

Continuing engagement of community learning and development in Moray Council

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In April 2018, HM Inspectors published [a report on community learning and development \(CLD\) in Moray Council and in the Buckie area and to a lesser extent Portknockie, Cullen, Findochty and Portgordon](#). This report is based on a monitoring visit which was carried out in October 2018. During this visit we met with a range of staff, volunteers and partners. We focused on the areas for improvement identified in the original inspection. As a result, we were able to find out how well partners across the authority are now working together to support learners and communities to improve life chances.

1. How good is the strategic leadership of community learning and development?

The leadership of Moray Council's CLD, governance and planning for change has improved. Senior leaders including the Chief Executive of the council are now clearer about the role of CLD and the contribution that it can make to addressing the key priorities of the council. Governance functions are devolved by the Community Planning Partnership (CPP) to the CLD Strategic Partnership (CLDSP). This group reports directly to Employability Moray, a subgroup of the CPP. Membership of the CLDSP has been reviewed and enhanced. Chaired by the interim Corporate Director of Education there is more of a focus on improvement within CLD and across partners. A recent self-evaluation exercise with senior staff in the council was well received. Improvements have been identified as a result. The council is making use of the 'small tests of change' approach to try and embed a culture of change. Although this is at an early stage there is potential to apply the methodology across to other levels within the council that relate to CLD.

The CLD Plan for Moray (2018-21) is now in place. This is a significant improvement on the previous plan. Outcomes and performance measures are clearer than in the past. Through a range of development sessions, partners report a wider understanding of the CLD offer. The contribution of partners to the new CLD Plan is valued. Vision, values and aims across partners are more fully understood. Partners recognise their contribution to the overall priorities for CLD. There are early plans to improve the branding of CLD to assist in embedding a partnership approach in CLD.

2. How good is the learning and development in this community?

Staff are starting to record and track data more effectively and beginning to capture impact through the use of case studies and videos. However, staff recognise that mechanisms for recording impact has its limitations. At a local level there remains a lack of focus for planning across the Buckie community and there is no local forum or partnership driving this forward. A few CLD staff are not yet basing their interventions on need and there is too much focus at present of meeting demand rather than responding to needs. As a result, partners are not yet working effectively to identify and address key local priorities. The Making Every Opportunity Count (NHS system) has potential to help identify CLD need across the Buckie area. However, this is not in place yet and discussion are at an early stage.

The Local Outcomes Improvement Plan in Moray is beginning to be influenced by community voice. There are early signs that Locality Action Plans are starting to reflect the views of the local community and in particular young people through, for example, street work. Acting on referrals from other agencies, staff in libraries are focusing their work around employability. There is an improved understanding between the local authority and Third Sector Interface Moray (tsiMORAY), which is strengthening their partnership. Overall, the authority and its partners need to work together to improve the clarity on the learning offer and support available at a local level.

3. Does Moray Council have a clear sense of direction?

Moray Council does not yet have a clear sense of direction. Moray Council continues to experience a significant period of change. Partners are beginning to make good progress in a few of the areas for improvement identified during the original inspection. However, at a local level, progress and influence on decision making remains limited.

4. What happens next?

Moray Council has made good progress in the areas identified for improvement. However, the authority recognise the need for further improvement at a local level. As a result, HM Inspectors will visit the authority in March 2019.

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