

**CONSULTATIVE DRAFT OF EAST DUNBARTONSHIRE COMMUNITY LEARNING  
AND DEVELOPMENT PLAN 2018 – 2021**

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## **1. INTRODUCTION**

Community Learning and Development (CLD) is a way of working with individuals and communities which empowers those individuals and groups to address issues of importance to them; promoting their social or educational development. CLD takes place with young people, adult learners and community groups and involves a range of partners that operate in our communities. CLD focusses on those who need our support the most and this plan looks to overcome disadvantage whether that is from having a protected characteristic under the Equality Act (2010) or whether it is from socioeconomic disadvantage.

CLD Approaches can be seen across our Community Planning Partnership (CPP) with CLD related actions within the delivery plans of all of six of our Local Outcome Delivery groups. The LOIP also identifies a series of guiding principles which underpin the delivery of these outcomes. The 'sustainability' guiding principle sets out how social, economic and environmental priorities are linked and can be achieved in a joined-up way; the CLD Plan puts this principle into action by showing how people can improve their lives by improving the environment both locally and globally.

The main delivery vehicle for this plan will be Local Outcome 2 which will also govern the Plan with monitoring and reporting to CPP Board.

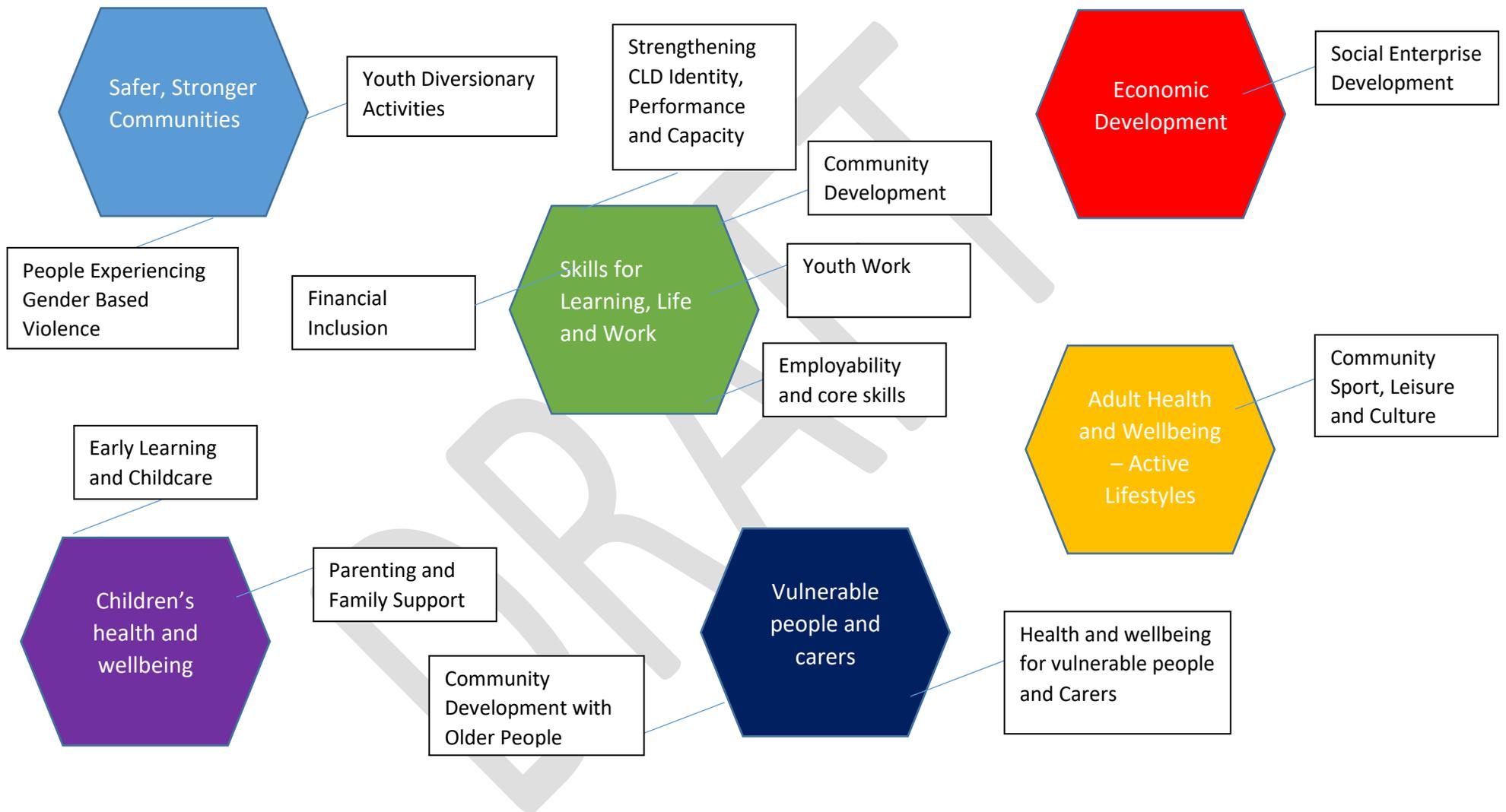
## **2. STRATEGIC PRIORITIES**

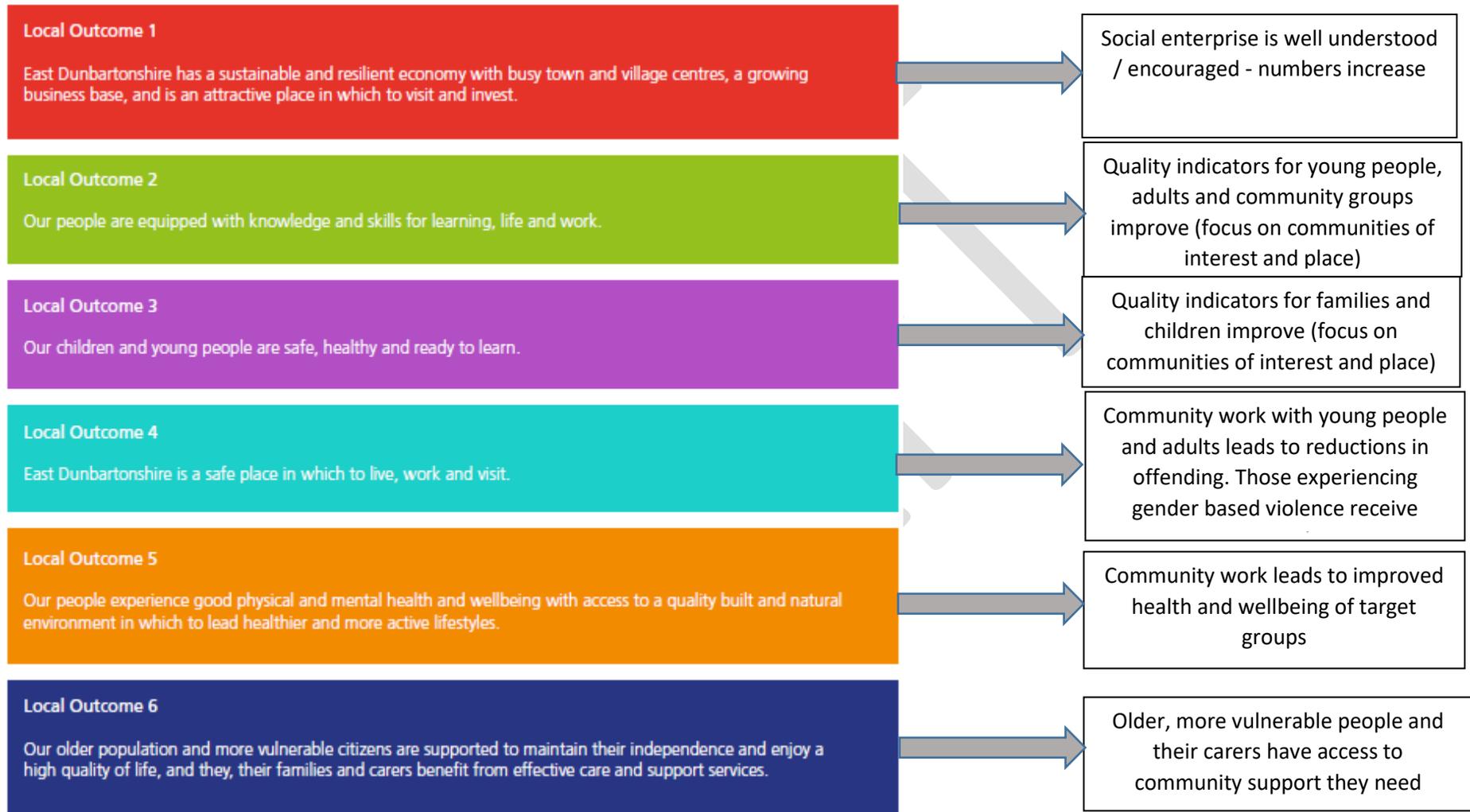
This Plan takes into account a number of strategic priorities, both national and local, which have then been informed by local data and consultation to produce a plan which meets a variety of objectives but keeps community needs at its core. CLD practitioners operate across these strategic priorities in the Council and a range of partner organisations. We are all working to the (recently revised) National Performance Framework which is a set of outcomes for all public services to adhere to across Scotland. For CLD the relevant indicators are:

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

### ***East Dunbartonshire Local Outcomes Improvement Plan***

The Local Outcomes Improvement Plan (LOIP) sets out the strategic priorities for East Dunbartonshire and identifies local outcomes which the Community Planning Partnership will deliver with our people and communities. Based on extensive needs assessment, this plan lays out the highest level outcomes that the Community Planning Partnership aims to achieve over the next ten years. These outcomes reflect the social, economic, health and environmental challenges of the area and are informed by a range of engagement activity, partner consultation feedback and a comprehensive analysis of available information. The diagram below demonstrates how CLD has a part to play in all 6 local outcomes:





### ***Place Plans and addressing inequality***

The local area profile of East Dunbartonshire<sup>1</sup> recognises it as one of the best areas to live in Scotland in terms of health, life expectancy, employment and school performance. Major inequalities do however exist and there are pockets of deprivation where the quality of life falls below the national average. For example, according to the 2016 Scottish Index of Multiple Deprivation, East Dunbartonshire has seven datazones in the 25% most deprived in Scotland when all of the domains are combined. Three of these datazones which rank within the 25% most deprived in Scotland are within Hillhead and Harestanes, two of these datazones are within Auchinairn and one of these datazones is within Lennoxton. The village of Twechar is an area which has recently improved on the SIMD however we know that people continue to experience inequalities in relation to housing and geographic access to services.

To address these inequalities, and as supplementary documents to our LOIP, we have developed Place Plans for the communities of Auchinairn, Hillhead & Harestanes and Lennoxton detailing: further information about those communities; the additional efforts that partners will make; community involvement; and how we will know we have been successful in making improvements. Our CPP is also committed to supporting the community led approach in Twechar. The aim for our Twechar Place Plan is to closely align with the existing community action plan, supporting actions where necessary and offering additional actions in relation to housing and access to services –two areas where the data tells us that Twechar is significantly more deprived than other communities in East Dunbartonshire.

These plans will assist us to meet the new ‘socioeconomic duty’ which asks particular public authorities to do more to tackle the inequalities of outcome caused by socio-economic disadvantage and CLD actions feature prominently throughout these plans

### ***Community Empowerment (Scotland) Act 2015***

This Act aims to put power in the hands of our local communities by introducing a number of provisions to help communities become more active in improving their local area and getting involved in decision making. Alongside the aspects of the new Act which set out the requirements for Community Planning Partners to develop Local Outcomes Improvement Plan and locality plans, the other sections of the Act that are relevant to CLD are:

- Asset Transfer Requests
- Participation Requests
- Participatory Budgeting

Local policies and processes have and will continue to be developed to support Community Asset Transfer and Participation requests. This plan outlines how CLD will support those policies and work with other Community Planning Partners in their delivery.

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<sup>1</sup> See: <http://www.eastdunbarton.gov.uk/statistics-facts-and-figures>

### ***National Priorities for CLD***

Education Scotland published a revised guidance note for CLD planning in 2017 further to the Requirements for Community Learning and Development (Scotland) Regulations 2013. The new guidance was developed with the sector by Education Scotland and five essential development themes were identified for the second round of CLD plans to be effective as they can be:

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

The new guidance also expects CLD Plans to focus on national policy priorities such as closing the poverty-related attainment gap; prevention; reducing social isolation; tackling health inequalities; and empowering communities. The guidance followed a new self-evaluation framework: *How Good is the Learning and Development in our Community?*<sup>2</sup>(2016), a national review of CLD plans 2015-18 *Planning for Change in Scotland's Communities*<sup>3</sup>; and, an aspect review of progress made in implementing the CLD Regulations, *CLD Planning*<sup>4</sup> (2017).

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<sup>2</sup> See: [https://education.gov.scot/improvement/Documents/Frameworks\\_SelfEvaluation/FRWK4\\_HowGoodistheLearningandDevelopmentinourcommunity/frwk4-how-good-is-the-learning-and-development-in-our-community-v2.pdf](https://education.gov.scot/improvement/Documents/Frameworks_SelfEvaluation/FRWK4_HowGoodistheLearningandDevelopmentinourcommunity/frwk4-how-good-is-the-learning-and-development-in-our-community-v2.pdf)

<sup>3</sup> See: <https://education.gov.scot/Documents/cld-plans-2015to18.pdf>

<sup>4</sup> See: <https://education.gov.scot/Documents/Aspect-Review-Report-of-CLD-Planning110417.pdf>

### **3. LOCAL COMMUNITY LEARNING AND DEVELOPMENT NEEDS**

This CLD plan is based on relevant data and engagement – some of the engagement we have undertaken is outlined below:

- Place Standard Tool and ongoing engagement in Place areas,
- Supporting Communities Programme with Scottish Community Development Centre,
- Regular surveys of CLD practitioners on their Continuing Professional Development (CPD) needs,
- CLD Summits with partners to self evaluate, share and plan together.

#### ***Place Standard work in Place areas***

We conducted a programme of work to identify needs in targeted communities in order to develop Place plans for those areas. Throughout 2017, the Place Standard Tool (PST) was carried out in our four Place communities with over 1,100 people taking part and sharing their views (six per cent of the cumulative population of these areas). The PST asks people their views across fourteen themes – asking them to rate their perception of the theme from one to seven with seven being the most positive. There are five relevant themes for CLD and the table below outlines a summary of the most cited comments from conversations.

<b>Theme</b>	<b>Community Views</b>
Identity and Belonging	Across the Place areas, most people thought there was a strong sense of community. Local community activities were available to bring families together and strengthen local identity. Newcomers to villages could find it difficult fitting in and residents of Place areas felt there was a negative perception from neighbouring communities which affected their sense of community.
Social Interaction	People were positive about the local community centres and other venues for community groups to assemble such as churches, however there was a sizeable number who did not share that view. Some felt there was a limited variety of social spaces with a need for things such as healthy eating groups, fitness groups, cafes and other opportunities for social activity.

Influence and Sense of Control	Across Place areas respondents cited some good opportunities to participate and affect local decision making e.g. Facebook forums, tenants and residents associations and consultations. Some felt however that they did not have a voice, that existing groups could be more open and inclusive and better advertised. Feedback and information on engagements and consultations could be improved and many had not taken part in decision-making processes either due to lack of awareness, advertisement, or encouragement.
Play and Recreation	For all Place areas, people had positive things to say about their community centres; local parks, greenspace; and, sports and leisure facilities. People did request more facilities and organised activities, particularly for children and young adults. Barriers to getting involved were around maintenance and perceived safety of some parks as well as opening times and cost of accessing some buildings.
Work and Local Economy	For all Place areas, the lack of local employment opportunities, especially for young people was the critical issue. A lack of local business impacts on employment opportunities, with travel outside the area being a barrier (particularly in Twechar). Across all the areas people mentioned the high quality of local employability and training programmes but thought these could be better advertised so more people could access them. Lack of affordable local childcare was also cited as a barrier.

### ***Scottish Community Development Centre Programme***

At the beginning of 2017, the Council was successful in an application to phase three of the Supporting Communities programme of work supported by Scottish Community Development Centre (SCDC) and involving the local Third Sector Interface, East Dunbartonshire Voluntary Action (EDVA). Unlike the Place area engagement this engagement was focussed across the whole of East Dunbartonshire having identified 13 community groups as potential 'anchor organisations'. Partners carried out an in-depth survey (based on the Building Stronger Communities toolkit by SCDC) in person with nine of the community groups as well as a parallel survey with 12 out of 13 identified service providers across the CPP. The surveys highlighted that:

1. Albeit groups outlined confidence and a range of strengths there were some skills gaps and a mismatch between skills sought and training on offer for community groups (noted that Council support is focussed on Place areas of multiple needs). A particular area of concern highlighted was in relation to digital media / marketing support and the need to attract more volunteers (particularly young people).

2. There was a need for better and more regular communication with Voluntary and Community Organisations (VCOs) such as a monthly funding bulletin and more partners contributing to the quarterly *You and Your Community* newsletter that CPP team coordinates. How VCOs are represented on the CPP was another improvement area
3. Peer networking between groups was an area of development - to progress mutual understanding, support and sharing of good practice. This could link to the existing Community Council network.
4. The Community Planning Partnership Workforce Development Programme training calendar could be extended to community groups and/or a tailored separate programme of support with/by EDVA to be considered. Skills around community involvement noted in the surveys ranged from excellent to poor practice and this was an important area to be addressed (aligned to the networking issue above e.g. mentoring by groups on successful survey practices).
5. Involvement of more local people in community life and public decision making generally was an area to be improved – potentially via social media upskilling and support for website development for community groups.

#### ***Survey of Professional Development Needs in CLD***

CPP team regularly surveys the local CLD workforce, including partners, with a view to provision of training to practitioners as part of the ED CPP Workforce Development Programme. This programme of work is monitored and evaluated regularly through CPP Board.

The latest survey of CLD staff was undertaken in 2017 and 30 people took part across East Dunbartonshire. Professionals were asked to think about the CLD competences and rate themselves 1 to 10 with 1 being not at all competent, 5 being moderately competent and 10 being expert. Below is their average scores for each competence.



This year, the survey was extended to all CLD practitioners in the nine Local Authorities in the west of Scotland and around 200 people took part. Since 2017, the West CLD Alliance has received funding from CLD Standards Council Scotland to develop training and we delivered a conference last year that was well received, with East Dunbartonshire taking part in the leadership of the conference. This year the conference in March 2018 focussed on the competences in which people felt least confident – ‘organise and manage resource’ and ‘facilitate and promote community empowerment’. East Dunbartonshire staff generally score highly across the seven competences with scores regularly attaining 7 or 8 for each theme. The lowest scoring competences were similarly around community empowerment and organising and managing resources. A training calendar is being delivered, focussed on these areas and this will be coordinated with Community Planning Partners in East Dunbartonshire alongside West CLD Alliance, to maximise our collective skills and resources. Across the west, the survey found that over 60% of staff had an undergraduate degree or above and an average of fifteen years’ experience. An online portal for CLD staff to share practice and resources can be found on [idevelop](#)

### **CLD Summits**

Partners who deliver learning and development in our communities have been brought together every six months since April 2017 to self-evaluate the CLD Plan (2015-18), share practice, network and develop joint working. These have helped to develop a common sense of purpose and maximise synergies between partners. EDVA convened a Summit of third sector partners in May 2017 to look at the themes of this plan and identify any gaps. The workshop identified a number of areas for development that are included in this plan.

\*\*\*INSERT DATA FROM SUMMER ONLINE SURVEY / TARGET GROUP ENGAGEMENT ON CLD THEMES HERE

### **Responding to the Education Scotland Inspection**

CLD services within East Dunbartonshire were inspected during May and June 2017 by Education Scotland. The inspection of CLD found the following key strengths:

- Continuous improvement underpinned by joint planning and workforce development across the partnership
- A shared sense of purpose and strong multi-agency approaches to tackling CLD priority areas
- Well planned and targeted provision tailored to individual and community need that is improving life chances.

The inspection also provided two key recommendations:

- Strengthen governance arrangements, monitoring and reporting progress against the CLD Plan at all levels
- Improve CLD related plans to better reflect longer term outcomes and targets.

In addition to addressing the areas of improvement above, we will also work to make sure we have a more coordinated approach to communications and engagement (with communities and learners) and to build upon the strengths of our partnership workforce development programme utilising CLD approaches. All these priorities are outlined later in this plan.

Many of the needs we identified in the last CLD plan are based on persistent inequalities in society and therefore continue to exist - we will continue to support target groups outlined via core services e.g. young people and adult learners who face barriers to learning; furthering learner and community voice; financial inclusion; and, community cohesion and empowerment. The Community Planning Executive Group brings the leads for each Local Outcome

Delivery Group together with senior managers in the Council and partners in order to consider the services we deliver in the round. Regular reports will be provided to CPP Board in relation to CLD alongside Place planning. Governance of this plan sits with Local Outcome Delivery Group 2.

#### **4. CLD PRIORITIES IN EACH OF OUR LOCAL OUTCOMES**

These CLD priorities and actions are set out in the following tables under each local outcome (from the East Dunbartonshire Local Outcomes Improvement Plan). These have been identified and developed using the information and processes outlined in the previous sections of the plan.

##### **Local Outcome 1 - Economic Growth & Recovery**

Work and the local economy is a major strategic area of the Local Outcomes Improvement Plan and CLD contributes to this through development of the social enterprise sector and the resultant volunteering and employment opportunities this can bring.

There were 51 **social enterprises** operating in the area in 2016/17 and a high number of community groups who could progress in this direction given the right support. Social enterprises reinvest profits back into the local economy in ways such as environmental projects and local employment. Even small increases in the number of locally operating social enterprises would be of benefit to the local economy and communities.

<b>Need / Target Group</b>	<b>Current Provision</b>	<b>Gaps and Barriers</b>	<b>Future Development</b>	<b>Indicators of Success</b>
Social Enterprises	EDVA's Social Economy Partnership EDVA's Impact Hubs for Social Enterprises EDVA Social Enterprise Start Up Support Business Gateway Support	Social Enterprises can face barriers when trying to access Business Gateway support  There is a lack of understanding and awareness around social enterprise  Not enough social enterprises are being developed – particularly in Place areas	Increase awareness of social enterprise with CPP staff and local communities through sharing case study examples in newsletters / web and through CLD Learning Lunches  Number of groups trained about social enterprise by EDVA  Number of groups trained and supported to become	Total number of social enterprises operating in the area

		Funding sustainability for new and merging social enterprises	socially enterprising by EDVA  Increase social enterprise access to community benefit clauses, and tendering	
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### Local Outcome 2 - Skills for Learning, Life and Work

Local Outcome 2 will be utilised as an umbrella theme to assist with the organisation, monitoring and reporting of the three related themes of CLD, Employability and Financial Inclusion.

The East Dunbartonshire employment rate is consistently high, with 75% of working age people in employment (NOMIS, 2015), just over 2% higher than the Scottish average. Although unemployment rates are lower than Scottish averages, over 4000 people in East Dunbartonshire are in receipt of out of work benefits (NOMIS 2018) and young people under 25 have a higher unemployment rate than the all age average.

Attainment and school leaver destinations are also high across East Dunbartonshire. During 2012/13, 98.3% of pupils in East Dunbartonshire gained English and Maths at SCQF level 3 or above, 4% higher than the Scottish average (94.3%). The results of the school leaver destination return showed 98.3% (2016/17) of school leavers in a positive destination (higher education, further education, employment).

Closing the poverty related attainment gap is a priority, particularly in Place areas and for certain vulnerable groups.

**Strengthen CLD Identity, Performance and Capacity** – particularly in the areas of communications, engagement, governance, shared planning and workforce development. The CPP Workforce Development Programme and CLD Learning Lunch Programme continues to evolve and bring staff together to address identified learning needs. A learning and development group operates in each LODG of the LOIP and work is ongoing to embed CLD approaches across the CPP Workforce Development Programme. This includes work to bring together all CPP staff development so that there is a coherent and systematic approach to needs analysis and evaluation, reported to CPP Board. The new CPP Community Engagement Strategy, when implemented, will address issues of information sharing around CLD alongside community engagement and coproduction. Governance and shared planning will be addresses by the new LODG2 being the delivery vehicle and strategic oversight of this plan.

**Community Development** - The Scottish Household Survey (2015) outlined that less than a quarter of people felt they could influence decisions affecting their local area. Furthermore, only a third of people had a very strong sense of belonging to their immediate neighbourhood. The general feeling is

demonstrated further by the low scores for ‘identity and belonging’ and ‘influence and sense of control’ in the aforementioned PST engagement in ED Place areas. There are at least 200 community groups operating locally and a similar number of voluntary sector organisations. There continues to be many new groups created each year, supported by EDC community grants which acts as seed funding to bring in much needed investment for local VCOs.

**Financial inclusion and child poverty** - The number of children living in families whose reported income is less than 60% of the median income in ED in 2014 was 10.6% with the Scottish average being 18.4%. **Child poverty** figures within Place areas can exceed the national average and, if we are to tackle persistent poverty, there is a need to focus early intervention and preventative approaches in those communities alongside in particular communities of interest e.g. women are more likely to experience low income alongside protected groups such as disabled people and ethnic minorities.<sup>5</sup> Child poverty in Scotland is particularly high in lone parent families.<sup>6</sup>

The East Dunbartonshire Financial Inclusion Strategy is being updated to consider these areas. We will also be developing work over the coming years to focus on addressing child poverty as per the Child Poverty (Scotland) Act 2017.

Need / Target Group	Current Provision	Gaps and Barriers	Future Development	Indicators of Success
Strengthen CLD Identity, Performance and Capacity as identified in engagement and inspection.	<p>Core CLD Planning Group and wider CLD Summits convened</p> <p>A range of CLD indicators monitored via separate CPP Local Outcome Delivery Groups</p> <p>CLD Learning Lunch Programme, CPP Workforce Development Programme and West CLD Alliance</p> <p>A range of CLD Newsletters coordinated by EDC, EDVA,</p>	<p>CLD governance, monitoring and reporting to improve</p> <p>CLD approaches not integrated fully into CPP Workforce Development Programme e.g. rigorous analysis of needs and self-evaluation across programme.</p> <p>Information and communication around CLD to improve e.g. VCOs to be</p>	<p>The governance of CLD to sit under Local Outcome Delivery Group (LODG) 2 alongside employability and financial inclusion (with clear links made to other LODGs)</p> <p>Increased VCO engagement/involvement and develop a peer network for local third sector and community organisations to share practice (e.g. six</p>	<p>Inspections of CLD Services</p> <p>Self - evaluations of the CLD Planning Group improvement over time</p> <p>CPP Workforce Development Programme improvements (Needs analysis undertaken, number of CPD sessions, topics, delegates, positive evaluations and percentage EDC and partnership employees).</p>

<sup>5</sup> See: <https://www.equalityhumanrights.com/en/publication-download/cumulative-impact-tax-and-welfare-reforms>

<sup>6</sup> See: <http://www.gov.scot/Topics/Statistics/Browse/Social-Welfare/IncomePoverty/povertytable>

	<p>partners, Voluntary and Community Organisations (VCOs)</p> <p>EDC Communications and Engagement Strategy (2017) references National Standards for Community Engagement</p> <p>Community groups involved in range of service design e.g. all open space play parks upgrades in EDC parks are carried out in consultation with the community</p>	<p>better informed and engaged in CLD</p> <p>Community voice in CLD/ Community planning to be strengthened (particularly for those with protected characteristic or from Place areas)</p>	<p>monthly CLD Summit), and shape local CLD actions</p> <p>Develop the CPP Workforce Development Programme to embed CLD approaches fully</p> <p>Share good practice and develop CPD opportunities via West CLD Alliance</p> <p>Contribute to development of CPP Community Engagement Strategy aiming to coordinate communications and engagement activities</p>	<p>CLD newsletters, co-produced with partners and community.</p> <p>A continuum of community engagement to exist from information sharing to coproduction.</p> <p>% of people who agree with the statement 'I can influence decisions affecting my local area'</p>
<p>Community Development needs continue to exist across East Dunbartonshire, particularly in Place areas and for groups who have protected characteristics.</p>	<p>Place plans in areas of socioeconomic disadvantage and EDC Community Development work e.g. Health Issues in the Community course</p> <p>Third Sector Interface (EDVA) support for six strategic partnerships: Financial Inclusion; Children and Young People; Health and Wellbeing; Social economy; Employability, Skills and Volunteering; and, the</p>	<p>Training for community groups to address identified needs e.g. in digital marketing and peer networking</p> <p>National Standards for Community Engagement not embedded across partnership</p> <p>Community groups not accessing the support they need e.g. in digital</p>	<p>Develop programme of support for community groups around community engagement including digital media methods and National Standards for Community Engagement</p> <p>Develop volunteer opportunities in our communities via outreach drop-ins, surgeries and supporting active groups</p>	<p>Training sessions for Voluntary and Community Organisations by EDC and partners delivered (according to identified needs) and evaluated positively</p> <p>Participation of community in Place plans and in CPP governance structure</p> <p>Strategic Partner Monitoring Reports (six monthly)</p>

	<p>Generations Working Together network.</p> <p>EDC Strategic Partner Funding to ED Citizen Advice Bureau, Women’s Aid, East Dunbartonshire Voluntary Action (EDVA) and Twechar Community Action</p> <p>EDC Community Grant Scheme – funding for a range of community groups – including Sport, Leisure and Culture.</p> <p>Pilot of Participatory Budgeting via Your Community Fund in 2018</p> <p>EDC and partner approaches to Community Asset Transfer and Participation Requests</p> <p>Capacity building work of third sector organisations by EDVA</p>	<p>marketing and volunteer development</p> <p>Community groups don’t feel as involved as they could be in CPP activity</p>	<p>Community benefit clauses in public procurement contracts</p> <p>Develop community grant opportunities</p> <p>Promotion and Support of Community Asset Transfer and Participation Requests – including developing partner approaches</p> <p>Ongoing VCO capacity building to ensure that they can effectively contribute to CLD provision, particularly in place areas.</p> <p>Community Asset Map</p> <p>A Green CLD Working Group to be created to explore and develop opportunities for skill development and employment relating to protection and enhancement of the natural environment. This work will be set out in more detail in the Sustainability and Climate Change Framework Dynamic Action Plan.</p>	<p>Monitoring of grant schemes e.g. number of new groups and number of people benefiting (including people from communities of Place and of interest)</p> <p>Annual Reporting to Scottish Government on Asset Transfer and Participation requests</p>
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<p>Financial inclusion and child poverty</p>	<p>EDC Financial Inclusion Strategy (2014-17)</p> <p>Income maximisation and welfare rights service provided by East Dunbartonshire Citizen Advice Bureau</p>	<p>Communities of Place and of interest are more likely to experience income deprivation</p> <p>Child poverty is increasing in East Dunbartonshire<sup>7</sup></p>	<p>Develop Financial Inclusion Strategy to include measures around upskilling adults on money and IT skills and with child poverty reduction as a core theme</p> <p>Partners to develop actions to combat Child Poverty</p> <p>Increase youth work provision in a range of settings that supports young people around financial inclusion and income maximisation</p>	<p>Financial Inclusion Strategy performance measures to be developed in 2018-19.</p> <p>% experiencing income deprivation</p> <p>% children living in poverty</p> <p>Annual reporting to Scottish Government on actions to combat child poverty as per Child Poverty Act</p>
<p>Supporting young people to achieve and sustain a positive destination</p>	<p>Youth work in all secondary schools who work with young people at risk of not entering education or employment (NEET)</p> <p>Activity Agreement offered to all young people leaving school without a positive destination</p> <p>Young people tracked through data hub and contacted to be offered support if /or at risk of NEET</p>	<p>There still remains a small group of leavers who are not entering positive destinations</p> <p>Young people with Additional Support Needs</p> <p>Looked After and Accommodated Young People.</p> <p>Failure to sustain post school destinations</p>	<p>Youth workers in schools identifying and supporting at risk people</p> <p>Joint case conferencing approaches between EDC and SDS</p> <p>Planned and timetabled engagement strategy for young people identified as having unemployed/ unconfirmed status.</p>	<p>Reduction in number of young people who have an unconfirmed status.</p> <p>Participation rate and evaluation of new programme</p> <p>Participation rate of young people aged 16-19 in a positive destination after leaving school</p> <p>Percentage of young people who are receiving aftercare</p>

<sup>7</sup> See: <http://www.endchildpoverty.org.uk/poverty-in-your-area-2018/>

	<p>Split school based placements at Positive Achievements for young people who have barriers sustaining school</p> <p>Input into Developing the Young Workforce action plan</p> <p>Young people supported to achieve Saltire Awards through youth volunteering</p>		<p>Summer programme for Merkland Senior Phase pupils</p> <p>Further develop links with Colleges to provide pre-vocational and life-skills courses locally.</p> <p>Post-college provision, e.g. targeted support to reduce drop-outs from employment placements and the more demanding mainstream Further Education courses.</p> <p>Expand the number of youth volunteer opportunities</p>	<p>services and are in known employment, education or training.</p> <p>Number of ASN clients who can travel independently to and from their chosen post-school destination</p> <p>Increase in the number of young people volunteering</p>
<p>Increasing the personal resilience, confidence and skills of young people</p>	<p>Youth worker support in all secondary schools around employability, wider achievement awards, wellbeing and Youth Voice</p> <p>Access to a range of wider achievement awards including DoE, DYA, YAA and vocational training.</p> <p>Access to Princes Trust Achieve programmes in 4 secondary schools</p> <p>Support to 8 youth clubs in the area</p> <p>Provision of KLC629 Saturday night youth provision</p>	<p>Some young people do not have access to progressive wider achievement awards</p> <p>Services for young people would benefit from young people being more involved in their design and delivery</p> <p>Gaps exist in youth voice and consultation across the Community Planning Partnership.</p> <p>Some young people find it difficult to access volunteering</p>	<p>Improved strategic framework for wider achievement in schools</p> <p>Improve processes and mechanisms for youth consultation and youth voice.</p> <p>Improved youth volunteering opportunities.</p> <p>Improved partnership approaches</p>	<p>Establishment of a stable and effective Youth Council</p> <p>MSYP positions filled and MSYP's being active</p> <p>New Youth Council established.</p> <p>Increased volunteering opportunities within EDC youth clubs linked to Saltire awards.</p> <p>Agreement on plan of work to develop new networking opportunities across youth agencies</p>

	<p>Study Leave programme for young people doing few N4 /N5 exams</p> <p>Fire reach programme with Fire and Rescue Scotland</p> <p>Support to MSYP's, SYP elections and youth council</p> <p>Youth volunteering opportunities in youth clubs</p> <p>Work with voluntary sector to support LGBTI young people</p> <p>Work with voluntary sector to support young carers</p> <p>Split placements at Positive Achievements for young people who are unable to sustain school.</p>	<p>and work placement opportunities.</p> <p>The voluntary sector provides large number of services for young people but there are not effective mechanisms for joined up working.</p>	<p>Implement revised approaches for young people attending Positive Achievements</p> <p>Consider options for developing networking opportunities for voluntary sector and other local youth services</p> <p>Improved support for young people going through transitions e.g. young carer services to adult carer services, or from child hearing service to criminal justice etc.</p>	<p>Increase in attainment and achievement for young people attending Positive Achievements.</p> <p>Increase number of wider achievement awards for young people</p>
<p>Supporting adults improve their core skills for learning, life and work</p>	<p>Literacy and numeracy support through provision of community based groups and 1-2-1 support.</p> <p>English for Speakers of Other Languages (ESOL) provision through community based groups and ESOL support for the Syrian Resettlement programme.</p> <p>Access to SQA provision for core skills and ESOL learners.</p>	<p>Improved opportunities for learners to influence provision</p> <p>Lack of awareness of ICT learning and any gaps</p> <p>Changes to ESOL funding arrangements</p> <p>Use of ICT in learning</p> <p>Lack of provision with regards to independent living skills training for those with ASN</p>	<p>ICT learning map produced for East Dunbartonshire areas across the partnership</p> <p>Agree revised partnership approach for delivery of ESOL with colleges</p> <p>Develop revised programme of learning for young people/ adults with disabilities</p> <p>Engaging with college to potentially deliver an</p>	<p>Core skills of learners improving.</p>

	<p>Volunteer opportunities for adults with core skills learners</p> <p>Learning celebration's organised for core skill learners</p> <p>Personal and vocational programmes for young people/adults with disabilities</p> <p>Silverbirch provides work placement support for ASN individuals</p>	<p>Lack of opportunities for adults with additional support needs/learning post education.</p>	<p>independent skills training course for ASN clients to undertake before looking at independent living options.</p> <p>Increase in post-education pathways for adults with additional support needs/learning.</p> <p>Increase of inclusive volunteer opportunities accessible for ASN individuals by voluntary sector organisations</p> <p>Support social enterprises to provide employment opportunities for adults with ASN</p>	
<p>Improving the employability of post school young people and adults</p>	<p>EDC apprenticeship programmes with employability and personal development support</p> <p>EDC GRAD + programme with employability and personal development support</p> <p>City Deal Working Matters support to those furthest from the labour market and with long term health issues</p> <p>ESF Skills Pipeline support to individuals with multiple barriers to employment</p>	<p>Services for people closer to the labour market</p> <p>Short term funding for many services</p> <p>Changes to benefits system</p> <p>Child Care</p> <p>Many of those presenting to services have significant barriers which means it can be harder to help people access employment</p>	<p>Implement Employability Action Plan</p> <p>Develop new partnerships approaches around financial inclusion/ childcare partnership</p> <p>Explore new /extended funding opportunities</p> <p>Develop provision for those who are benefiting from services but may not move into employment</p>	<p>Numbers entering and sustaining employment (from employability provision)</p> <p>Percentage of population in receipt of out of work benefits</p> <p>Percentage of people economically active and in employment</p> <p>Improved employment rate of young people and disabled people.</p>

	<p>Youth Employment Initiative and Scottish Employer Recruitment Incentive support to provide additional jobs for young people</p> <p>Lift-Off fund to provide small grants to help people into employment and training.</p>		<p>Increase access to suitable volunteer opportunities to develop transferable skills and experience.</p> <p>Increase apprenticeships and Community Jobs opportunities delivered by local third sector organisations.</p>	<p>Programmes which provide financial support to learners if required.</p> <p>Services are sustained</p> <p>Learners demonstrate progression</p> <p>Employability Action Plan implementation progress</p>
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### Local Outcome 3 – Children & Young People

There is a need to ensure we intervene early with **younger children and their families** to prevent poor outcomes. Outcomes can be particularly poor for pupils who experience socioeconomic disadvantage – concentrated in Place areas. The Child Poverty rate is higher in Place areas and also for some vulnerable groups (as referred to and monitored via LODG2).

The Children and Young People (Scotland) Act 2014 outlined a number of development areas such as the additional hours of free childcare for families that is now being implemented locally. As outlined in the analysis of CLD needs earlier, we know that childcare is a barrier to people becoming active in their local community or job market. We will introduce a phased approach to delivering 1,140 hour of free early learning and childcare by 2020.

The Delivering for Children and Young People Partnership (DCYPP) drives forward and supports multi-agency, partnership working within Early Learning and Childcare (ELC), families, the wider community and Scottish Government. The Children and Young People’s Improvement Collaborative provides a framework for quality improvement projects.

Need / Target Group	Current Provision	Gaps and Barriers	Future Development	Indicators of Success
Ensure equitable, needs led provision	Little Explorer’s Nurture Day (LEND) - community based accessible family learning services for children in their early years and their families in	Need for a similar ‘LEND’ approach in Place area of Auchinairn	Introduce LEND in Auchinairn Community by 2019	By June 2019, LEND is established in Auchinairn alongside LEND approaches in Lennoxton; and a continuation in Hillhead -

	<p>the Place area of Hillhead and Harestanes</p> <p>Coordinated family learning approaches in Lennoxton ELC Centre, reflecting aspects of the LEND approach</p> <p>Provision of a Playscheme for children with mild to moderate ASN from across East Dunbartonshire.</p> <p>Range of mother and toddler groups, crèches and playgroups provided by local third sector. Current capacity building support being delivered by EDVA.</p>	<p>Requirement for introduction for care of babies aged up to two years old within Lennoxton and Hillhead ELC centres (Place areas) to allow parents and carers to access employment and training provision.</p> <p>Specific provision/support for LGBT families and same-sex parents living in East Dunbartonshire.</p>	<p>Introduce provision for care of babies in Lennoxton and Hillhead ELC centres</p> <p>Scoping exercise to ascertain the level of needs and potential support required for LGBT families and same-sex parents.</p> <p>Sustainability and ongoing capacity building of local third sector early providers, particularly in place areas.</p>	<p>attracting families living in these Place areas - who report a positive impact on family life.</p> <p>By August 2019, Provision for babies aged up to two years within Lennoxton and Hillhead ELC centres is established. Parents, carers and multi-agency practitioners are reporting a positive impact on family lives / improved support to enable access to employment and training</p>
Co-ordinated, integrated and accessible parenting and family support.	<p>Targeted interventions in educational and community settings to close the poverty related attainment gap, including family learning and parental engagement</p> <p>Universal parenting support and advice, including Parenting, Seasons for Growth and Family Learning</p>	A sustainable model of training for Parenting support and advice across Education, Health and Social Work	Continue to develop parenting approaches within East Dunbartonshire – a multi-agency, sustainable approach.	By August 2020, practitioners from across Education, Health and Social Work trained and delivering interventions with parents, carers, children and young people – with a positive impact on their health and wellbeing reported.
Parents and Carers who have a caring responsibility for those with ASD	Delivery of the ASD Parents and Carer's forum in partnership with Carer's Link to support parents and carers to	Capacity to meet local need	Carer's Link working with autism practitioner to deliver targeted, parent driven training and development sessions	Number of sessions delivered

	<p>build resilience through peer support and having their voices heard with regards to the ED autism strategy.</p> <p>Delivery of monthly one stop shops around East Dunbartonshire</p>		<p>Parent and Carer Forum for those with ASD - new local strategy developed.</p>	
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#### Local Outcome 4 – Safer and Stronger Communities

The Safer and Stronger Together partnership of the CPP leads on this theme however action which takes a CLD approach will be monitored under LODG2 (and are alluded to within that section).

Although people generally find East Dunbartonshire a safe place to live, the PST engagement outlined that there were specific parks and open spaces where people felt unsafe. The Place plans will address these aspects with this plan addressing the overall framework including in regard to peer networking between place areas and wider East Dunbartonshire. There were 4,398 incidents of **antisocial behaviour** in ED in 2016/17 and we aim to reduce that by five percent over the next ten years.

East Dunbartonshire has experienced an overall 32% decrease in recorded crime between 2007/08 and 2016/17 Scottish Government (Recorded Crime in Scotland 2016-2017). Despite this decrease in recorded crime, there remains a range of key issues that require to be tackled across local communities. East Dunbartonshire incidents of domestic abuse recorded by the police have increased overall with 537 in 2009-2010, 665 in 2012- 2013 and 610 in 2016-2017. Sexual crime across Scotland has been on an upward trend since the 1970s. In 2016-2017 Rape Crisis Glasgow and Clyde took around 1,765 calls, texts and emails for support and advocacy from survivors in East Dunbartonshire.

Across Scotland sexual crime has been on a long-term upward trend. The number of sexual crimes recorded by the Police increased by 65% since 2007/08 and increased by 5% between 2015/16 and 2016/17 alone. The recording of these crimes is at the highest level seen since 1971.<sup>8</sup> Significant increase in the proportion of ‘Other sexual crimes’ that were cyber enabled – increasing from 38% in 2013- 14 to 51% in 2016-17. Sexual health is a priority area within the ED Joint Health Improvement Plan alongside via youth work and through schools (see LODG2).

<sup>8</sup> See: <http://www.gov.scot/Resource/0049/00498256.pdf>

Need / Target Group	Current Provision	Gaps and Barriers	Future Development	Indicators of Success
<p>People affected by gender based violence</p>	<p>The specialist services operating locally are:</p> <ul style="list-style-type: none"> <li>• Women’s Aid</li> <li>• Rape Crisis</li> <li>• Violence Against Women mental health support service (at EDAMH)</li> <li>• Domestic Abuse Financial inclusion (at CAB)</li> <li>• CEDAR (Children Experiencing Domestic Abuse Recovery) project</li> </ul> <p>An example of current practice is the Mentors in Violence Prevention Programme within three secondary schools, sexual violence and sexual bullying workshops within schools. Currently, ad-hoc training sessions for multi-agency staff across a range of gender based violence themes.</p> <p>Work being carried out by LGBT Youth Scotland in youth group and secondary school settings to support LGBTI young people; and challenge</p>	<p>Gender based violence occurs across all sections of society. Some factors can increase vulnerability to abuse and keep victims trapped. These include ethnicity, immigration status, age, looked after status (current and former), financial dependence, experience of child abuse and neglect, poverty, disability and homelessness. This can introduce additional challenges for effective community learning and development activities to overcome.</p> <p>Demand for East Dunbartonshire Women’s Aid services has been on an overall upward trend since at least 2012.</p> <p>CEDAR demand is beyond the capacity available in East Dunbartonshire.</p> <p>Long term funding of specialist gender based violence services</p>	<p>From 2018 – 2021 plan and deliver a coordinated programme of training and awareness raising activities to support the following:</p> <ul style="list-style-type: none"> <li>• Society embraces equality and mutual respect, and rejects all forms of violence against women and girls</li> <li>• Women and girls thrive as equal citizens: socially, culturally, economically and politically</li> <li>• Interventions are early and effective, preventing violence and maximising the safety and wellbeing of women, children and young people</li> <li>• Men desist from all forms of violence against women and girls and perpetrators of such violence receive a robust and effective response</li> </ul> <p>These will be made available for multi-agency staff and communities (including</p>	<p>By 2021 the Violence Against Women Partnership will be able to evidence a range of training and awareness raising inputs, numbers of those attending and participant evaluations of these.</p> <p><b>Specialist service specific indicators:</b></p> <p>Average length of time women, children and young people affected by VAWG need to wait to access specialist support</p> <p>Number of requests for refuge during period and % of these requests fulfilled within period</p> <p>Number of wellbeing related group or activity sessions for women</p> <p>Number of wellbeing related group or activity sessions during period which were suitable for children and young people</p>

	<p>prejudice-based bullying based on gender-identity/expression and sexual orientation.</p>	<p>is not secure in East Dunbartonshire.</p> <p>Gaps in addressing the whole spectrum of Gender Based Violence, inclusive of homophobia, biphobia and transphobia. As well as prejudice-based bullying.</p>	<p>children and young people) in 2018.</p> <p>Continue strategic work between EDC and East Dunbartonshire Women's Aid and other partners to support people affected specifically by domestic abuse through educational 1-2-1 and group work.</p> <p>All future community learning and development relating to gender based violence will be coordinated by the Violence Against Women Partnership which is 1/3 of Safer and Stronger Together (LODG4). Progress and improvement will be reported in to the CLD Partnership for its oversight of CLD in East Dunbartonshire.</p>	<p>% of women and children who report feeling safer as a result of the specialist support they have received</p> <p>% of women and children who report having increased levels of wellbeing as a result of the specialist support they have received</p>
<p>Young people involved in offending behaviour (or at risk of involvement)</p>	<p>KLC629 Multi Use Games Arena Fire Reach Programme with Fire and Rescue Scotland Police Scotland Youth Volunteers Course</p>	<p>Reducing instances of youth disorder, underage drinking and drug misuse.</p> <p>Development of diversionary activities for young people</p>	<p>Future developments for this area are outlined in the delivery plan for the Community Safety Partnership – with specific CLD aspects monitored under LODG2 section above.</p>	<p>Number of Antisocial Behaviour (ASB) And Disorder Incidents Within East Dunbartonshire</p>

## Local Outcome 5 & 6 – Adult Health and Wellbeing, & Older Adults & Vulnerable People

East Dunbartonshire has one of the largest populations of older people in Scotland. 71% of our population will be over 75 years of age by the year 2024 and it is estimated that 2,727 people will be living with dementia by that date.<sup>9</sup>

Social isolation and loneliness can affect people in different ways and older people and those with disabilities may need particular support.

CLD has an important role to play in ensuring vulnerable people and carers are able to participate fully in their communities. We have a huge range of existing community assets in terms of thriving older person community groups and innovative intergenerational work. It is demonstrated that volunteering and participating in the local community brings a range of benefits including to health and wellbeing.

Nearly one in five adult women reported that they provide unpaid care, compared to around one in seven men. Women aged 45-64 most likely to provide care. The percentage of adults providing unpaid care in East Dunbartonshire can also be higher than other Council areas.<sup>10</sup> Young carers also require our support alongside community groups that provide much needed befriending and respite opportunities.

Need / Target Group	Current Provision	Gaps and Barriers	Future Development	Indicators of Success
Older people	Support to Community groups to build capacity and resilience amongst community members and volunteers  Delivery of D Cafés by Ceartas Advocacy across East Dunbartonshire.	Funding Volunteers	Aligned to work in LODG2, community development work will seek to support and develop community assets around the health and wellbeing of older people.  Aligned to Dementia Strategy and Working Groups.	Increased number of 'Dementia Friendly Communities'
Vulnerable people and their carers	Support to Community Groups to build capacity and resilience amongst community members and volunteers	Funding Volunteers	Aligned to work in LODG2, community development work will seek to support and develop community assets around the health and	Number of partners signed up to 'Autism Friendly Communities'

<sup>9</sup> See: <https://www.eddn.org.uk/organisations/facts-figures/>

	<p>OPAL information line delivered by Carers Link, CAB, Ceartas and EDVA.</p> <p>Services provided to Carers by Carers Link and Ceartas Advocacy.</p> <p>Befriending Service and Lunch Club Service from EDVA</p> <p>Respite support for carers</p> <p>Men's Sheds and other community groups</p> <p>Support services provided by a range of third sector organisations such as G.R.A.C.E., Recovery Café and Richmond Fellowship to name a few; supporting adults engaged in the recovery process/cycle.</p> <p>Advocacy and support services for individuals with a sensory impairment(s). Such as Deafblind Scotland, Action on Hearing Loss; Access Panel and Visually Impaired Partnership</p>		<p>wellbeing of vulnerable people and their carers.</p> <p>Ongoing peer support services targeting carers, recovery and mental health</p>	<p>Those with long term health conditions report good / very good health (27% in 2015).</p>
Community based health and well-being support, including self-management	Health literacy in libraries including outreach	<p>Obesity</p> <p>Smoking</p> <p>Addictions</p> <p>Sexual health</p>	Development of community food growing initiatives	<p>Number of sessions</p> <p>Provision of outreach</p>

	<p>Healthy eating courses delivered in the community</p> <p>Community gardens</p> <p>Holistic Needs Assessments delivered by CAB, Carers Link etc.</p> <p>CAB MacMillan Service</p> <p>Support services provided by EDAMH to support and self-manage the mental health of service users.</p> <p>Advocacy service provided by Ceartas Advocacy.</p> <p>Information services provided by Contact Point in East Dunbartonshire</p>	<p>People undertaking enough physical activity</p>	<p>Development of healthy living initiatives</p> <p>Development of Mental Health Strategy for East Dunbartonshire</p>	<p>Number of green CLD Projects</p>
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## **5. ANNEX – LIST OF KEY POLICY DOCUMENTS THAT LINK TO CLD PLAN**

Requirements for Community Learning and Development (Scotland) Regulations 2013

<http://www.legislation.gov.uk/ssi/2013/175/contents/made>

Strategic guidance for Community Planning Partners, Community Learning and Development, SG (2012)

<http://www.gov.scot/Publications/2012/06/2208>

The Requirements for Community Learning and Development (Scotland) Regulations 2013: Guidance for Local Authorities, SG (2014)

<https://education.gov.scot/Documents/cld-regulations-la-guidance.pdf>

Revised Guidance Note on CLD Planning, SG (2018-21)

<https://education.gov.scot/Documents/CLDGuidanceNotes2017.pdf>

How Good is the Learning and Development in our Community?, SG (2016)

[https://education.gov.scot/improvement/Documents/Frameworks\\_SelfEvaluation/FRWK4\\_HowGoodistheLearningandDevelopmentinourcommunity/frwk4-how-good-is-the-learning-and-development-in-our-community-v2.pdf](https://education.gov.scot/improvement/Documents/Frameworks_SelfEvaluation/FRWK4_HowGoodistheLearningandDevelopmentinourcommunity/frwk4-how-good-is-the-learning-and-development-in-our-community-v2.pdf) )

National review of CLD plans 2015-18 'Planning for Change in Scotland's Communities', SG (2017)

<https://education.gov.scot/Documents/cld-plans-2015to18.pdf>

Aspect review of progress made in implementing the CLD Regulations 'CLD Planning', SG (2017)

<https://education.gov.scot/Documents/Aspect-Review-Report-of-CLD-Planning110417.pdf>

Inspection Report for CLD in East Dunbartonshire Council 7/8/17, SG (2017)

<https://education.gov.scot/other-sectors/community-learning-and-development/688109>

Growing the learning culture in CLD, CLD Standards Council for Scotland, 2015

<http://cldstandardscouncil.org.uk/cpd/cpd-strategy/>

Adult Literacies in Scotland 2020, SG (2011)

<http://www.gov.scot/Publications/2011/01/25121451/1>

National Youth Work Strategy 2014/19 – interim report, SG (2017)

<https://education.gov.scot/Documents/NationalYouthWorkStrategyInterimReportJuly2017.pdf>

Adult Learning in Scotland - Statement of Ambition, SG (2014)

<https://education.gov.scot/Documents/adult-learning-statement.pdf>

Welcoming Our Learners: Scotland's ESOL Strategy 2015-2020, SG (2015)

[http://dera.ioe.ac.uk/22892/2/ESOLStrategy2015to2020\\_tcm4-855848\\_Redacted.pdf](http://dera.ioe.ac.uk/22892/2/ESOLStrategy2015to2020_tcm4-855848_Redacted.pdf)

Keys to Life – Scotland's Learning Disability Strategy, SG (2014)

<http://www.gov.scot/resource/0042/00424389.pdf>

Equally Safe – Scotland Strategy for preventing and eradicating violence toward women and girls, COSLA & SG (2018)

<http://www.gov.scot/Resource/0049/00498256.pdf>

Scotland's national dementia strategy 2017-2020, SG (2017)

<http://www.gov.scot/Publications/2017/06/7735>

National Standards for Community Engagement, Scottish Community Development Centre & SG (2017)

<http://www.scdc.org.uk/what/national-standards/>

East Dunbartonshire Local Outcomes Improvement Plan 2017-27

[https://www.eastdunbarton.gov.uk/filedepot\\_download/62635/2056](https://www.eastdunbarton.gov.uk/filedepot_download/62635/2056)

East Dunbartonshire Integrated Children's Services Plan 2017-2020

[https://www.eastdunbarton.gov.uk/filedepot\\_download/18043/2032](https://www.eastdunbarton.gov.uk/filedepot_download/18043/2032)

East Dunbartonshire Early Years Strategic Plan (2017-2020)

<https://www.eastdunbarton.gov.uk/news/early-years-strategic-plan-2017-2020>

East Dunbartonshire Joint Health Improvement Plan 2018-21

<https://www.eastdunbarton.gov.uk/health-and-social-care/hscp-consultations/consultation-archive/draft-joint-health-improvement-plan>

East Dunbartonshire Safer and Stronger Strategy

East Dunbartonshire Autism Strategy 2014=2024

[https://www.eastdunbarton.gov.uk/filedepot\\_download/16913/558](https://www.eastdunbarton.gov.uk/filedepot_download/16913/558)

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