



**LEARNING AND DEVELOPMENT IN MIDLOTHIAN COMMUNITIES  
3 YEAR PLAN 2018 – 2021**

**This plan will:**

Help to sustain resources for learning and development activities in the community, within a challenging financial climate.

Support services to be more responsive to the needs of people experiencing inequalities.

Increase through partnership working the number of young people securing and sustaining positive destinations.

Support young people, adults and families to improve their life chances through the development of skills for learning, life and work.

Increase the voice of learners and citizens to influence improvements in learning and development in our community.

Assist communities to meet local needs and develop their capacity.

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## 1. Introduction

Welcome to the second three-year plan for delivery of learning and development in the community of Midlothian. This plan has been produced by the Community Planning Partners to set out the steps we will take together to respond to:

- local public, staff and stakeholder consultation undertaken on current and future priorities for learning and development in the community.
- national legislation.
- policies and strategies affecting the area and the services we provide.
- local evidence of previous performance, policies, resources and challenges.

Our ambition is to provide the best support we can to build community capacity and increase skills for learning, life and work. The learning and development in our community plan includes the work of Midlothian Council, the Third Sector Interface and other community planning partners such as public health. We wish to demonstrate the shared endeavour of all partners rather than of a single agency or service.

## 2. How we work together and who we report to

### **Community Planning: Improving Opportunities Midlothian**

The field of learning and development activity is co-ordinated for the Community Planning Partnership (CPP) by the Improving Opportunities for the people of Midlothian (IOM) thematic group.

Priorities and actions set out in this plan are linked both to current medium or long term goals identified by the IOM and to relevant priorities and actions for other Community Planning thematic groups. These priorities have been developed using a logic modelling approach), based on a regular annual data profiling and strategic assessment process. The IOM group reports on the progress of the plan, using evidence from all partners. Some key areas cross over themes and are also reported through other community planning sub-groups, for example, through the Getting it Right for Every Midlothian Child Board. The evidence is recorded using a Performance Reporting System (Covalent).

Detailed structure charts and documentation showing Governance documents, the structure of the CPP, the remits and membership of each thematic group, sub-groups and sub-group action plans are all available on the Midlothian Council website at:

[https://www.midlothian.gov.uk/info/200284/your\\_community/214/community\\_planning\\_in\\_midlothian](https://www.midlothian.gov.uk/info/200284/your_community/214/community_planning_in_midlothian).

## **The Third Sector: Community Voice and Influence**

Key to the delivery of learning and development services within Midlothian is the community and voluntary sector. This diverse and creative range of groups and organisations is coordinated in community planning by the Third Sector Interface Partnership and its individual member groups, who are represented at all levels of the community planning partnership in Midlothian.

The Midlothian Third Sector Interface Partnership works across core strategic areas of:

- Volunteering
- Social Enterprise
- Sector support
- Empowering & engaging local voluntary action

The Interface is made up of three organisations: Midlothian Voluntary Action (MVA), the Social Enterprise Alliance Midlothian (SEAM), and Volunteer Midlothian. Across the three organisations, the third sector interface.

- provides a comprehensive service to individuals of all ages who would like to volunteer;
- provides support and advice on volunteer management to volunteer involving organisations;
- helps local organisations to recruit volunteers through promotion of volunteering opportunities;
- promotes and supports social enterprise locally;
- provides a range of advice on funding, governance, and other support to Third Sector organisations;
- represents the interests of the Third Sector in the community planning processes;
- holds regular forums including the Voluntary Sector Forum (VSF), VSF Children and Young People's Sub-group, and the Volunteer Manager's Forum;
- delivers an annual training programme to Third Sector organisations, volunteers, and entrepreneurs;
- works in partnership with a wide range of agencies.

The Interface also runs a number of projects including Grassy Riggs (support for older people), Transform (supported volunteering for young people), and Connect (supporting older people through volunteering).

### 3. Policy Context

***The Education Act 1980, section 2 (amended in 2013) states that there is a statutory duty to provide adequate and effective community learning and development.***

Learning and Development activity in the community, regardless of who provides it, supports primarily disadvantaged or vulnerable groups and individuals of all ages to engage in learning, personal development and active citizenship with a focus on bringing about change in their lives and communities. The term – community learning and development - refers to a distinctive process of engagement and support within a learning content that is negotiated with learners. In June 2012, the Scottish Government issued the Strategic Guidance for Community Planning Partnerships: Community Learning and Development, which tasks each local authority to provide a plan outlining how community learning and development will be delivered in that area.

In preparing this plan, we have undertaken a review of current policies in order to provide a context which shows how the plan meets the requirements and expectations set out by Scottish Government, Education Scotland, and Midlothian's community planning partnership. Full details of the policy review are contained in **Appendix 1**.

### 4. Summary of policies, local position and areas for development

In the last three years significant national policy initiatives and legislation have changed, which impact on the delivery of learning and development in our communities. **Appendix 2** provides a detailed breakdown of the key policy and legislative areas affecting our work in Midlothian, a review of the work undertaken to date against these policies and the future potential areas for development. The national outcomes for work with young people, adults and communities are detailed in **Appendix 2a, b and c**. A progress update has been produced for learning and development in the community STEM (Science, Technology, Engineering and Maths) opportunities **Appendix 2d**. The priorities identified through all these reviews are reflected in the new Midlothian Learning and Development in the Community action plan for 2018 – 2021, as detailed in pages 13 onwards.

The key legislative areas relate to: community engagement, learning, literacy, numeracy, English for speakers of other languages, community empowerment, work with young people, adults, families and communities, employability, fair work, inequality, community justices, science, technology, engineering and maths, social enterprise, regeneration, staff development and child poverty.

An assessment has been undertaken against policy areas, this highlights that we are working strongly together to ensure that the needs of the local community and national policies are prioritised and are central to the learning and development work taking place in our Midlothian Communities. However the assessment highlighted areas for further development including volunteering, community empowerment

relating to food growing, participatory budgeting, community assets, enterprising with communities, neighbourhood planning, financial resources, skills development with communities, child poverty, mental health and wellbeing, increase the voice of local people, partnership working with educational partners, Developing Midlothian's Young Workforce and improving skills for people of all ages through the development of skills for learning, life and work.

## 5. How we know how well we are doing.

### 5a. Education Scotland - Inspection and Review of Learning and Development in Midlothian's Communities 2016

Evidence of planning, delivery and the impact of learning and development in the community is available through Community Learning and Development Inspections, carried out by Education Scotland. Inspections are based on the quality improvement framework, "How good is the learning and development in our community?" A *grading is awarded from the following scale - excellent, very good, good, satisfactory, weak and unsatisfactory.*

In 2016, Education Scotland changed its approaches to inspection of CLD to take account of the CLD Regulations and to include a focus both on strategic leadership of CLD in a local authority area as well as a place-based inspection. The results of the 2016/17 inspection were **Very Good** overall:

- Improvements in performance **Very good**
- Impact on the local community **Very good**
- Delivering the learning offer with learners **Very good**
- Leadership and direction **Very good**

The 2016/17 inspection of CLD in Midlothian Council found the following key strengths:

- An ethos of shared endeavour.
- Strong and clear leadership across the partnership.
- Ambitious and enthusiastic staff and volunteers.
- The range of targeted learning programmes leading to life-changing impacts.

Education Scotland discussed with partners how they might continue to improve their work. This is what we agreed with them.

- Continue to develop systems to track skills for learning, life and work across partners.
- Consider how learner pathways can be sustained as resources change.

The Inspection report can be found - <https://education.gov.scot/other-sectors/community-learning-and-development/688102>

It is clear from this that there are significant strengths in the partnership delivery of learning and development within Midlothian on which to build. However the challenge of significant reductions in public expenditure will have an impact on the ability of partners to sustain and develop these services with communities in the next 3 years.

## **5b. Progress within first 3 year plan**

A **Summary of progress** against the actions in 2015/16 and 2016/17 as reported to the CPP's Improving Opportunities for the People of Midlothian partnership group in autumn 2016 and 2017, is detailed (and colour coded) in **Appendix 3**. Progress up to the end of the 3 year plan will be reported in September 2018.

## **5c. Summary of Key Successes**

Since 2015 we have achieved the following success through effective partnership working and shared endeavours:

- increased the number of accredited learning opportunities for adults and young people.
- supported young people to engage with Community Councils.
- implemented Midlothian's eight action areas from the Developing Scotland's Young Workforce (DYW) national priorities.
- identified core pathways to support young people to secure a positive destination.
- Maintained a range of support across the employability pipeline available to young people.
- Increased the capacity of volunteers to deliver Adult Literacy and Numeracy (ALN), English for Speakers of other Languages (ESOL).
- increased the number of qualifications secured through Lifelong Learning and Employability Programmes.
- Maintained support through council transition funding and external grant applications to support third sector organisations under threat of closure (April 15)
- shared resources across Council and third sector
- implemented Neighbourhood planning (NP) review and recommendations
- created structure to address common NP issues and theme/issues prioritised annually
- reviewed support to management committees/boards through IOM, improving mechanisms for identifying and targeting support
- delivered high quality participatory budgeting programmes
- developed a community empowerment training programme
- shared training opportunities across partners to support volunteers in community groups
- submitted a variety of partnership funding bids with good outcomes.
- created Council asset transfer policy

- offered training to groups in business case development
- increased use of social media across the partnership.

#### 5d. Skilled Workforce

The providers of learning and development must demonstrate continuing professional development of staff at all levels, volunteers, sessional, part time or full time paid staff. The South East & Central Consortium (SE&C) have been active in providing Continuing Professional Development (CPD) opportunities. Staff and Volunteers across learning and development in the community are well supported to access training both locally, regionally and nationally. IOM partners have also delivered and shared training opportunities systematically over the last three years. Examples of staff development across the partnership are contained below:

- LLE staff skills audit completed in 2017 and staff development plan developed. (**Appendix 4, Training Needs Analysis Proforma**)
- Study visit to East Ayrshire Vibrant Communities Team
- Study visit to Dundee Community Learning and Development Team
- One member of the communities team has joined the PB Champions Group
- Three staff across have been trained by Education Scotland as Associate Inspectors
- A tailored CPP training programme was provided by Scottish Centre for Community Development on community empowerment
- Communities Team has been trained by PB partners on participatory budgeting
- Place Standard Training Delivered by the Improvement Service to a range of staff group.
- 2 sessions (Scottish Borders Council and Clackmannanshire as venues) on self-evaluation with partners
- 2 sessions (West Lothian and East Lothian as venues) on family learning and SAC/NIF
- Big Learning Day for sessional staff and volunteers (Midlothian as venue) held in 2017 and 2018 with representatives from the South East and Central Consortium.
- training event/conference with a focus on mental health and year of young person
- Strategic Interface have also offered staff from all sectors places on their programmes ranging from funding to Introduction to Midlothian
- Evaluative writing sessions
- follow up session on joint self-evaluation with partners (follow on from introductory sessions already held)
- Scottish Borders Community Learning and Development (CLD) and Midlothian LLE have developed a reciprocal training offer with staff attending development days including being entrepreneurial, self-evaluation, sharing good practice and learning plans.

We are aware that as staff become less available to attend training due to reducing resources it is important to offer flexible opportunities. In our partnership action plan we plan to address this through promotion of online training including Massive Open Online Courses (MOOC) and exploring third sector and community access to Midlothian Council's licence arrangements for the Online Learning platform called Learn pro.

#### **5e. What we didn't manage to do**

- establish a youth partnership charitable forum
- undertake a collective evaluation and strategic planning of youth work across the authority
- increasing the number of young people aged under 25 who are community councillors

#### **5f. What the data, public and partners are telling us.**

##### **Results of public / stakeholder engagement –**

The providers of learning and development collaborated to undertake a survey of members of the public and members of existing groups with experience of learning and development activities. The survey was made available on-line as a questionnaire; taken to groups, including focus groups of partners and service users, for discussion, and carried out in face to face interviews in a variety of public settings, including local public events.

In summary approximately 900 individuals and 29 focus groups of service users and partners have been engaged with the process of developing the new 3-year Learning and Development in our Communities Plan. After conducting an analysis of the co-production of the consultation phase, it was noted that there is good representation across different sectors of Midlothian's communities. The guidance for Learning and Development in our Communities' plans asks that the partners review the process through which this plan has been developed. **(See Appendix 5, Analysis of the Consultation Process.)** We recognised through this review that the voice of travellers, the Champions Board and uniformed organisations were under represented. Additional work was undertaken to address this.

Information was also obtained through the CPP's Citizens Panel of 1000 residents. This biannual survey is undertaken by an external market research company (Lowland Research) and is a balanced sample of residents of voting age (16+). There were 670 individuals who answered questions about learning and development in our communities.

**Appendix 6**, sets out the consultation results in greater detail including information from the online survey, focus groups and citizen panel survey, the key priorities are summarised below:

**Public/ stakeholder priorities for next 3 years:**

- Help community groups to identify and meet local community needs.
- Help community groups to secure funding.
- Help community groups to develop the skills/knowledge to plan and manage their work.
- Support people of all ages to volunteer.
- Confidence building and skill development to help people improve their skills for learning, life and work.
- Increase the number of computer courses from beginners to those that people need for work.
- Ensure provision is locally accessible, free /reasonably priced and remains of good quality, friendly, informal, practical and sociable.
- Sustain learning and development that reduces social isolation.
- Sustain the variety of types of learning and entry levels on offer.
- Address lack of provision in some places, timing of offers for those in employment.
- Provide access to venues at affordable prices.
- Support and nurture the existing strong sense of community.
- Support the wide range of existing groups and volunteers.
- Bring people together to act together, supporting each other and their neighbourhoods.
- Address concern about increasing expectations on volunteers

Staff across the partnership reiterated the majority of the themes listed above. They also indicated some specific actions which were gathered from staff through focus groups, team meetings and informal feedback. These included:

- Creation of new employability packages so people can access Individual Training Accounts (ITA's) and gain relevant qualifications
- New Newbattle Community Campus will give us new opportunities to deliver new IT courses programmes – all sectors
- Further develop our learning and employability offer around childcare
- Ensure single sex group work is available
- Expand qualifications
- Monitor the impact of new national employability programmes on current local employability provision.
- Potential areas of unmet need could include: adult guidance, capacity of staff to deliver in key areas, balance between learning and employability, grants,

waiting lists for activity agreements and focus team. Increased demand for work experience placements.

### **5g. Challenges and Risks - the potential for unmet need.**

We are working in partnership to deliver learning and development in the community in a complex environment and with reduced resources. The following areas highlight some of the emerging challenges and risks:

- Midlothian is one of the fastest growing local authorities within Scotland which is an opportunity, but also may make it challenging to meet demands.
- Midlothian also has an increasing older population with high levels of need including dementia.
- There is increased demand and in some cases waiting lists for work experience, employability support for those with additional support needs and young people seeking activity agreements.
- Staff resources and budgets to deliver learning and development in the community have reduced.
- Withdrawal of funding for dedicated services across third sector partners.
- Charges for some opportunities have increased.
- Access to affordable premises with good internet connectivity is limited.
- Modernising technological resources, equipment and learning to reflect the pace of change.
- Increased competitiveness within third sector funding opportunities and contracts.
- Sustainability of local third sector organisations.
- Demand for Volunteers.
- Services may not reach those most in need.
- High demand placed on mental health and wellbeing services
- General Data Protection Regulations – risks and consequences
- Community Empowerment Legislations – Asset Transfer vs limited national funding to meet demand.

**We are working in partnership to monitor unmet need and reduce risks where viable by:**

- Systematic performance monitoring through IOM, including waiting lists.
- Reviews of Geographical delivery and access (for example LLE geographic data **Appendix 7**)
- Creating a business case for a shared voluntary sector hub in Dalkeith
- Revised the working with communities group into an enterprising with communities themed work stream across Council.
- Exploring how to attract volunteers from our new communities such as Shawfair.

- Having a partnership approach to the implementation of early action system change Lottery funding £836,000.
- Midlothian's Technology Group has been reformed and is creating a digital strategy including the community offer from Newbattle Digital Centre for Excellence.
- Cross sector support for General Data Protection Regulation (GDPR).
- The partners are continuing to provide strong leadership to build resilience, reduce costs and work with others to manage change and attract resources.

## **6. Improvement Action Plan**

This plan is a partnership improvement plan building on the success and challenges of the previous three years. It focuses on the key improvement areas identified. It does not represent the full range of core work being undertaken within the field of learning and development in the community.

## OUTCOME 1

### INCREASED VOICE OF LEARNERS AND CITIZENS TO INFLUENCE IMPROVEMENTS WITHIN LEARNING AND DEVELOPMENT IN OUR COMMUNITY.

Actions	Due Date	Performance Indicator	Target	Baseline	Team / Agency
Increase the number of neighbourhood plans using the Place Standard toolkit and the National Community Engagement Standards	2018-21	Number of projects 3	3 place standard projects per year as part of the ongoing review cycle of neighbourhood plans	3	Communities team
		Other Community Planning Partnership (CPP) strategies recorded and linked to relevant section of the Single Midlothian Plan	Embed the National Standards for Community Engagement in the work of the partnership		All partners
Support Neighbourhood Plans in all of the 16 Community Council areas.	2018-21	Each of the Neighbourhood Plans can demonstrate tangible improvements as result of the actions taken.	2 examples per plan per year (30 overall )	30	Communities team

		Deliver a locality outcome improvement plan (revised Neighbourhood plan) in each of the three priority areas in partnership with the community planning partners.	Robust plans that comply with the Locality Outcome Improvement statutory guidance.	3	
<b>Identification of unmet needs are clearly demonstrated within neighbourhood plans</b>	2018-21	New neighbourhood plans will highlight needs, e.g. learning and development, which are not going to be met during the lifespan of this plan and the resources which would be needed to meet the needs	When new plans are developed (-3 updated per year)	3 per year	All partners
		We have not fully met the communities' aspirations for improving transport routes therefore Midlothian Traffic, Roads and Paths	Evidence of influence in relevant future planning of roads and related issues.	1 group	Federation of CC's / Communities team

		group are being supported to address existing and future issues.			
<b>Manage clear processes for community groups to influence CP partners' decision-making as set out in the Community Empowerment Act, including Council Participation Requests.</b>	2018-21	Formal Participation Requests will not exceed 1 per quarter: early high quality engagement reducing the need for formal Participation Requests	4 per year	2 in year 1 of Community Empowerment Act 2015.	Communities team
		Develop a new community engagement strategy with partners	A community engagement strategy is in place that increases the quality and frequency of the CPP community engagement	Existing out of date strategy and non-functioning CPP community engagement group	CPP partners / Communities team
<b>Deliver the actions in the child poverty plan, and prepare new plan to meet the requirements of the Child Poverty</b>	2018-21	Relative to Scotland, Midlothian can demonstrate a 1% reduction in child poverty.	21.5%	Currently the Scottish Average is 22% and Midlothian is 22.5%.	Communities team / IOM partners

<b>Act</b>					
<b>Reduce barriers to learning by poverty proofing the school day with the Child Poverty Action Group.</b>	2018-21	Increase number of schools by 3 that receive additional funding (80k) to poverty proof the school day.	11	Currently 8	Communities team, schools and Child Poverty Action Group
	2018-19	Research carried out on in-school child poverty, measures and interventions. via National Union of Students Dissertations for Good to identify ways of increasing uptake of free school meals and maximising Pupil Equity Funding	Undertake 2 primary research projects	2	Communities team
<b>Increase the voice of local people in</b>	2018-21	Increase evidence of participatory	Contribute to Council target of 1 % of all	£200,738 has been spent using PB since	Communities Team with support from all

<b>resource decisions including grants and procurement and influencing mainstream budgets</b>		budgeting (PB) model being used in Council mainstream budgets	budgets	2015	directorates
		Third sector bids to Scottish Government Community Choices Fund for Participatory Budgeting projects	2 bids submitted in 2018/19	0	TSI/Communities Team and other third sector partners.
		Increase the number of local people on grants panels	5-10	Council 0 NHS Lothian(Health Improvement Fund) 0 Midlothian Voluntary Action (MVA )(O)	Communities team, NHSL, Leader panel, Procurement team in Council
<b>Facilitating learner voice events and increasing opportunities for learners, including workplace learners , to be involved in co-production of programmes and training</b>	2018-21	Evidence of learner voice influencing resource decisions within LLE	To have evidence of % of budget influenced by learners	Evidence gathered and reported	LLE
		Increase the number of Learner voice events/consultations	4 events/consultations facilitated by LLE and evidence of learner input being used in programme design	3-: learning and employment fair, ELM Conference , Citizen panel , local evaluations of programmes,	LLE /TSI / Communities team

<b>opportunities</b>			<p>1 event per year linked to co-production of adult learning programme</p> <p>Annual consultation with stakeholders on TSI Training Programme via email, surveys etc.</p> <p>1 other event/focus group to gather learner feedback to influence improvement strategy</p>	<p>1 event last year</p> <p>Previous evaluations/consultations on TSI Training Programme</p> <p>n/a</p>	
<b>Partners facilitate co-production and the voice of young people in mental health lottery system change project</b>	2018-21	The number of youth involvement/roles in Mental Health are tracked	<p>Inclusion in interview panel, consultants brief, test of changes and influencing decision makers.</p> <p>Number of test of changes put forward by young people.</p>	New – baseline to be set in year 1	All partners
<b>Recognise and</b>	2018-21	Annual volunteer	Sustain 1 awards	1 held per year	TSI / LLE/ Communities

<b>Celebrate achievements of participants from our communities</b>		awards held and publicised	ceremony , including council sponsorship		team
		Annual youth awards event held and publicised	1 per year	0	LLE
<b>Enhance the student voice at Edinburgh College to improve the curriculum offer and the quality of learning, teaching and assessment</b>	2018-21	<ul style="list-style-type: none"> <li>- Enable student representation at the College Board and all it's committees</li> <li>- Improve the influence of class representative system across the college</li> <li>- Enable students to play a greater role in self - evaluation activity and to improve college services and improve overall</li> </ul>	<ul style="list-style-type: none"> <li>- Student reps on every committee</li> <li>- 100 students involved in the class rep system</li> <li>- Continuous improvement self-evaluation results</li> <li>- 84% overall student satisfaction</li> </ul>	<ul style="list-style-type: none"> <li>- 2 in 2017/18</li> <li>- TBC in 2017/18</li> <li>- TBC in 2017/18</li> <li>- 82% in 2016/17</li> </ul>	Edinburgh College

		satisfaction ratings			
<b>Co-develop plan for use of woodlands and grounds within Newbattle Abbey College with communities.</b>	2018 -21	Newbattle Abbey College develop plan for use of woodlands and grounds with communities.	Plan developed	New measure	NAC

**OUTCOME 2**  
**YOUNG PEOPLE, ADULTS AND FAMILIES ARE SUPPORTED TO IMPROVE THEIR LIFE CHANCES THROUGH THE DEVELOPMENT OF**

SKILLS FOR LEARNING, LIFE AND WORK					
Actions	Due Date	Performance Indicator	Target	Baseline	Team / Agency
<b>Develop a coherent food poverty reduction strategy.</b>	2018-19	Strategy created with partners in Health , Financial Inclusion, community food and growing projects, foodbanks, council catering services for schools and social care settings	Evidence that the level of food poverty has reduced.	No current comprehensive strategy	IOM partners / Communities team / Health
<b>Increase the number of opportunities and attendance at Learning activities for adults, families and young people</b>	2021	Increase the number of courses offered by LLE and the number of qualifications secured	Annual Targets (18/19) 25 accredited courses, 1550 qualifications, 120 day and evening classes including Beeslack and Lasswade	18 LLE accredited courses  1505 qualifications achieved through LLE including Beeslack and Lasswade.	All partners in learning delivery
		Increase the number of Learners accessing ITA for LLE courses, family learning, Literacy, Numeracy and ESOL	75+ learners ITA, 415 family learning, 430 LNE	113 day and evening classes, 32 ITA learners, 363 family learning participants , 421, ALN/ESOL	

		(LNE).			
		Increase the number of young people attending LLE projects increased 5% increase in award work per cluster including D of E Numbers	4450 young people Increase D of E and progression and 5 % increase in award work per cluster	4427 young people accessing LLE programmes D of E high performance (312 started D of E)	
		Monitor the number of people attending courses on TSI Training Programme due to alternative time effective delivery methods.	80 people attending TSI training	97 people attended TSI training 17/18	TSI
		Increase access to courses and programmes for those subject to	New measure	No base line	LLE/Community Safety and Justice Partnership

		CPOs and deliver the tenancy and citizenship SQA to meet demand of prisoners being released.			
<b>Further develop digital learning offers and pathways across Midlothian</b>	2018-21	Implementation of Midlothian Technologies Action Plan	Monitor impact of plan	New :baseline to be established	Technology partners LLE
		Digital Centre of Excellence Community offer – new opportunities developed.	9 over 3 years (3 annually)	New :baseline to be established	
		Increase access to online and support with smart devices and digital presence	7 LLE opportunities including a new young person opportunity	LLE currently offer 5 digital skills drop-ins throughout year	
			Connect Online Project will continue to recruit & train 20 volunteers per year to support 80 learners to develop basic IT skills through computer clubs or home visits. Some	Connect Online Project recruits & trains 20 volunteers per year to support 80 learners to develop basic IT skills through computer clubs or home visits.	

			clubs moving to monthly to allow more pop-up sessions. Focus on new technology such as voice-assisted technology		
<b>Work across CPP partners to develop 3 strategic priorities for sustainable use of volunteering</b>	2018-19	Establish best practice in the appropriate use of volunteers to support public services	Dialogue between services and volunteers / community agencies develops sustainable model building on existing frameworks	31% of population currently volunteer each week in some way	TSI/Communities /LLE
<b>Midlothian Council, Volunteer Midlothian and partners to actively promote uniformed and third sector youth groups, volunteer opportunities and shared training</b>	2018 - 2021	Establish base line numbers of members	Baseline gathered and youth page for Council website developed to reflect information	5 Boys Brigade Companies: Bonnyrigg, Danderhall, Dalkeith, Roslin and Penicuik. (152 boys and 40 adult volunteers). Girls' Brigade have four Companies in Midlothian (Dalkeith, Newtongrange, Mayfield and Gorebridge), with around 120 girls aged 5-18 across all four, supported by around 25	Volunteer Midlothian and LLE

				volunteer leaders .24 Police Youth Volunteers Scouts and Guides figures to be gathered.	
		No of shared training events for youth workers / volunteers	1event	Y2K, MYPAS, YMCA/YWCA, GO, Bill Russell, Pathhead Association, the Link.& uniformed groups	TSI/ LLE
		Number of volunteering opportunities with uniformed groups registered with Volunteer Midlothian	10 new opportunities registered over 3 year period	24 opportunities registered for uniformed groups, with 5 currently actively looking for new volunteers.	Volunteer Midlothian & LLE
<b>Increase the influence of young people in the planning of services</b>	2018	Use the annual strategic community planning session to include young people's ideas / opinions/ needs	Evidence of influence of children and young people in next CPP 3 year plan (LOIP)-	Currently evidence seen in Mental health, care experienced Children &young People , Pupil Councils in schools, Youth work – Midlothian youth platform	Community planning partners
<b>Increase the number of STEM</b>	2018-19	Increased practitioner confidence in STEM	2 staff / volunteer training events	CLD STEM Strategy established	ELM /DYW partnerships and LLE staff team

<b>opportunities for adults, families and communities</b>		learning in lifelong learning and employability settings including family learning through practitioner engagement in STEM professional learning opportunities.	Number of new LLE/ partners STEM activities		
			STEM youth work and family learning weeks established.		
<b>Ensure that 2014-2020 projects (ESF Employability/ Poverty &amp; Social Inclusion and Fairstart ) meet agreed targets set by Scottish Government</b>	March 2020	Meet target numbers for ESF employability pipeline clients	582	0	LLE and delivery partners
		Meet target numbers of ESF poverty and social inclusion clients	126	0	LLE /WRT / partners
<b>Continue to increase number of Modern Apprentices supported by LLE</b>	2018-21	Numbers of MA's delivered by Council	25	52 ( this includes 1 year of additional Childcare MA's )	LLE
<b>Deliver the Edinburgh College</b>	2018/19	- Deliver total ROA credits to	- 187,969 - 9.3% of total	- 187,742 - 9% of total credits	Edinburgh College

<p><b>Regional Outcome Agreement 2018/19 (ROA)</b></p>		<p>learners in Edinburgh, East Lothian and Midlothian</p> <ul style="list-style-type: none"> <li>- Increase total credits delivered to students from SIMD 10 areas</li> <li>- Increase proportion of credits delivered to students with disabilities</li> <li>- Increase proportion of credits delivered to students undertaking STEM courses</li> </ul>	<p>credits</p> <ul style="list-style-type: none"> <li>- 17.5% of total credits</li> <li>- 27% of total credits</li> </ul> <p>ML figures available</p>	<ul style="list-style-type: none"> <li>- 13.4% of total credits</li> <li>- 25% of total credits</li> </ul> <p>ML figures available</p>	
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**OUTCOME 3****PARTNERSHIP WORKING INCREASES THE NUMBER OF YOUNG PEOPLE SECURING AND SUSTAINING POSITIVE DESTINATIONS AND DEVELOPING THEIR CAREERS.**

Actions	Due Date	Performance Indicator	Target	Baseline	Team / Agency
<b>Implement priority areas from 39 DYW recommendations: including digital, stem, disability, work experience, learning opportunities and careers.</b>	2018-21	DYW Scorecard and 8 priority action areas.	100% of scorecard data completed and 96% positive destinations	94.4%	DYW Partners
		Increased STEM collaboration between schools, colleges, universities and employers	Number of P7's attending Edinburgh College STEM	N/A	Edinburgh College & Schools
		Maintain the number of young people participating in PAVE/PAVE 2	Maintain 50 young people accessing Pave	49 young people	LLE
		Develop flexible response for positive destination door knocking based on data analysis. Ensuring a targeted	Reduce to under 100 unknowns	110 average unknowns	LLE

		learning offer is developed and sustained.			
		Engage with young people from Opportunities for all group and support them into a positive destination of volunteering through Transform Project	95 young people per year	95 young people per year	TSI
<b>Improve positive destinations and attainment of students at Edinburgh College</b>	2018/19	Sustain positive destination rate for students in FT HE at the College  Improve the proportion of full time FE students in positive destinations	- 99% 2018/19 - 98% in 2018/19	- 99% 2017/18 - 96% in 2016/17	Edinburgh College

**OUTCOME 4 : SERVICES ARE MORE RESPONSIVE TO THE NEEDS OF EQUALITIES GROUPS**

Actions	Due Date	Performance Indicator	Target	Baseline	Team / Agency
<b>Respond to the changing and growing demand for adult health and social care clients</b>	2018-2021	Build on actions identified in the health and integrated care/voluntary sector summits (commenced in May 2018.)	Will be developed from summits	New measure baseline to be conformed for 2019/20	IJBAHSC and third sector interface
<b>Support learning and development opportunities in the community for people from underrepresented groups</b>	2018-2021	Increase the number of participants from ethnic minorities participating in LLE Programmes	480 (annually)	477 (annual)	LLE ,
		Increase the number of participants from areas of deprivation taking part in LLE programmes	725 (annual)	717(annual)	LLE
		Sustain support to adults with barriers to employment through LLE job clubs ESF programmes and	130 (annual)	127- focus team now 50% staff reduction and new fair start provision	LLE

		Focus team			
		Increase capacity of Midlothian People's Equality Group	Increased Membership by 5 and introduce Equalities in a Box	10 board members in MPEG	LLE
		Dedicated equalities week in universal and targeted youth work services	15 Activities and evidence of awareness having been raised in post input evaluation	New measure : baseline to be established in year	LLE
		Influence the outcomes from City Deal and Midlothian Council Community Benefits to help address inequalities.	Value of community benefits from Midlothian City Deal Projects	New measure : baseline to be established in year 1	LLE/ Communities

**OUTCOME 5**

**RESOURCE FOR CLD ACTIVITY IN A DIFFICULT FUNDING CLIMATE IS SUSTAINED**

<b>Actions</b>	<b>Due Date</b>	<b>Performance Indicator</b>	<b>Target</b>	<b>Baseline</b>	<b>Team / Agency</b>
<b>Respond to the need for accessible and affordable premises for community activity and voluntary organisations</b>	2018- 2021	Clear process and support for local authority community Asset Transfers	15 organisations are supported through an expression of interest and all organisations that apply for a formal transfer are responded to within the statutory timescales. An Asset Transfer Framework is approved by Council.	12 notes of interest received to date	Communities team
	2018-19	Midlothian Voluntary Sector Hub in Dalkeith produce a business plan	Plan drawn up	New measure	TSI
	2018-19	Outcome of review of council sports pavilions	Complete review (1)	New measure (O)	Enterprising with communities group
<b>Improve community, third sector and other community planning partner access to the Midlothian</b>	2018/21	<ul style="list-style-type: none"> <li>- Co-produce and community and third sector engagement and outreach</li> </ul>	<ul style="list-style-type: none"> <li>- Development and delivery of the programme</li> <li>- Total participants in the programme</li> <li>- Volume of CLD</li> </ul>	<ul style="list-style-type: none"> <li>- 0</li> <li>- 0</li> <li>- 0</li> </ul>	Edinburgh College

<b>Campus</b>		programme at the Midlothian Campus - Improve the volume of CLD related activity at the campus	related activity increased		
<b>Continue to ensure that Midlothian Council grants support community development, learning &amp; employability ,physical activity &amp; health</b>	2018-21	Agreed grant system design and scoring processes	New grant programme agreed and implemented	N/A	Communities Team
<b>Support the Third Sector and communities to access funding as part of community empowerment approach</b>	2018-21	Increase the number of external grants/funding applied for.	20 per year ( 60)	17 – including for example Lottery , Regeneration Capital Grants Fund , NHS Lothian Health Improvement fund , Scottish Government Community Choices Participatory Budgeting fund , Border Blueprint Rail funds ,European	All IOM partners

				Union Funds	
		Number of Community Organisations supported with applications to the Armed Forces Covenant Fund	7	5	Communities team
		Test new approaches to funding that enable more community involvement in budgeting decisions.	Attract external funding to test at least 1 new approach that enables public engagement in the decision making processes.	1	Communities team
<b>Develop new learning activities to respond to the challenges of community empowerment , community cohesion and peer support</b>	2018-21	Joint programme for staff, volunteers and community leaders between LLE/TSI/Communities teams	Programme in place and evidence of positive feedback in evaluations	Separate programmes exist	Communities /LLE/TSI
		Support provided to Third Sector and community groups to increase their capacity.	Provide bespoke 1-1 support to community and voluntary groups on funding, capital projects, governance, income generation, influencing and	80 instances of support  Baseline reduction of 10.3FTE –TSI/LLE and Communities team	Communities Team/ TSI

			organisational development.		
<b>Provide flexible training opportunities to respond to the reduction in staff capacity and availability for training</b>	2018-21	Learn pro community user numbers	80 over 3 years		LLE/Comms/ TSI
		Increase promotion of staff CPD opportunities with neighbouring authorities	3 courses ( 1 per year )	0	LLE
		Provide bespoke and online training via a new Learn Pro module on the Community Empowerment Act.	Training offered to 3500 staff and volunteers, with a take up of at least 150.	150	Communities team
		Promotion of online CPD including Massive Open Online Courses (MOOC'S)	10 MOOCs promoted per year	10 MOOCs promoted through MVA Training News	IOM partners

		Increase number of opportunities offered to staff and partners through National and Regional CPD Networks	2 annually	1 annually	IOM partners
		LLE youth work staff development pathway including PDA and HNC Working with Communities delivered locally	2 annually	2 annually	LLE/ Comms
<b>Submit a number of partnership funding applications on priority themes and support implementation of recent successful ones in key areas.</b>	2018- 21	Priority Themes: Digital, Child Poverty, Youth Transitions, Community Assets ,Food, Diabetes , physical health, Road safety ,	4 new applications submitted per year	Three successful TSI funding strategic bids last year, Mayfield In It Together bids and Communities Team – Regeneration Capital Grants, Participatory Budgeting (Scottish Government) , Armed Forces Covenant ,	IOM Partners
		Implementation of : Aspiring Communities, Town Centre Master	6 new projects implemented	N/A	IOM Partners

		Planning, Rosewell Capital Regeneration, Penicuik Community Development Trust Track to Train, Gorebridge projects, Mental Health Lottery Change Fund Partnership, Growing together, City Deal			
<b>Continue to develop systems to track skills for learning , life and work across the partners including with schools</b>	2018-21	Maximised data collection capacity of online booking systems	2 new tracking methods in place	Limited analytics of current systems possible	IOM Partners
<b>Sustain the analysis and use data</b>	2018-21	Midlothian data profile. And neighbourhood profiles being used as evidence for planning by all IOM partners	Visible use of evidence in plans at Neighbourhood planning and IOM levels	Used by NP's at the start of processes ,and by partners for funding bids	IOM partners

<b>Increase Communities Team Online Profile</b>	2018-21	Reviewed and update communications strategy that increases the Communities Team online profile.	A 75% increase in the number of visits to our webpages,	75%	Communities Team
			50% increase in contact from community groups	50%	

## Appendices

### Appendix 1 – Review of Policy



Appendix 1 REVIEW  
OF POLICY.docx

### Appendix 2 – Policy, Midlothian Position & Potential Areas of Development



Appendix 2 Policy  
Midlothian Position & .

### Appendix 2a – National Outcomes for Community Development



Appendix 2a National  
Outcomes for Commu

### Appendix 2b – National Youth Work Outcomes



Appendix 2b National  
Youth Work Outcome

### Appendix 2c – Community Based Adult Learning Outcomes



Appendix 2c  
Community Based Ad

### Appendix 2d – Progress Update STEM



STEM Update.docx

### Appendix 3 – Progress on Action Plan 2015-2016 & 2016-2017



Appendix 3 Progress  
on Action Plan 2015-2

### Appendix 4 – 2017 LLE Staff Training Needs Analysis Proforma



Appendix 4 2017 LLE  
Staff Training Needs ,

Appendix 5 – Analysis of the Consultation Process



Appendix 5 Analysis  
of the Consultation Pi

Appendix 6 – Consultation with Citizens Panel & Community & Learner Groups



Appendix 6  
Consultation with Citi:

Appendix 7– LLE Annual Geographical Data Findings



Appendix LLE Annual  
Data Findings.docx