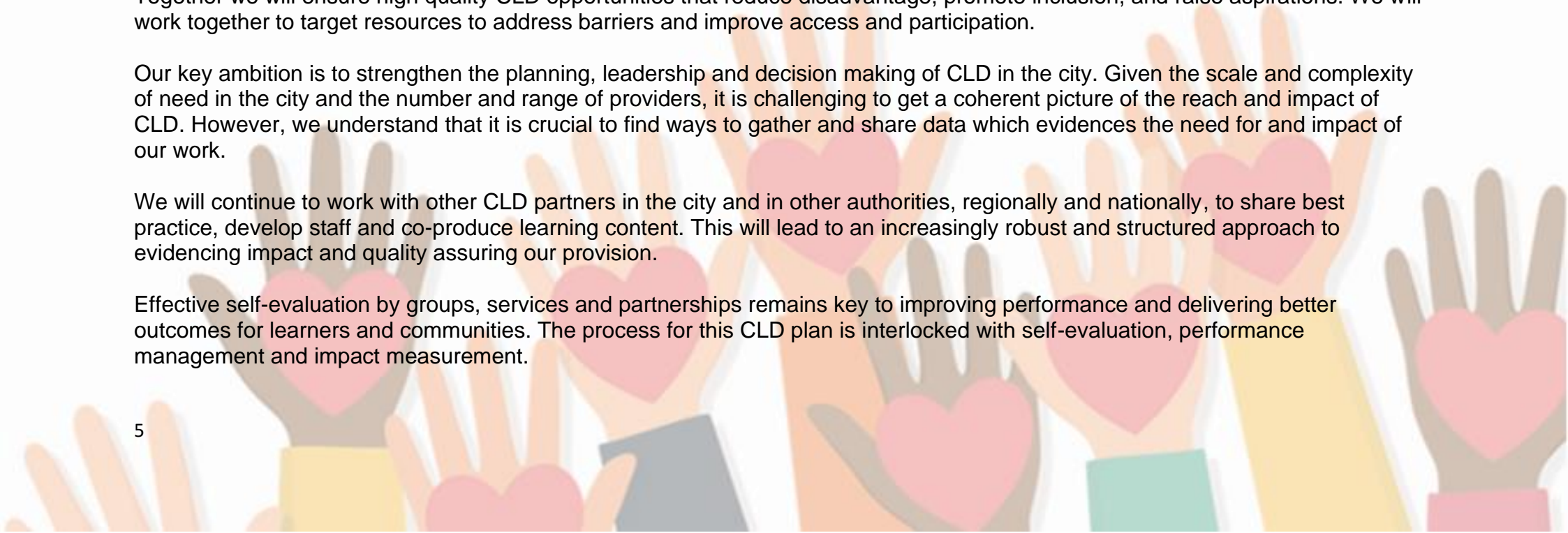
This plan places the people of Aberdeen at the heart of community learning and development planning and sets out our vision, challenges and priorities to help address some of our city's biggest and most challenging issues including our health and poverty related inequalities. It sees people as assets and recognises the need to work with individuals, families, and communities to support them to address issues and improve their circumstances

This Plan will be an evolving and living document which will be used to help shape and develop the CLD offer in Aberdeen and bring together providers to work ever more effectively in partnership for the benefit of learners and participants. It will be regularly monitored, and it will continually evolve to reflect and respond to the changing circumstances, needs and wants of our communities. Together we will ensure high quality CLD opportunities that reduce disadvantage, promote inclusion, and raise aspirations. We will work together to target resources to address barriers and improve access and participation.

Our key ambition is to strengthen the planning, leadership and decision making of CLD in the city. Given the scale and complexity of need in the city and the number and range of providers, it is challenging to get a coherent picture of the reach and impact of CLD. However, we understand that it is crucial to find ways to gather and share data which evidences the need for and impact of our work.

We will continue to work with other CLD partners in the city and in other authorities, regionally and nationally, to share best practice, develop staff and co-produce learning content. This will lead to an increasingly robust and structured approach to evidencing impact and quality assuring our provision.

Effective self-evaluation by groups, services and partnerships remains key to improving performance and delivering better outcomes for learners and communities. The process for this CLD plan is interlocked with self-evaluation, performance management and impact measurement.



### **Next Steps: Implementing the Plan**

This strategic plan describes the lead role of CLD in addressing our key challenges around health, poverty related inequalities and social and economic recovery. A supporting implementation plan with smart actions and targets and measurable outcomes will detail how we will deliver services

The focus of this plan's evaluation will be to capture the difference made and tell the story of how individuals, groups and communities have benefited from provision. We will work to create mechanisms to capture impact at scale where significant financial resources are allocated to CLD activity

## Statutory Background

The Strategic Guidance for Community Planning Partnerships: Community Learning and Development (2012) underpins national CLD policy in Scotland. The Guidance sets out the core contribution that CLD activities can make to national outcomes: with specific reference to:

1. Improved life chances for people of all ages, including young people in particular, through learning, personal development and active citizenship; and
2. Stronger, more resilient, supportive, influential and inclusive communities

and includes clear guidance that CLD should support ***‘primarily disadvantaged or vulnerable groups and individuals of all ages to engage in learning, with a focus on bringing about change in their lives and communities.’***

While directed at Community Planning Partnerships (CPPs) and recognising the vital role played by a wide range of organisations and services, the guidance clearly identifies a role for local authorities ‘to provide clear leadership and direction, and to drive the action needed to ensure we maximise the contribution of CLD partners in the reform of public services.’

The Aberdeen Education Authority has responsibility to ensure its delivery, however it is a requirement of the strategic guidance that the plan is reflective of **all** those who consider themselves to be deliverers of Community Learning and Development, whether within the statutory, voluntary or community sector. It is also a critical element of the Plan that these partners coalesce and take joint responsibility for writing, planning and evaluating the work associated with the Plan in partnership with the community.

The Requirements for Community Learning and Development (Scotland) Regulations 2013 place a statutory requirement on local authorities to publish a plan every three years. The plan should outline how the local authority will co-ordinate and secure ‘adequate and efficient’ Community Learning and Development (CLD) provision with other sector partners.

# CLD PRIORITIES

## CLD Plan 2021-4 – Engagement

The development of this plan has taken place during a global pandemic which has meant many of the traditional ways of engaging with communities and staff, including meeting face to face has not been possible. Instead, most engagement has taken place on-line and through virtual mechanisms to ensure that views have been captured. In an attempt to ensure citizens and partners were involved in the process the following engagement opportunities took place:

In March 2021, CLD Partners attended online sessions to discuss priorities for the CLD Plan, and how the impacts of the pandemic would inform CLD planning in 2021-24. Follow up sessions were held in April, where partners discussed these priorities in themed areas of Youth Work & Wider Achievement, Adult Learning and Community Development. Representatives from around 40 services/organisations attended these sessions (with some attending more than one themed meeting). Partners were invited to submit written comments if unable to attend any of the sessions.

A survey was distributed to CLD learners in May inviting feedback on the priorities initially identified and asking whether these were currently being offered by the group/service/organisation they were involved with. A total of 77 responses were received representing a range of organisations. This was followed by a survey sent to Partners in June, to identify current and planned actions that would contribute to the delivery of the priorities identified during earlier sessions and learner survey responses.

Writing groups were formed for each of the CLD areas to produce a first draft of the CLD Plan which was distributed to Partners for comment in July. A number of partners provided feedback which was subsequently incorporated into the draft Plan.

*Services/organisations that attended sessions: AHSCP, Community Planning, Creative Learning, Education Support (Virtual Learning), Equalities team, Fit Like Hubs, Integrated Children & Families – Residential Services, Libraries, Localities, New Scots/Refugee Project, Priority Families, Rangers Service, Education Service, Quality Improvement (Education, Aberdeen Foyer, Aberdeen Lads Club, Aberdeen Science Centre, ACE Voices, ACVO, Community Empowerment Group, Dyce Community Centre Association, Inchgarth Community Centre, Kings Community Church, NE Sensory Services, Police Scotland, Scottish Care, SHMU, Skills Development Scotland, Sport Aberdeen. Partnership Forums – Bucksburn, Cults, Grammar, Harlaw, Hazlehead, Lochside, Northfield, Oldmachar, St Machar*



## Priority 1 Youth Work

Youth Work can help young people to become more confident, resilient and optimistic for the future. It can support young people to develop skills that will improve their life chances and unlock their potential. It is an empowering approach that enables young people to take responsibility and have control over their lives. Young people who are confident, resilient and have skills valued by employers will help partners achieve the outcomes relating to LOIP 7.1. Young people who are confident and empowered will use their voice to articulate their needs and aspirations to policy makers and service providers; this will help the partnership to progress with the aim of Aberdeen becoming a Child Friendly City (LOIP 8). Young people who enjoy good mental health because they are engaged in positive activities, have outlets for their energy, feel connected to their community and wider networks, have the skills and resilience to manage situations that are challenging and difficult; this will benefit everyone.

Link to LOIP/Locality Plan	Outcome	What are we going to do together	Lead CLD Partner	measures
LOIP 7.1 Improving pathways to education, employment and training for identified groups (including disability, ASN, term time leavers and those from priority localities)	Support young people to gain the employability skills required for the world of work. This will increase the number of young people leaving school into a positive destination, especially those from priority areas. Work with school leavers to develop their employability skills.	Develop and deliver a learning offer for young people who are least likely to leave school into a positive destination. Ensure that this happens early enough in the life of the young person including delivery of shmuTRAIN Early Interventions to at least 5 secondary schools	shmu ACC	Positive destination figures are increased.
		Third sector and local authority partners will work together to provide a learner offer for young people who are not in education, employment or training Contributing to ABZworks through developing and delivering the CLD employability programme Supporting third sector programmes such as shmuTRAIN Positive Transitions and Foyer Reach & Prince's Trust	shmu ACC	SDS figures – number of young people not in education, employment or training decreases
LOIP 5.2 Increasing children's knowledge and understanding of their own	Support young people's mental and physical wellbeing and increase	Deliver a learning offer that provides opportunities for young people to improve their confidence levels, build resilience, learn new skills and feel more optimistic for the future.	ACC	An increased number of young people report

Link to LOIP/Locality Plan	Outcome	What are we going to do together	Lead CLD Partner	measures
physical and mental wellbeing and take an early intervention and prevention approach	the number of young people who report that they feel mentally well.	Increase opportunities for young people to connect with each and feel less socially isolated.	ACC Community Projects	that they feel mentally well
		Provide opportunities out-with school-time for young people to join groups and take part in activities that lets them learn new skills and become more confident, optimistic and resilient.		
		Increase the Learning Offer to schools to address demand for youth literacies and mental health/resilience	ACC	Increased numbers of young people report that their mental health is improving.
	Increase the number of youth workers in schools so that more pupils can access a range of learning opportunities that supports their mental wellbeing. Work with schools and other partners to identify those pupils at risk of, or already impacted by, poor mental health and provide those young people with the support they require.	Community Projects		
		Support and provide learning opportunities for young people from “communities of interest” such as New Scots and LGBT+ to feel included, respected, confident and optimistic for the future.	ACC	
		Pilot Healthy Minds/Creative Learning art programme for young people aged 18 to 24 with a diagnosed mental illness		
	Work with partners from the Family Wellbeing Hubs to provide early intervention support to	Use a solution-focused approach with young people and families to help them overcome challenges, develop the skills they need and improve their physical and mental wellbeing.	Children 1 <sup>st</sup> ACC Youth Work team	Evaluation tool used by FWB’s shows young people’s wellbeing is improving.

Link to LOIP/Locality Plan	Outcome	What are we going to do together	Lead CLD Partner	measures
	children, young people and families.	Share knowledge and expertise at regular Hub meetings and networking events.		
LOIP 8 Child Friendly City where all decisions which impact on children & young people are informed by them by 2026  LOIP 9 30% fewer young people under 18 charged with an offence by 2026	Support Community Planning Aberdeen's aim that Aberdeen become a Child Friendly City and gain accreditation for this from UNICEF.	Work together to achieve the Child Friendly City Participation badge.		
		Support partners on how to engage effectively with young people by developing a toolkit and calendar of events.	ACC Youth Work team	Improved engagement in consultations and decision making from young people.
	Promote and deliver diversionary activities for young people with an enhanced focus on the priority areas.	Engage with the young people who are participating in the programme of diversionary activities in the Mastrick area; build on existing provision to increase the range of what's available.	Police Scotland ACC Youth Work team	Increased number of diversionary activities available
		Build the capacity of communities in priority areas to start up and run their own youth groups by offering training and support.	ACC Community Development and ACC Youth Work teams	Increased number of community-run diversionary activities
		Set up a citywide Youth Work Providers' Network where information about diversionary activities is shared and gaps identified.	ACC Youth Work team	
Work in partnership with primary and secondary schools, with a focus on priority areas, to support	Use Covid Recovery Grant to increase the number of youth workers in schools and target resources on those young people most affected by Covid-19	ACC Youth Work team Schools	Using a range of evaluative methods, young people report that their mental	

Link to LOIP/Locality Plan	Outcome	What are we going to do together	Lead CLD Partner	measures
	improvements relating to the National Improvement Framework priorities.	Develop and deliver a youth work learning offer for primary and secondary pupils that meets their educational, personal and social needs and contributes to improved attainment	ACC Youth Work team	<p>wellbeing is improving.</p> <p>Using a range of evaluative methods, young people report back that they are developing life skills and have a more positive view of themselves.</p> <p>Number of youth awards being achieved.</p>

## Priority 2 Adult Learning

Adult learning is essential to enable and encourage adults in Aberdeen to acquire the knowledge, skills and confidence necessary to play an active and productive role, both personally and societally. The priorities below will provide opportunities for adults take part in a wide variety of learning opportunities and have clear progression routes in order to continue their learning journey and be confident, resilient and optimistic for their future.

Link to LOIP/Locality Plan	Outcome	What are we going to do together	Lead CLD Partner	measures
LOIP 4.1 Ensuring that families receive the parenting and family support they need.	Families are supported to raise attainment and build their capacity and resilience.	Work with partners, including Funded Projects, to provide early intervention support to children, young people, and families.	Family & Adult Learning Team PEEP Funded projects	Support to families discussed as standing order in Adult Learning Providers' Network
		Ensure CLD is recognised, valued and approaches embedded in the delivery of Fit Like Hubs (FLH).  Increase FLH's knowledge of existing and developing community based and 3 <sup>rd</sup> sector support for families and refer where appropriate.	Family & Adult Learning Team Fit Like Hub team	Kidscreen PIES MS Forms evaluation & tracking  FLH evaluative tools
		Family Learning Team to deliver work via education support fund in each Partnership Forum Area in the 21/22 academic year. Recruit team consisting of 1 FTE DO/5FTE DW/0.74FTE Adult Learning tutor Promotion of parental Literacy and Numeracy via Family Learning funded posts working within ASG partnership forums	Family & Adult Learning Team	In partnership with Education, develop evaluative tools to monitor impact of Education Support Fund.

Link to LOIP/Locality Plan	Outcome	What are we going to do together	Lead CLD Partner	measures
LOIP 1.4 Poverty affecting those with protected characteristics and in specific communities.	Develop and deliver targeted learning package for those whose employment opportunities have been hardest hit by Covid-19	Develop and deliver a learning programme which contributes to the ABZ Works goals. CLD programme delivery to include Power Tools, Basic Literacy and Numeracy, ESOL, Digital Skills  Community events in each priority partnership area promoting the programme and recruiting learners	Family & Adult Learning Team	Monitoring Learners Journeys using Upshot Number of participants Number of programmes offered. PIES
		Targeted support to learners in Cornhill Hospital Acute wards and Blair Unit	Healthy Minds	Number of participants Number of programmes offered. PIES
		Clarify and publicise blended learning opportunities within the partnership, providing clear learning pathways and appropriate support/referral routes.	Adult Learning Providers' Network	Self –assessment by partners Learners Feedback
LOIP 11.1 Supporting vulnerable and disadvantaged people, families and groups.	Improve the Mental Wellbeing of adults in our communities	Adults in recovery from mental illness are engaged in first step learning opportunities and have a plan for moving on from healthy minds - programme to include 1-1 support where all learners will develop their own learning plan and accredited group work.  Volunteers will be supported to achieve an SVQ level 3 or 4 award and have a volunteering plan	Healthy Minds	No. of learners moving on to positive destinations No. of accredited awards achieved No. of Learners No. of volunteers and peer mentors No. of volunteer awards achieved No. of learning and volunteer plans

Link to LOIP/Locality Plan	Outcome	What are we going to do together	Lead CLD Partner	measures
		<p>Power tools (8 personal development learning modules) development across the city both digitally and face to face with at least one face to face offering in each locality in year 1.</p> <p>Review the programme throughout year including a peer review with our Aberdeen City Council CLD colleagues which will develop a plan for year 2/3</p>	Healthy Minds	<p>No of sessions offered No of Participants 90% of participants report improved wellbeing</p> <p>Staff feedback and year 2/3 plan</p>
LOIP 11.1 Supporting vulnerable and disadvantaged people, families and groups.	Equip Adult Learners to meet key challenges and transitions in their lives – to include Digital inclusion, literacy, numeracy, ESOL and financial resilience.	Support Connecting Scotland Phase 3 Delivery – equipping each learner with the tools they need to engage and the ability to use them.	ACC – Employability and Skills	Upshot PIES Learner Journey evaluation
		Establish and develop an Adult Learning Providers’ Network allowing Partners to work together to improve delivery of programmes and the learning offer, internally with the Adult Learning Team and also building community links with adults through partnerships, leadership and training with providers – AFCCT, Science Centre, ACE Voices, WEA, GREC, Syrian New Scots, SHMU (Station House Media Unit), Care experienced young people, Priority Families, Gypsy/Travellers, Criminal Justice etc	Adult Learning Partners	Development of network – meetings/identification of SMART targets Identify CLD KPI’s to be addressed by Professional Network
		Develop Adult Learning Providers’ Network with Adult Learning Providers, Adult Learning Team and Funded Projects, to ensure that a varied programme of learning opportunities is offered, including progression opportunities	Adult Learning Providers’ Network	Self-Assessment by Professional network Statistical measures Reporting on CLD KPI’s
LOIP 15.1 Increasing the diversity, quality and use of the Aberdeen’s green	Develop and support outdoor learning initiatives	Outdoor Learning spaces and places identified for safe, appropriate delivery of programmes and individual support	Healthy Minds Adult and Family Learning	Designated spaces identified

Link to LOIP/Locality Plan	Outcome	What are we going to do together	Lead CLD Partner	measures
spaces by facilitating community participation in them to restore nature and increase people's satisfaction, health, and wellbeing		Maximise the use of CLD space at The Grove in Hazlehead to learning opportunities across the CLD service to be developed in year 1 and reviewed in years 2/3		No of activities increased by 50% at the Grove space
		Promote the use of outdoor learning in all aspects of CLD delivery and with partners via Adult Learning Providers' Network, including identifying sources of funding to support training and delivery.	Adult Learning Providers' Network	Number of groups taking place outdoors Funding received
LOIP 11.1 Supporting vulnerable and disadvantaged people, families and groups.	Increase focus on accredited qualifications and development of Progression Routes	Clarify and promote the accredited learning available via Adult Learning Providers' Group – establish baselines/publicise.	Adult Learning Providers' Network	Clear information about what is on offer Number of accredited awards being achieved
		Support the Adult Learning Providers' Network to evaluate and develop the programme of accredited learning offered within the City	Adult Learning Providers' Network	Updated Clear information about what is on offer



## Priority 3 Community Development

*“Community Development is about making a fairer, just and more inclusive society with strong communities at the heart of decision making.” (Scottish Community Development Centre) [CD in 60 seconds](#) | [SCDC - We believe communities matter](#)*

People can and want to do more for their localities to improve the life chances for people of all ages and build stronger, more resilient, influential and inclusive communities.

The aim of an ‘asset based’ community development approach is to **strengthen** communities enabling communities to increase control over their lives, being supported to do things for themselves and having their voices heard in the planning and delivery of services. We do this by improving people’s knowledge, skills, confidence, organisational ability and resources, through community learning and development, which makes an important contribution towards promoting lifelong learning, social inclusion and active citizenship.

Community Development partners agreed priorities and projects that directly contribute to Stretch Outcomes in the LOIP and the three Locality Plans as detailed below.

Link to LOIP/Locality Plan	Outcome	What are we going to do together	lead	measures
11.2 Increase opportunities for people to increase their contribution (volunteering) to	Provide capacity building support to communities to create, develop and sustain programmes and activities which address	Partners will collaborate to provide support to community groups and volunteers - creating a clear, consistent, readily available suite of training to communities and partners to ensure better partnership working and capacity building- i.e. management committee training, information on asset transfers, funding, working together, intergenerational working	ACC ACVO	Community groups learning programmes are successful and engaging more individuals

Link to LOIP/Locality Plan	Outcome	What are we going to do together	lead	measures
communities by 10% by 2023	emerging priorities and provide increased opportunities for citizens	<p>Volunteers and members of community groups have access to training to help build their capacity to deliver learning opportunities</p> <p>Community groups are supported to identify and access additional funding to expand their programmes to local communities</p>		
		<p>Continue developing a programme based on learning needs of community groups through the CAN (Come and Network) Week with community leaders. Develop an annual learning offer with partners.</p> <p>Co-create a capacity building e-toolkit which might include induction, committee guide, constitution, essential training programme, business plan templates, capacity assessments, self-evaluation guides, useful support contacts and volunteer training resources.</p> <p>Develop certificated learning programmes that lead to career progression/higher education in CLD and other.</p>	ACC Community Development Team Partners	
LOIP Stretch Outcome 2. 400 Unemployed Aberdeen City Residents supported into Fair Work by 2026	Support the creation and development of social enterprise and community wealth building	<p>Awareness raising programme in communities about what social enterprises are and the support available.</p> <p>Identify sources of support for social enterprises and develop with partners an 'offer' to be made to communities</p>	ACC Community Development Team ACVO ACC Economic Development	

Link to LOIP/Locality Plan	Outcome	What are we going to do together	lead	measures
		<p>Discuss with community organisations whether any of their services might be more sustainable as social enterprise</p> <p>Deliver training programme for potential social enterprises and develop social enterprise toolkit with partners and community representatives</p>		
		<p>Identify with community leaders opportunities for community wealth building in their neighbourhood/locality</p> <p>Deliver a 'community wealth building' test of change in each locality</p>	<p>ACC</p> <p>ACVO</p>	
North, South and Central Locality Plans	Ensure Community Planning partners work closely with people and communities to improve our collective understanding of strengths, needs and opportunities	<p>Support the development of the capacity (knowledge, ability and skills) of Locality Empowerment Groups, Priority Neighbourhood Partnerships, Fairer Aberdeen Board and other community bodies</p>	AHSCP; ACC Locality, Community Development & FAF Teams	Communities are confident in using different tools to identify ways to enhance their local area and community
		<p>Continue to develop systems to support two way communication to and from communities via community connectors to allow local needs and ideas to be shared with public bodies and new developments and opportunities to be shared with communities via community leaders</p>		

Link to LOIP/Locality Plan	Outcome	What are we going to do together	lead	measures
		Support community engagement with and participation in the co-design and delivery of local improvement projects and tests of change		
LOIP 11.2 Increase opportunities for people to increase their contribution (volunteering) to communities by 10% by 2023; and All Locality Plans	Further, develop a clear and coherent framework to support volunteers and volunteering within communities and across community groups and organisations	Increase number of volunteers involved in community activities across Aberdeen with specific focus on the Priority Neighbourhood Areas.  Re-visit establishing a localised volunteer friendly award scheme with partners/ Community champion scheme which supports volunteers from the beginning and throughout whilst also incentivising and upskilling them/ recognising efforts. Links with AVCO/NHS etc	ACVO ACC	Community groups are successfully recruiting, retaining and training volunteers  Number of volunteers and volunteer hours contributed through Fairer Aberdeen Programme
		Support to promote volunteering opportunities within existing provision and link new opportunities in to gain skill, knowledge and expertise in supporting volunteers.	ACVO ACC	Report an increase of registered opportunities and uptake of volunteering opportunities.  No, of volunteers
		Promoting and fostering volunteering opportunities in communities across Aberdeen within organisations and groups	ACVO	

Link to LOIP/Locality Plan	Outcome	What are we going to do together	lead	measures
		<p>and within public services (including ACC) to sustain and expand their provision.</p> <p>Increase opportunities for volunteers to gain accreditation/ recognition for their contribution</p> <p>Partners collaborate to deliver training and support development of volunteers as required</p> <p>Community groups collaborate/network to share good practice on retention and development of volunteers</p>	ACC	
All LOIP and Locality Plan Outcomes	Develop and implement a training and development programme to ensure best practice is adopted across partners, informed by the National Standards for Community Engagement	Training to be developed which promotes awareness of and effective use of the National Standards of Community Engagement, for customer facing staff.	ACC Community Development Team  (Community Empowerment Group)	
		Encourage the use of the VOiCE tool when carrying out projects which require us to inform or engage with the community to, among other things: Increase clarity of purpose for community engagement; Enable shared planning of community engagement with colleagues/partners and communities; enable practical application of the National Standards for Community Engagement; and Improve quality of community engagement processes and methods	SCDC ACC AHSCP	
		Develop co-production sessions with partners to ensure they better understand the Standards and how to use them.	SCDC ACC	

Link to LOIP/Locality Plan	Outcome	What are we going to do together	lead	measures
LOIP Stretch Outcome 1. No one will suffer due to poverty by 2026	Support communities to develop and contribute to local projects which tackle poverty (food, fuel and benefit maximisation) - need to focus projects on those most effected by Covid-19 e.g. young people, minority ethnic communities, disabled people, and how they can be supported	Provide communities with the support required to enable them to create and deliver local solutions to poverty related issues (eg Food larders, local take up campaigns)	CFINE ACC	
		Create ongoing and needs lead initiative for working with EU Citizens- support with settled/pre-settled status and other needs	ACC ACVO	
		Create pool of volunteers/staff members trained in providing immigration advice		
		Contribute to the learning and development of opportunities for New Scots	ACC	
LOIP 13.2 Community led resilience plans in place for areas most vulnerable to flooding by 2023, leading to resilience plans in place across all areas of Aberdeen by 2026.	Harness the increased levels of community volunteering to build greater resilience - support communities to develop resilience plans and groups	Work with stakeholders to develop training and resources to enable development of neighbourhood resilience groups and associated neighbourhood resilience plans	ACVO ACC Scottish Fire and Rescue Service	Number of communities who have a resilience plan.  Number of active resilience groups
		Share learning, skills and knowledge across organisations and meet any identified need through providing training opportunities.		
		Identify and offer ongoing capacity support required to maintain effective resilience groups		
		Establish a citywide network of resilience reps from communities to share good practice, ensure resilience plans are up to date etc,  Possible 'dry run' of how effective resilience plans are in case of emergency		

Link to LOIP/Locality Plan	Outcome	What are we going to do together	lead	measures
15.1 Increasing the diversity, quality and use of the Aberdeen's green spaces by facilitating community participation in them to restore nature and increase people's satisfaction, health, and wellbeing.	Support community management/ownership of green spaces and the development of food growing spaces and projects	Increase the awareness for Community Food Growing in the City by promoting opportunities across the City whilst tying in with existing forums and plans. Support existing and or create opportunities for communities to become aware of the potential to create community growing spaces.  Engage with the Food Growing Strategy Implementation Group to produce and implement a 'CLD Greenspace Development' plan in partnership with Keep Growing Aberdeen Group Scope out who is available to assist in process for partners and community groups.	CFINE ACC	
		Create and promote a resource with focus on process's, who can help. Identify and include funding resources that are available to support communities manage and or own greenspaces	CFINE ACC	
		Support groups and organisations to seek support through shared skills, knowledge and experiences by supporting and promoting a city-wide network for groups and organisations who currently work or operate greenspace areas. Yr1 – explore options for creation of or enhancing existing forums. Survey of Community partners (Aberdeen Communities Together) Yr2 -3 Supporting the forum to move forward with planning	ACC	Identify community groups, organisations and partners who would be invited to a support forum where information, skills, expertise and knowledge would be shared.

Link to LOIP/Locality Plan	Outcome	What are we going to do together	lead	measures
All LOIP and Locality Plan Outcomes	Neighbourhood planning - develop toolkits and training to strengthen community's capacity to produce their own neighbourhood plans-	Clearly identify the capacity building support partners can commit to offering to community groups to support the development of neighbourhood plans	ACC	
		Work with stakeholders to develop a toolkit and training programme to support community groups to produce their own neighbourhood plans		
		Deliver and evaluate an ongoing programme of capacity building support to neighbourhood groups to engage with their communities to produce and update neighbourhood plans		



## Overarching Actions

Link to CPA Development Plan	Outcome	What are we going to do together	Timescale	lead	measures
Data and Research	Provision of CLD is targeted by partners using data to prioritise areas where intervention addresses local needs and makes most impact	Contribute to the ongoing development of the City Population Needs Assessment and Aberdeen City Outcomes Framework to ensure we are capturing and analysing data which enables better understanding of local need and priorities for CLD.  KPI document	Ongoing	CLD Team, ACC Partners	Inclusion of CLD measures within online outcomes framework
		Regular review and evaluation using a variety of tools to deliver better evidenced impact and refines priorities/ planning	Ongoing		
		Develop use of the KPIs produced by Community Learning Development Managers Scotland	Ongoing		
Capacity Building	Upskilling of community members to use improvement techniques to test their ideas in the community	Introduction of Model for Improvement Course for Community Members. Sessions to provide an introduction to the plan, do, study, act methodology to our communities to support them testing change ideas included with the Locality Plans and to work	October 2021	Community Planning Team, ACC	

		with Outcome Improvement Groups to take these forward.			
Cross Cutting Campaigns	Community empowerment	Promotion of opportunities and support to community members to get involved in the Locality Empowerment Groups/ Priority Neighbourhood Partnerships to help make things better in their local community.	Ongoing	CLD Team, ACC	
	Children's Rights	Implement a commitment to incorporate the UNCRC into policy across CLD services	Ongoing	CLD Team, ACC Partners	

# Workforce Development

CLD partners will work together to design workforce development priorities that are informed by an assessment of the **needs of the whole CLD workforce** in the area – including public and third sector, paid and unpaid workers

Continuous improvement is part of the ethos of CLD. As part of our commitment to improve we will ensure that we have a highly skilled, confident and committed workforce, including our volunteers. We will also increase opportunities and improve pathways to volunteer and provide targeted support to break down barriers and ensure volunteers reflect our city's vibrant diversity.

## **Workforce Development – CLD partners will work together to:-**

- Develop progression routes for volunteers supported by deliberate interventions to support their development.
- Develop ability to deliver PDA's and other accredited awards which support the progression of people engaged in working with communities.
- Develop and deliver training programmes and resources to support the upskilling of workers, including programmes around digital/blended learning and outdoor learning.
- Develop a programme of training and support to enhance the ability of community groups and providers to achieve 'volunteer friendly' status.
- Work with North Alliance to develop shared programmes of training for community learning and development practitioners and address gaps in opportunities.
- Develop the capacity of community learning and development providers to offer Community Learning and Development placements in Aberdeen
- Explore with partners the delivery of accredited courses for those engaged in community learning and development provision.
- Develop the role of NESCOL and local Universities in offering opportunities for progression and career development

# Our Regional Approach in the North

Aberdeen City Council is one of eight regional local authority partner members in the Regional Improvement Collaborative for the North – **The Northern Alliance**. Other members are: Aberdeen City, Moray, Highland, Argyll and Bute, Shetland, Orkney and the Western Isles (Eilean Siar).



The **Northern Alliance** Regional Improvement Collaborative (RIC) aims to develop a culture of collaboration, sharing of expertise and creating local and regional networks to improve the educational and life chances of children and young people.

[The Northern Alliance – A Regional Improvement Collaborative](#)



There are 9 workstreams delivering against the above agenda including a specific **CLD Work-stream** which is managed and delivered through the local authority Lead Officers for CLD. Support for this is provided by Education Scotland through their Education Officers. This has been particularly evident in their involvement in CLD Planning and in aspects of continuous improvement.

The current operational improvement priorities of the CLD Leads group are to:

- Capture approaches to wider achievement for young people and adult learners and share practice
- Capture and analyse youth participation and youth voice
- Further develop approaches to Family Learning
- Increase access to professional learning, including online

Read about our **collective** achievements here [Northern Alliance CLD Sway](#)

Building on these priorities going forward we will be establishing and supporting a Youth Advisory Group for the region, planning and delivering professional learning in STEM (Science, technology, engineering and maths) using a funding award from Education Scotland, strengthening networking around equalities and young people through a new forum, extending practice sharing in relation to Family Learning and contributing to the wider collaborations created through the Regional Improvement Collaborative.

Professional Learning for practitioners and the North Alliance

Access to professional learning and development for practitioners in CLD in the North is enhanced through a regional network of partners, including from the third sector, known as the North Alliance. In turn, this network is a member of the national grouping of CLD Training Consortia. The North Alliance is awarded a small amount of annual funding from the CLD Standards Council in Scotland to deliver professional learning activities for practitioners across the geography.



# A Statement of CLD needs which will not be met within the period of the Plan

This Plan is reflective of the current position in Aberdeen but it is acknowledged that due to ongoing changes locally and nationally, particularly in the context of the impact of Covid-19, there is likely to be emerging unmet need in service delivery and support.

We will continue to use our community engagement processes and listen to learners' voices to identify unmet need, record it and then consider whether it can be addressed in some other way by partners or community organisations.

A significant part of our provision is provided through the voluntary commitment of active citizens as individuals and within groups, to identify and resolve unmet learning need.



# How We Work Together

City wide arrangements for delivery - how we engage partners across the City in CLD:

**Partnership forums** - Partnership Forums should discuss the issues being faced across the community to determine priorities, agree how to allocate resources and identify where gaps in provision remain. Once priorities for improvement have been identified, Forums should consider how each individual service represented can support improvement by targeting their own resources.

**Priority Neighbourhood Partnerships** - this plan has been heavily influenced by the needs and priorities identified through the recent process of updating Priority Neighborhood Plans and Priority Neighbourhood Partnerships have an important role to play in commenting on future delivery

**Locality Empowerment Groups** – this plan has been heavily influenced by the needs and priorities identified through the recent process of creating Locality Plans and Locality Empowerment Groups have an important role to play in commenting on future delivery

**Adult Learning Providers' Network** and **Youth Work Providers' Network** - One of the unintended benefits of bringing partners together to share the process of developing this Plan was a renewed interest and commitment to closer ongoing collaboration. As a result there is a desire to establish and develop Providers' Networks for each to bring together those delivering youth work and adult learning respectively. Perceived benefits include sharing of information, identifying and addressing gaps in provision and unmet needs, access to wider funding streams (explore funding opportunities and scope for collaborative bids), shared knowledge of local provision, improved 'pipeline' progression, development of a wider skills and knowledge base, enhanced partnership working, better co-ordination of provision and a reduction in duplication. These groups will not have a governance role and care will be taken to ensure they complement and link to existing networks such as the Aberdeen City Employability forum

**Youth Voice** – Aberdeen City Youth Council and local youth forums have an important role in commenting and shaping youth work provision along with participants in youth work programmes and children's voices in school based provision.

**Learners Voice** - Maximise opportunities for adult learners to participate in planning their own learning and learning programmes

**Regeneration Matters** - is a forum of residents from priority neighbourhoods, which considers issues of interest across all the communities. They support community engagement and nominate members for the Fairer Aberdeen Board, which distributes funding to tackle poverty.



# Governance & Accountability

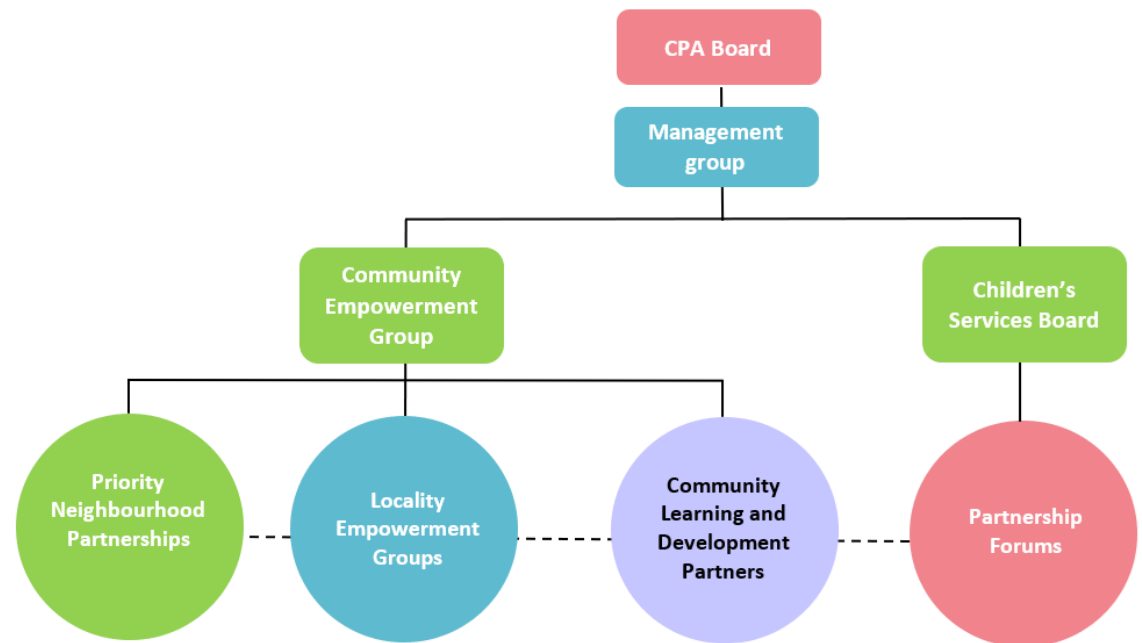
The Community Empowerment Group oversees and scrutinises the development and delivery of the Community Learning & Development Plan on behalf of Community Planning Aberdeen and partner organisations. This includes how the CLD Plan supports delivery of the Aberdeen City Local Outcome Improvement Plan and underpinning Locality Plans to ensure improved outcomes for people and communities across the City.

Aberdeen City Council's CLD Team leads the operational delivery of the CLD plan and is accountable to the Community Empowerment Group on behalf of CLD partners. The CLD Team facilitates effective joint working across CLD partners and with communities to deliver the plan and ensure communities are supported to engage in the priority areas outlined within this plan.

This involves working closely with the Locality Empowerment Groups, Priority Neighbourhood Partnerships and Partnership Forums which all have a role in working directly with communities to engage and empower them to make things better for themselves, their families and their communities.

The CLD Team will submit a full report against the CLD plan annually to the Community Empowerment Group and provide regular updates on progress, risks and issues at Community Empowerment Group meetings which are held monthly.

**Community Learning and Development Managers Scotland (CLDMS)** are developing a common set of performance indicators for the sector ([KPI guidance](#)). We will encourage their adoption across partners.





## CLD Partners

**Community Learning and Development Providers in Aberdeen** – what Community Learning and Development providers will be doing within the area over the period of the plan.

There are a range of providers of community Learning and Development services across Aberdeen – some of who are listed below:

CLD Provider	Description
<b>Aberdeen Council of Voluntary Organisations (ACVO)</b>	<b>Focus on capacity building– including community group and organisations; social enterprises Supporting volunteering. Supporting third sector organisations. Promoting and supporting social enterprises. Connecting third sector to CPP</b>
<b>Aberdeen Foyer</b>	<p><b>Aberdeen Foyer</b> provides supported accommodation to former homeless and at risk young people alongside a range of learning, training, and employment support as well as community health and early intervention services.</p> <p>Addresses many of the underlying causes of homelessness and provides people with the means of gaining and sustaining employment. An integrated approach allows tenants and programme participants to take the next steps towards independent living, learning and work.</p> <p><b>The Prince’s Trust Team</b> programme is aimed at supporting young people into a positive destination of further education, training, employment or volunteering.</p> <p>Delivers activities aimed at helping each individual to progress into a positive destination and develop their skills and talents so that they can achieve their potential and live an independent and successful life. The</p>

	<p>young people who access the programme are often facing multiple barriers to progression e.g. lack of education, unemployment, homelessness, and are from areas of deprivation within Aberdeen City.</p> <p><b>Aberdeen Foyer Reach</b> delivers personal, social, wellbeing and employability skills development programmes, aimed at participants who are in recovery from any long-term condition e.g. substance misuse, mental illness or physical illness.</p>
<b>Aberdeen Lads Club</b>	Provides community learning and development services, including childcare, youth work, adult learning, parent and family support, and community capacity building.
<b>Befriend a Child</b>	Provides a befriending service for school-aged children growing up in troubled and disadvantaged circumstances in Aberdeen. Children are matched with trained volunteers who deliver 1:1 befriending and mentoring services. Deliver youth clubs in priority communities.
<b>CFINE Tackling Food Poverty</b>	Maintains and develops Community Food Outlets and Food Pantries, provides food for those in food poverty and coordination, information and networking between organisations involved in food bank work. Aims to make affordable fruit, veg and other produce accessible to low income, disadvantaged and vulnerable residents in Aberdeen. Provides work placements, employability support and training.
<b>CFINE SAFE and SAFE DA (Disability Advice)</b>	Provides face to face financial capability support and education. Deals with benefits, budgeting, debt, digital literacy and financial education.
<b>Choices</b>	Delivers an early intervention programme to break the cycle of gender-based violence and sexual exploitation and to raise awareness, challenge prejudice and stereotypes amongst young people. Promotes positive relationships, supports and empowers people in making choices which will enhance their physical, mental and relational wellbeing.
<b>Citizens Advice Bureau (CAB)</b>	<p>Provides free, independent, confidential, impartial advice available to everyone.</p> <p>Provides advice and information in priority areas using community centres as drop-in centres, assisting clients to maximise their income from welfare benefits and to reduce levels of debt.</p>

<p><b>Community Flats</b></p>	<p><b>Tillydone Community Flat</b> supports community development and provides services designed to improve the quality of life of the residents of the area. Provides resources for community activity; a venue for a range of organisations that offer support, information and advice; and supports community capacity building and adult learning. Promotes and supports individuals to volunteer in the flat and the wider community. Support with welfare reform issues and access to free food.</p> <p><b>The STAR Community Flat</b> is based in the Seaton area of Aberdeen and serves the local population. The flat offers a range of free services and classes to support and enhance the day to day lives of Seaton residents. Services include back to work support, computer support, free computer and phone access, use of a Chill Out Room and access to educational and vocational classes. The flat also works with the Trussell Trust supporting food bank provision.</p> <p><b>Cummings Park Flat</b> works with agencies and partners to enhance the lives of people in the community. Helps to address isolation particularly in the elderly, unemployed and/or disabled. Provides engagement opportunities, learning and job seeking support. Access to free wifi. Access to phones for the purpose of appointments (health, legal, housing, benefit). Provides information and access to information to encourage better health and well-being. Giving volunteers opportunities to upskill and recognise existing skills. Sign posting to appropriate agencies.</p>
<p><b>Faith Groups</b></p>	<p>Many churches/faith centres provide activities such as playgroups, creches, youth work and work with older people.</p>
<p><b>Fersands and Fountain Community Project</b></p>	<p>Provision of community learning and development services, including childcare, youth work, adult learning, parent and family support, Community Food Pantry, and community capacity building</p>

<b>Fersands Family Centre</b>	Provides a range of parent groups, support to individual parents, Nursery, Kindergym
<b>Higher Education</b>	<b>University of Aberdeen</b> – CLD Post Graduate course, research work with community Groups  <b>Robert Gordon’s University</b> – widening access courses
<b>GREC</b>	Provides employability ESOL classes within priority areas and a Language Café to offer opportunities to build confidence in speaking English.
<b>Learning Centres.</b>	There are 17 Learning Centres – 10 of which are attached to schools and the other 7 Free-Standing, with several being shared with other services and agencies. The voluntary Associations are supported by Centre Operations Officers to develop learning programmes which meet community identified needs. Programmes include work with children and young people, adults and older people. Programmes vary depending on the size of the centre and the number of volunteers within the Association. They work with the city council through an Operational Agreement. Community Development staff also provide support to the Associations through developing appropriate training with them to help build their capacity to deliver learning opportunities. Associations are supported to identify and access additional funding to expand their programmes to local communities
<b>Leased Centres</b>	There are 23 Leased Community Centres. Leased Centre Associations work to a formal Lease and Management Agreement. They run programmes based on their understanding of need in their local

	<p>communities. They are responsible for the operation of the Centre e.g. Health and Safety, Child Protection. The ACC Community Centre Liaison Officer supports these Associations through support visits, a centre hand book and training. Community Development staff and ACVO also provide support to the Associations as appropriate-</p>
<p><b>Middlefield Community Project</b></p>	<p>Provides community learning and development services, including childcare, youth work, adult learning, parent and family support, employment advice and training, access to free/affordable food, and community capacity building.</p> <p><b>Middlefield Youth Flat</b> supports young people to build their confidence, informal learning opportunities, safe, nurtured, develop their social skills, problem solve and become more resilient, have opportunities, work as a group to make informed choices.</p>
<p><b>North East Sensory Services</b></p>	<p>Provides an employment service to blind, visually impaired, deaf or hard of hearing people who live in Aberdeen City. They provide specialist support enabling people to access relevant employment, education and training opportunities and to sustain opportunities which have already been accessed.</p>
<p><b>North East Scotland College (NESCOL)</b></p>	<p>Provides and supports a wide range of learning opportunities including ESOL delivery and Employability programmes</p>
<p><b>Pathways</b></p>	<p>Supports people into employment by providing tailored support for people from the first stages of job seeking through to securing and maintaining employment. They identify and encourage participation of hard to reach residents through weekly drop-ins, work clubs, established links with partner agencies and individually tailored one to one Keyworker support.</p>
<p><b>PEEP</b></p>	<p>The Peep Learning Together Programme is an adult learning programme that supports parents/carers to support their young children's early learning and development. The main focus is to promote strong caring relationships and to increase the quality of the home learning environment. This is done through both group and 1-1 work with families. Families are also offered an opportunity to complete a SCQF credited unit portfolio (Peep Progression Pathway portfolio or PPP) based on what they are already doing to</p>

	<p>support their children. There is an agreement with NESCOL that families who complete a portfolio get an automatic interview.</p> <p>Pre-Covid there was a programme that allowed care experienced young people to volunteer at one of the PEEP groups and complete a portfolio for assessment.</p>
<b>Printfield Community Project</b>	<p>Provides community learning and development services, including childcare, youth work, adult learning, parent and family support, access to free/affordable food, and community capacity building.</p> <p>Out of School childcare for children who attend Woodside and Kittybrewster Primary Schools to support parents/carers in employment and education.</p>
<b>Police Scotland</b>	<p>Supports and contributes to the development of community safety and youth initiatives across the city.</p> <p>The <b>Police Scotland Youth Volunteers (PSYV)</b> are groups of up to 24 young people supported by adult volunteers and led by a police constable, the PSYV volunteer at community and national events across Scotland. The PSYV programme aims to strengthen the relationship with the police and young people, breaking down barriers and promoting positive role models. PSYV promotes a practical way for young people to understand policing by supporting the police in their local area through volunteering. As part of this, young people are given a chance for their voice to be heard and encouraged to promote good citizenship.</p>
<b>Private Sector</b>	Chamber of Commerce – supporting employability

<b>Station House Media Unit</b>	<p>Supports residents in priority areas of the city in radio and video production, traditional and on-line publications, music production and digital inclusion. Supports other disadvantaged communities, both geographic and communities of interest, with an employability and training arm and a programme for prisoners, both pre and post-release.</p> <p>Provides youth work; digital inclusion; adult and family literacy and numeracy; community capacity building; personal and community development; employability skills; criminal justice, and the curriculum for excellence.</p>
<b>Silver City Surfers</b>	<p>Provides computer tutoring for over 55s to learn how to use new technologies through tailored sessions and monthly talks so they can confidently learn how to use the computer and surf the internet safely in a welcoming and social environment.</p>
<b>Sport Aberdeen (ALEO)</b>	<p>Sport Aberdeen manage a wide variety of sport and leisure facilities and delivers a range of services that provide health and wellbeing opportunities.</p> <p>These services have a focus on recruiting and developing volunteers to help deliver the activities and include the likes of Active Schools, Move More, Walk Aberdeen and the Looked After Project. Volunteers are also encouraged to work towards awards. In addition to this there are training opportunities delivered to sports clubs that include the likes of first aid and child protection and safeguarding.</p>
<b>St Machar Parent Support Project</b>	<p>Supports parents and carers of pupils who attend or live in the St Machar Academy catchment area and its feeder primary schools. Aims to improve the attendance of children who are frequently being excluded from mainstream school because of difficulties.</p> <p>Assists parents and their children to have a positive experience with education by providing a “toolkit” for parents enabling them to improve their parenting skills and confidence in handling difficult situations. Supports and encourages families to lead a positive lifestyle, linking with many other agencies to ensure the best support is provided. Supports parents on a one to one basis or in group setting depending on the issue or need.</p>

<b>Uniformed Organisations</b>	Work with young people from ages 5 – 21 providing learning activities which support young people’s health and wellbeing, Youth voice and Active Citizenship.
<b>Workers Educational Association</b>	<p>The Reach Out project aims to</p> <ul style="list-style-type: none"> <li>• provide a rich programme of learning activities for some of the most vulnerable people in Aberdeen City: people with learning disabilities, those living with mental health and /or substance misuse issues and those going through the criminal justice system</li> <li>• use a student-centred learning approach effectively in order to empower its learners, and improve a range of skills</li> <li>• reduce social isolation, increase confidence and counter discrimination through employing an integrated approach, refusing to segregate by the particular issues/disabilities of its learners</li> </ul>



**Appendix 2: Legislation, Policies, Research and Guidance reviewed in the production of the Plan**

[2017 National Improvement Framework and Improvement Plan for Scotland](#)

**ACC National Improvement Framework Plan 2018/2019**

[Achieving a Sustainable Future: Regeneration Strategy \(2011\)](#)

[Adult Learning Statement of Ambition 2014-2019](#)

[Adult Literacies in Scotland 2020: Strategic Guidance](#)

[Community Empowerment \(Scotland\) Act 2015](#)

[Community Empowerment \(Scotland\) Act 2015: Part 2 Community Planning Guidance](#)

[Community Learning and Development: Strategic Guidance for Community Planning Partnerships \(2012\)](#)

[Developing the Young Workforce: Scotland's Youth Employment Strategy \(2014\)](#)

[Education Governance review next steps \(2017\)](#)

[Education Scotland Inspection reports of CLD over the period of the last plan](#)

[Fairer Scotland Action Plan \(2016\)](#)

[Family Learning Framework: Advice for Practitioners \(2018\)](#)

[National Performance Framework](#)

[National Youth Work Strategy 2014-2019](#)

**North Alliance Plan – Workforce Development**

[Revised Guidance Note of Community Learning and Development Planning 2018-2021](#)

**Scotland's Community Learning and Development Workforce Development Action Plan**

[Scotland's ESOL Strategy 2015 - 2020](#)



[Scottish Governments STEM Education and Training Strategy for Scotland \(2017\)](#)

[The 15-24 Learner Journey Review May 2018 – Scottish Government report](#)

[The National Policy Context for Community Learning and Development \(CLD\) planning](#)

[The Requirement for Community Learning and Development \(Scotland\) Regulations 2013](#)

[The Scottish Attainment Challenge](#)



## For Further Information

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