Appendix 1

Argyll and Bute
Community Learning &
Development (CLD)

STRATEGIC PARTNERSHIP PLAN

2021-2024

Argyll Bute COUNCIL

live Argyll

Contents

Foreword 3

What is Community Learning and Development? (CLD) 4

Argyll and Bute area 5-6

CLD partnership, vision and values and governance arrangements 7-8

CLD Inspection - key strengths and areas for improvement 9

Informing the plan – policy context, partner feedback, data analysis and consultation 10-12

Assessing need, identifying priorities and unmet need 13

Partners 14

Appendix 1 - Action Plan 15-20

Foreword

I am very pleased to introduce the Argyll and Bute Community Learning and Development (CLD) Strategic Partnership Plan for 2021-2024.

Since the last plan was published, young people and the wider community have been working tirelessly to defend and protect their human rights. In this time, we have seen the COVID-19 pandemic come about which has challenged, at some point every young person's rights, notably the situation which faced those in education. Life was not as we knew it and everyone had to adapt.

Thanks to the dedication of CLD workers and partners, services were able to continue and young people have kept up their amazing work. For instance in March of 2021, the UNCRC Incorporation (Scotland) Bill passed through the Scottish Parliament with unilateral backing. That is a significant achievement that every young person and activist had a role to play in.

As we recover from COVID-19, CLD has a huge role to play in this by supporting and empowering the community by providing programmes of training and resources as well as building skills, increasing community empowerment and more. The pandemic has proven that things can be done differently and as we emerge from the pandemic, this must be reflected on to change and improve the way we do things. Also as we do this, it's really important we all work together to build the best service we possibly can that delivers for every person in our community.

CLD is enormously powerful. Every two years, the service supports the election and training of three MSYPs, a position I am very honoured to hold. Not only that, throughout the two year term the team work hard to support MSYPs and help us to engage with the community through consultation, youth groups and more. Speaking personally, being an MSYP supported by the Argyll and Bute community learning team has boosted my confidence, communication skills and has allowed me the platform to speak up about the issues that matter most to young people. However, it's not just MSYPs that CLD partners equip these skills with, it's every young person they work with, from those involved in youth forums to other participatory youth and community empowerment groups. The power of youth participation and engagement must never be underestimated and it is up to organisations to meaningfully engage young people and the communities in any decision they take that will affect us.

Following extensive data analysis and consultation with stakeholders, the partnership identified six key themes to focus on for the lifespan of this plan. There are strong links to CPP priorities and they take into account wider strategic plans and emerging priorities across Argyll and Bute:

1. **Digital skills**
2. **Core skills for learning, life and work**
3. **Health and wellbeing**
4. **Your voice**
5. **The learner offer**
6. **Improve how we work as a partnership**

I am looking forward to seeing how CLD evolves over the next three years, looking at the important role CLD plays in support by COVID-19 recovery, ensuring the workforce has the necessary skills to support communities, empowering young people and ensuring our rights are protected. I am keen for this plan to be a 'live' document that will change and adapt to the needs of the community between now and 2024.

As I have always said, **'youth and community work changes lives'**

Cameron Garrett, Argyll and Bute MYSP, Convener of the Education and Lifelong Learning Committee and MYSP of the Year 2021

Introduction to CLD

Community Learning and Development (CLD) is a method of working with groups and individuals of all ages to engage in learning, personal development and active citizenship.

The Scottish Government's National Performance Framework clearly defines the specific focus of Community Learning by partners which should be to:

Improve life chances for people of all ages, including young people in particular through learning, personal development and active citizenship.

Create stronger, more resilient, supportive, influential and inclusive communities.

Support is focused on disadvantaged or vulnerable individuals or groups with the aim of bringing about change in their lives and communities. The term refers to a distinctive process of engagement and support with content that is negotiated with learners.

CLD activity has a strong focus on early intervention, prevention, tackling inequalities and includes the following:

- Community Development (building the capacity of communities to meet their own needs, engaging with and influencing decision makers);
- Youth work, family learning and other early intervention work with children, young people and families;
- Community Based Adult Learning including Adult Literacies and English for Speakers of Other Languages (ESOL);
- Learning for disadvantaged and vulnerable groups and individuals, for example people with disabilities, have care leaving experience or have a history of offending.
- Volunteer development
- Learning support and guidance in the community

The Community Learning & Development (Scotland) Regulations 2013 place a statutory requirement on local authorities to publish a plan every 3 years' outlining how it will co-ordinate and secure "adequate and efficient" Community Learning & Development (CLD) provision with other sector partners. Whilst Argyll and Bute Council are required by legislation to lead on meeting the requirements of the CLD Regulations, it is important to note that partners must also be meaningfully involved, taking collective ownership and responsibility to produce, implement and review the CLD Plan.

The newly formed Argyll and Bute Community Learning and Development Partnership will:

- Have clear roles and responsibilities of partners
- Plan effectively together
- Use data and learner feedback to shape priorities, identify gaps, trends, avoid duplication and maximise resources
- Raise the profile of the work of CLD and share good practice

Our Area

What we know about Argyll and Bute and our communities (as of June 2021)

690,964 hectares spread across the second largest local authority area in Scotland with 23 inhabited islands

5.9% from 2018 to 2028, the population is projected to decrease from 86,260 to 83,796. This is a decrease of 5.9%

One in five of the population is aged between 0 and 19 years

The distance between main settlements and use of ferry services creates challenges in terms of reliability, time and the cost of travel

86 schools there are ten secondary schools, seventy five primary schools and one school for pupils with complex additional needs in Argyll and Bute

32.8% of employee jobs in Argyll and Bute are in public administration, education and health compared to 29.8% for Scotland

£553 is the average gross weekly pay for full-time workers living in Argyll and Bute which is lower than the Scotland average of £595 with larger gap for female workers

4.7% of the working age population is claiming unemployment benefits with the 25-49 age bracket most impacted by the pandemic

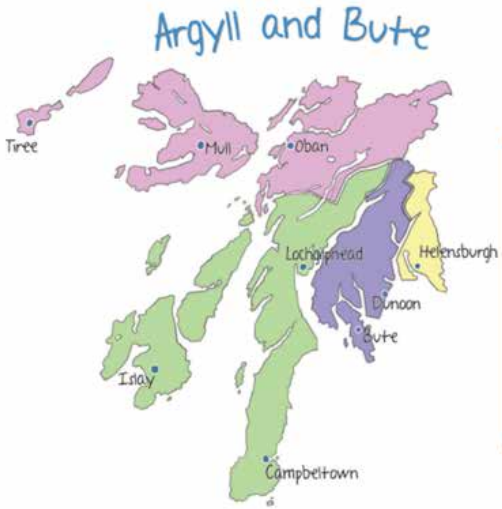
Estimated **20%** of children Argyll and Bute are living in poverty but the impact of Covid-19 has further impacted on families and communities, increasing the risk of poverty

Thirteen data zones in Argyll and Bute are included in the 20% most overall deprived data zones in Scotland

990+ people in Argyll and Bute registered to volunteer as part of the Caring for People Covid-19 community response

Services are directed through four main areas:

- Helensburgh and Lomond
- Mid Argyll, Kintyre and Islay
- Oban, Lorn and the Isles
- Bute and Cowal



Population

- Total population 85,900 (2020)
- Male 42,700
- Female 43,100
- 25% of population is 65+
- Under 18 years population 14,566

(Source: NOMIS official labour market) statistics 2020)

In 2020 Argyll and Bute Schools were above the current national performance in Scottish Qualifications Authority (SQA) examinations in all four of the national measures; National 4, National 5, Higher and Advanced Higher.

Course	17/18 (A-C)			18/19 (A-C)			19/20 (A-C)		
	A&B Attainment %	National Attainment %	Difference %	A&B Attainment %	National Attainment %	Difference %	A&B Attainment %	National Attainment %	Difference %
Nat 4	100%	91%	8.90%	100%	89%	11.5%	100%	90.9%	9.1%
Nat 5	79.86%	77.40%	2.46%	79.43%	78.20%	1.2%	91.45%	88.9%	2.5%
Higher	78.79%	76.80%	1.99%	73.19%	74.80%	-1.6%	90.45%	89.2%	1.3%
Adv H	81.90%	80.50%	1.40%	75.68%	79.40%	-3.7%	95.70%	93.1%	2.6%

New CLD Partnership

Vision, Structure and Governance

Our Vision

"Working together to improve lives across Argyll and Bute by empowering individuals and communities to lead sustainable, fulfilling and happy lives through continuous learning, cooperative problem solving and removing barriers to engagement, health and wellbeing."

Values

The CLD Partnership has adopted the principles, values, ethics and competencies set out by the CLD Standards Council for Scotland. The principles that underpin CLD practice are:

Empowerment - increasing the ability of individuals and groups to influence matters affecting them and their communities;

Participation - supporting people to take part in decision making;

Inclusion, equality of opportunity and anti-discrimination - recognising some people need additional support to overcome the barriers they face;

Self – determination - supporting the right of people to make their own choices

Partnership - ensuring resources and the range of skills and capabilities available are used effectively

The newly formed CLD Partnership will take a leading role in:

- Being responsible for the development implementation, monitoring and reporting of the Argyll and Bute CLD Plan. This will include the appropriate risk management and mitigations given manpower and resources available.
- Ensuring strategic priorities are aligned to key local and national plans and ensure there is no duplication of work
- Sharing and analysing data and identifying gaps to inform planning and decision making
- Fostering collaboration and where possible sharing resources across the partnership
- Putting in place delivery/workstream group arrangements to ensure effective implementation at operational and local level, taking into account geographical variations/needs.
- Evaluating and reviewing the CLD plan on a regular basis, taking into account changing learner needs and ensure a culture of self-evaluation and improvement.
- Communicating the work of the partnership to key partners, raising the profile of the work of the partnership and sharing and celebrating key successes.
- Identifying and sharing examples of good practice
- Contributing to Education Scotland CLD inspections and other appropriate CLD quality assurance measures.

Membership

Core membership of the partnership includes one representative from the following organisations/groups:

- liveArgyll
- HSCP - Public Health
- Argyll and Bute Council Education Service
- Argyll and Bute Council Economic Growth
- Argyll and Bute Drugs and Alcohol Partnership
- Argyll College UHI
- Third Sector Interface
- 3rd sector community organisations representative
- 3rd sector community trusts representative
- Strategic Housing Forum
- Skills Development Scotland
- Department for Work and Pensions
- Community Planning management team
- Argyll and Bute Council Community Development team
- Police Scotland
- Scottish Fire and Rescue
- Outdoor Learning sector representative

Resourcing the Plan

The Plan will be delivered using existing resources across the partnership members. liveArgyll's Community Learning team will also provide the capacity to lead and support local learning partnerships and planning processes.

Governance and reporting arrangements

Governance structures have been put in place at a strategic level (e.g. liveArgyll Board, Community Services Committee) and operational level (e.g. CLD Partnership, CPP Partnership) that will be utilised in terms of authorisation routes, scrutiny/performance management and liaising with key stakeholders/partners.

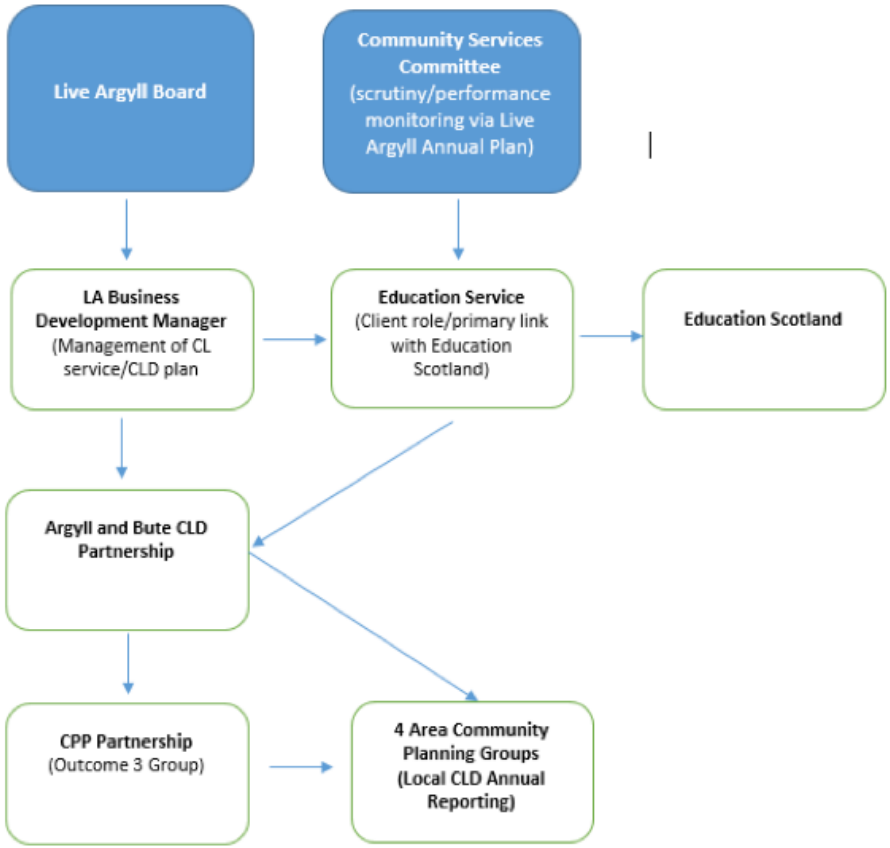
The diagram to the right illustrates the governance structure and highlights the key internal/external relationships.

*(*Abbreviations: LA - LiveArgyll, CPP - Community Planning Partnership)*

Quarterly updates on progress of the CLD Plan will be submitted to the Outcome 3 group within the Community Planning Partnership. This group has the remit to progress priorities around education, skills and training within the 10 year Local Outcome Improvement Plan for Argyll and Bute. The Outcome 3 group reports directly into the CPP Management Committee. Annual reports will be presented to the Community Services Committee of Argyll and Bute Council as well as to Area Community Planning Group meetings. Education Scotland's Quality Improvement framework (How Good is the Community Learning and Development in our community) will be used to determine what worked well and where improvements could be made.

As well as Outcome 3 priorities, the Community Learning Partnership will support the delivery of wider CPP priorities, particularly Outcome 4: Children and young people have the best possible start and Outcome 5: People live active, healthier and independent lives.

LiveArgyll's Community Learning management team will be link officers as members of the 4 Area Community Planning groups. There are also Community Development Officers supporting community groups to attend and have a voice.



Education Scotland Inspection

The most recent inspection by Education Scotland of the CLD Service in Argyll and Bute took place in 2019 with a subsequent follow up visit in 2020. Key lessons have been learned and focus given to these areas over the duration of the new plan.

Key Strengths Identified

Ambitious community organisations and volunteers, improving communities and enhancing the learning offer.

Youth voice and leadership opportunities, empowering young people to contribute to their communities.

Improvement Areas

Strengthen the governance of CLD and develop a shared understanding of vision, values and aims.

Improve approaches to identifying the CLD offer across all partners to better inform resource allocation and joint planning.

Improve approaches to planning for improvement, including developing a systematic approach to shared self-evaluation, jointly setting targets, monitoring and reporting on progress.

Strengthen the collective adult learning offer across the partnership

Informing the new plan

A number of methods were used to help inform the new CLD plan:

1. Review of the 2018-2021 plan with key partners
2. CLD inter agency work group mapping of key local/national plans and strategies linked to CLD, analysis of data and emerging Covid-19 recovery plans, gaps and local need
3. Consultation programme using the VOiCE community engagement tool. Two elements included an online survey for young people, adults and wider organisations and a programme of face to face/online focus groups with learners

Policy context

The local and national policy context continues to evolve. In preparing the new CLD Plan, the partnership has taken into account relevant local and national strategies and plans as well as wider frameworks and consultation data as outlined in this table.

Local policy and planning context	National policy context	National drivers	Broader data
Outcome Improvement plan	Fairer Scotland	Strategic guidance for Community Planning Partnerships for CLD	Children's Services Joint Needs Assessment HSCP Joint Needs Assessment
Argyll and Bute Economic Strategy, 2019-2023	National Youthwork Strategy	Curriculum for Excellence	CPP Place standards
Argyll and Bute Council Corporate Plan	National Adult Learning strategy	GIRFEC	NOMIS labour market profile
Anti-Poverty Strategy	National ESOL Strategy	National Improvement Framework	Covid building back better consultation TSI national covid survey
Argyll and Bute Employability Partnership Action Plan	National Literacies Strategy	Attainment Challenge	Adult Learning Strategy consultation
Education Plan	Active Scotland Outcome Framework	How Good Is Our CLD	Inform Scotland data
Argyll and Bute Children and Young People Service Plan	National Performance Framework	Adult Literacies in Scotland	Scottish Attainment Challenge equity audit
Argyll and Bute Living Well Strategy	No One Left Behind	Adult Literacies Curriculum Framework	Education Scotland Equity and Outdoor Experiences *add to action plan
Our Children Their Future Education Strategy	Developing the Young Workforce - Scotland's Youth Employment Strategy	A professional development framework for Scotland's adult literacies workforce	Performance data of partners in CLD Partnership
LiveArgyll Business Plan	National Strategy for Community Justice	Drugs and Alcohol Framework	Argyll and Bute CPP Place Standard consultation
Argyll and Bute Covid Recovery Plan	Preventing offending getting it right for young people	Education Scotland Guidance - developing CLD Plans 2021-2024	Salsus Survey
Argyll and Bute Corporate Parenting Plan	Youth Justice Strategy	National Standards for Community Engagement	LOIP locality profiles
Argyll and Bute Fire and Rescue Plan	Child Poverty Strategy for Scotland	UNCRC Scotland Bill	NHS Highland Social Mitigation Plan (Covid-19 recovery)
Argyll and Bute Policing Plan	Community Empowerment (Scotland) Act	Family Learning National Occupational Standards (NOS)	Young Scot lockdown lowdown
Argyll and Bute Strategic Volunteering Framework		National Mental Health Transition and Recovery Plan	TSI National Covid-19 survey

2018-2021 Plan Review

A review process of the 18-21 plan included feedback from a range of partners which is summarised below:

What went well

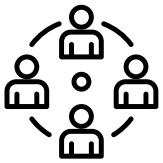
Partnership work on digital inclusion

Joint working to meet the needs of communities

Leadership opportunities for young people

Inter agency work at local level

Areas for improvement

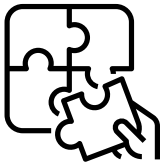


Wider engagement with 3rd sector delivery partners

Regular review of data

Improved cascade of information and awareness of the strength of CLD work

Joint ownership of all key partners in developing the plan



Clear responsibilities of partners and where they will contribute

Consultation Programme

The consultation survey exercise involved 315 adults, 219 young people and 96 representatives of organisations. A focus group delivery framework was developed with the support of young people and 8 face to face focus groups took place across Argyll and Bute. An engagement plan was put in place to target specific individuals and groups within communities.

The survey themes were identified from:

- Local and national strategies
- Local and national data
- Education Scotland/Scottish Government CLD Plan guidance
- Emerging Covid recovery priorities across partners

The process:

- Inter agency work group - consultation and communications plan
- Involvement of young people in developing and testing the survey
- Digital marketing assets for partners
- Digital via survey monkey and paper options
- Support for learners/groups

The partnership has identified some gaps from the consultation process which was anticipated due to a variety of factors linked to the Covid-19 pandemic. Further face to face consultation has therefore been built into year one of the plan.

What we learned

The CLD consultation highlighted what was most important to adults, young people and wider community organisations:

Priorities - adults

	Priority 1	Priority 2
Digital skills	Affordable internet (65%)	Online safety (57%)
Poverty	Home budgeting (62%)	Employability skills (61%)
Employability skills	Core skills (74%)	Preparing for work (57%)
Health &Wellbeing	Mental health (77%)	Outdoor learning (50%)
Your Voice	Developing confidence (75%)	Youth voice (56%)
Work with young people	Access to mental health (69%)	Closing attainment gap (68%)
Adult learning	Employability skills (65%)	Knowing what's available (61%)
Barriers	Cost (66%)	Don't know what's available (61%)

Priorities - young people

	Priority 1	Priority 2
Digital skills	Access to devices (78%	Affordable internet (66%)
Poverty	Employability skills (69%)	Improving reading and writing (60%)
Employability skills	Gaining qualifications (76%)	Core skills (72%)
Health &Wellbeing	Mental health programmes (85%)	Being more physically active (59%)
Your Voice	Youth voice (79%)	Developing confidence (78%)
Working with young people	Mental health programmes (81%)	Employability skills (69%)
Adult learning	Gaining qualifications (72%)	Employability skills (63%)
Barriers	Don't feel confident (66%)	Transport (61%)

Priorities - organisations

	Priority 1	Priority 2
Digital	Basic digital skills (69%)	Access to devices (64%)
Poverty	Home budgeting (64%)	Employability skills (63%)
Employability	Core skills (81%)	Preparing for work (71%)
Health &Wellbeing	Mental health programmes (81%)	Volunteering (60%)
Voice	Developing confidence (82%)	Locality groups (56%)
Youth	Closing attainment gap (82%)	Mental health and well-being (69%)
Adults	Employability skills (72%)	Knowing what's available (65%)
Barriers	Transport (71%)	Don't know what's available (70%)

Overall priorities

- Developing people's confidence, understanding and the skills required to influence decision making and service delivery - Your voice
- Developing core skills - Employability skills
- Mental health - Health and well-being
- Gaining qualifications - Adult learning
- Youth voice, having their voices heard - Your voice
- Closing the attainment gap - Work with young people
- Access to devices and affordable internet - Digital skills
- Knowing what learning opportunities are available - Adult learning

4 key barriers highlighted by adults, young people and organisations included:

Cost

Don't know what's available

Transport

Confidence

Assessing need and setting priorities

CLD needs in Argyll and Bute have been carefully considered and grouped under 5 key themes:

1. **Digital skills**
2. **Core skills for learning, life and work**
3. **Health and wellbeing**
4. **Your voice**
5. **The learner offer**
6. **Improve how we work as a partnership**

We recognise the importance of ensuring the partnership works together, sharing expertise, manpower and resources to reduce inequalities and support those who need it the most coming out of the pandemic.

The action plan sets out our shared priorities for the next three years to improve outcomes for individuals and communities across Argyll and Bute. The partnership will monitor progress and produce a self-evaluation each year reporting the performance to Argyll and Bute Council and the Community Planning Partnership.

Unmet need

We recognise that some identified needs will remain unmet.

Delivering an equity of provision across Argyll and Bute remains a challenge given the differing manpower, resources across our diverse urban, rural and island communities. Partners will continue to work together offer support for learners to access digital services as well as outreach activity where resources permit.

Cost for participants

The partnership will continue to work together to maximise funding streams to help reduce costs for targeted provision. Using a hybrid of face to face and digital delivery will also help maximise financial resources.

Transport

The partnership will share learner feedback with wider CPP/Locality Planning partners, deliver outreach programmes supported by volunteers and maximise use of online programmes working with local partners to reach rural/island communities.

Key Milestones

August 2021

Presentation of CLD Plan to Community Services Committee

October 2021

Review of performance framework/ data collection

December 2021

Further face to face consultation - phase 2

February 2022 (Annual)

Review of learner needs

June 2022 (Annual)

Partner self - evaluation

August 2022 (Annual)

Progress report to Community Services Committee

November 2022 (Annual)

Progress report to Locality Planning groups

Partners

With thanks to all partners within the CLD Partnership

Argyll Bute Council

University of the Highlands and Islands Argyll College

jobcentreplus

NHS Highland

Department for Work & Pensions

argyll and bute community planning partnership

live Argyll

Police Scotland Poileas Alba

Third Sector Interface Argyll and Bute

Scottish Fire and Rescue Service Working together for a safer Scotland

Skills Development Scotland

Appendix 1

Argyll and Bute CLD Partnership Action Plan

What is the need?	Actions	Lead	Timescale Year 1 (short) Year 2 (med) Year 3 (long)	Outcome	Measure of success/impact
Theme 1: Digital Skills	Create a digital workstream sub group to develop a coordinated plan to support learners most in need with device allocation and support	Partnership chair	short	Learners with the most need are identified and supported	Number of targeted individuals confidently/actively using devices Case studies
	Review partner volunteering roles/opportunities to support digital development work with an assessment of training needs	TSI/liveArgyll/ Argyll and Bute Council	short	Coordinated volunteer opportunities in place to meet demand of learners with clear support mechanisms for volunteers	Number of volunteers supporting learners Learner and volunteer feedback
	Creation of basic digital upskilling courses to meet digital requirements for job preparation and day to day life skills	Argyll College UHI/liveArgyll/ SDS	short	Improvement in digital competency	Learner feedback Number of course attendees
Theme 2: Core skills for learning, life and work	Hold monthly meetings between leads of CLD and Employability Partnerships	NH/IB	monthly	Clear responsibilities within each plan, sharing of data/ identification of gaps/share good practice	Clear plans in place Evidence of coordinated planning and review
	Deliver tailored inter agency support programme to Syrian refugee community	Argyll and Bute Council/ liveArgyll/Argyll College UHI	short	Community integration, improved skills	Numbers of individuals transition into work Learner feedback Number of individuals completing ESOL courses

	Support the Argyll and Bute Employability Partnership to deliver the NOLB policy agenda and associated interventions, Young Person's Guarantee, the UK Government's Kickstart Scheme and Fair Start Scotland.	Employability Partnership	short	Multi agency support in place to deliver sustainable outcomes for those facing barriers to accessing work	Number of participants completing the programme (NOLB) Number of kickstart/YPG placements Learner feedback including outcome star Case studies
	Identify gaps from employer skills survey and work with employers to deliver programmes/courses based on employer needs (especially hospitality/construction)	Argyll College UHI/SDS/ LiveArgyll/ DWP&Job Centre Plus	medium	Increased SQA/college offering that meets the needs of employers	Number of participants completing courses Number of individuals gaining employment
	Offer a range accredited and wider achievement opportunities in schools and community settings with clear pathway/progression options	CLD Partnership	medium	Improved skills and training	Numbers of accredited learning and wider achievement opportunities number of participants completing courses Learner feedback Stakeholder feedback
	Offer a menu of co-ordinated high quality CLD volunteering opportunities in schools and community settings	CLD Partnership	medium	Improved skills and confidence	Learner feedback Case studies Number of individuals volunteering within CLD roles across the partnership
Theme 3: Health and Well-Being	Offer a range of planned programmes in safe spaces in schools and communities that support health and well-being of learners	CLD partnership/ Argyll and Bute HSCP	short	Improved quality of life	Case studies Well-being star ROI/Social value indicators

	Implement the link worker offer in targeted communities in Argyll and Bute as part of modernisation of primary care services	Argyll and Bute HSCP	short	increased referrals via social prescribing model and improved sign posting	Number of referrals Case studies
	Offer a menu of targeted physical activity/well- being programmes for learners	CLD partnership	medium	Increased physical activity levels Improved well -being and mental health Reduced anti-social behaviour	Number of learners taking part in activities Participant feedback including well-being star and participants reporting improved well-being
	Deliver a coordinated outdoor learning offer for young people and adults	liveArgyll/ Argyll and Bute Council/3rd sector	medium	Increased confidence	Number of participants making a positive lifestyle choice to support their health & well being
Theme 4 - Your Voice	Develop a new youth voice model and pathway for youth voice	liveArgyll/CPP/ Argyll and Bute Council	medium	Improved mechanisms across partners to better engage and support learners and groups in planning of service provision Enhanced youth voice that recognises the opportunities the youth work sector provides at realising the ambition contained within UNCRC	Increased number of individuals and groups formally engaged with the CLD partnership Case studies
	Implement mechanisms to better engage and support adult and young learners and groups in planning of service provision Review place standard data following consultation process	CLD Partnership/ LOIPS CLD partnership	short short	enhanced learner /community voice and empowerment	

Theme 5 - The CLD learner offer	Develop a menu of core CLD programmes including ESOL to deliver to targeted adults and young people	CLD partnership	medium	Clear learning offer that meets the needs of targeted individuals and communities	Number of individuals engaged in CLD activity Case studies Outcome star
	Identify gaps in family learning offer and examine how links can be made to promote and target parent/carer joint learning with children and young people	CLD partnership	medium	Improved outcomes for families Improved involvement of families in evaluation of family learning programmes Clear progression routes for adult learners as part of family learning activities	Parent/carer feedback and case studies Stakeholder feedback
	Undertake a mapping exercise of the work being undertaken by the 3rd sector in delivering CLD outcomes	liveArgyll/ TSI and 3rd sector/CPP and community dev team	medium	Improved understanding of the range of local groups and organisations that are contributing to CLD outcomes and the needs of learners	
Theme 6 - Improve how we work as a partnership	Plan a rolling programme of self -evaluation/review using HGIOCLD and challenge questions	CLD Partnership	annual		
	Undertake further consultation with learners where gaps were identified in the consultation process and review the plan priorities quarterly as part Covid recovery	CLD Partnership	short	The plan fully meets the needs of learners post Covid	
	Representation of the CLD Partnership on all 4 area locality planning groups	liveArgyll	short	CLD Plan takes into account new priorities set out by LOIPs	

	Raise awareness of the work of the CLD partnership as part of Covid recovery to include: • Dedicated website • Sharing platform for members of the partnership • Develop a suite of case studies and videos • Deliver 2 CLD partnership good practice sharing events with all partners contributing to CLD per year (1 online/1 in venue) • Maximise the use of the new TSI database/website to undertake meaningful engagement work with the wider 3rd sector • Work with Standards Council for Scotland to raise awareness of CLD work with partners/communities and strengthening cross-sectoral participation • Celebrate the achievements of learners across the partnership • Ensure Community Learning has an active role in the work of the Northern Alliance, strengthen partnership work between Argyll and Bute and the partner authorities and share good practice.	CLD Partnership Northern Alliance	short	Increased awareness, signposting and uptake Improved joint planning and partnership work	

	• Map CLD workforce development needs of staff and volunteers with support from National Standards Council for Scotland, taking into account rurality of the workforce • Develop a joint programme of training and learning to meet the needs of our workforce • Commit to UNCRC joint training as a partnership • Explore health behaviour change training for CLD practitioners	CLD Partnership	medium	The CLD workforce has the necessary skills to confidently deliver on the ambitions of the plan	Number of training and learning opportunities Increased number of practitioners registered with Standards Council for Scotland Case studies
	Develop the use of GDPR compliant shared data and performance information for effective decision making and reporting, to identify gaps in provision and target those most in need by: • Identifying what relevant CLD data local and national partners can share • Agreeing mechanism to collate, use and update the data using CLD basecamp group • Agreeing a set of performance measures for the duration of the plan with clear baseline • Utilise Dyslexia Scotland data for Argyll and Bute to effectively work with local partners to support targeted learners	CLD partnership	short	Robust performance management and reporting mechanisms in place. Effective decision making and targeting based on shared partnership data	Set of performance measures and data sets