



Clackmannanshire Community Learning and Development Strategic Partnership Plan

2024 - 2027



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Introduction

In June 2012, the Scottish Government issued [Strategic Guidance](#) for Community Planning Partnerships (CPP) on the provision of Community Learning and Development (CLD) services. This guidance was followed by the CLD Regulations (Scotland) in 2013, which placed a legislative duty upon Local Authorities to put in place a 3-year Strategic CLD Plan.

The Government introduced further legislation in 2015 in the form of the Community Empowerment (Scotland) Act, designed to give greater powers to local communities and by December 2016, new guidance was published as part of the Act which placed CPPs on a statutory footing and imposed a duty on them for the delivery of a local outcomes improvement plan (LOIP), with the involvement of community bodies at all stages of community planning.

Scottish Government published updated guidance for the 2024 -2027 plans, highlighting that education authorities should consider the most appropriate way to develop their September 2024 CLD Plan, in light of the impact of the ongoing Independent Review of CLD, the findings of which are due to be published in June 2024.

The CLD Partnership in Clackmannanshire took the decision to refresh and build on the priorities from the 2021 – 24 Plan, acknowledging the local authority CLD Redesign, with a focus on a locality approach to the delivery of CLD and the Clackmannanshire Community Planning Partnership also known as the Alliance locally development of a new Wellbeing Local Outcomes Improvement Plan (LOIP). The partnership agreed to refresh the plan in 2025 for the final two years of the plan taking into account the recommendations and findings of the independent review of CLD.

The CLD service in Clackmannanshire Council sits within the People Directorate.

This Plan has been developed in line with the Education Scotland guidance and the continued engagement and professional guidance from Community Learning Development Managers Scotland (CLDMS).

We make the commitment that communities of Clackmannanshire, communities of Place and communities of Interest will have access to the CLD support they need. We have identified through ongoing consultation and engagement with our communities instances where needs have not been met and they have been included in the Action Plan, with a clear focus to bridge the gap between needs and delivery.

All provision aims to be free at the point of access for all Learners. This plan has been developed through a co-production approach, which is evident and detailed in our process section. The voice, experience and aspiration of communities, partners and staff is the scaffold on which this plan has been built. Throughout the plan we will use the terms Learners and Communities. These terms are all encompassing and reflect all of our citizens of Clackmannanshire.

Key Learnings from 2021 – 2024 Plan

Key Priority 1 Develop Support for staff and service users to address Mental Health and Wellbeing

670 referrals were submitted for face-to-face services to support mental health, counselling in schools and Creative Interventions for Children.

993 referrals were submitted for digital services including Mind Moose, Kooth, Togetherall and Text Clacks.

Key Priority 2 Develop clear pathways to support learner accreditation and progression from CLD service provision into volunteering, training, education and employment

"Volunteering has demonstrated that it can make a difference in a young person's professional development. One such case was 'L' who was enrolled in Clackmannanshire CLD's employability programme for young people. 'L' was already volunteering the local community cafe, where they were regularly adding hours to their Saltire Awards account.

Through volunteering 'L' gained the confidence to take the step and do more volunteering to broaden their experience, and with the support of CTSI, 'L' began volunteering at The Gate's newly relocated charity shop in Alloa town centre, before they were able to secure paid employment with Tesco."

Key Priority 3 Develop Adult and family learning opportunities to meet the needs of priority groups

Bookies Case Study

A Literacy project has been established, working in partnership with Strathclyde University, Alloa library and CLD, called the 'Bowmar Bookies'. The group began meeting regularly to discuss and exchange different ideas about how to encourage reading outside the school setting and how to help families feel more confident about learning at home with their children. The group has taken the lead on planning family activities and have attended training and planning residential at Ross Priory, Loch Lomond to review and develop the programme. In the summer of 2023, Strathclyde University and CLD managed to secure funds to deliver three trips. The outings included a visit to Blair Drummond Safari Park, Almond Valley Heritage Centre and a beach trip to Aberdour. Again the parents/carers were given a pack containing pens, pencils, a notebook and colouring sheets to gather information from their trips which would help to evaluate their experiences. Eleven separate families took part in the trips; 12 parents and 21 children.

The children have also taken on various roles and responsibilities such as looking after the resources, helping some of the younger ones with their activities, interviewing other families for podcasts, all of which enhance their confidence and self esteem and build on their skills. The group hopes to reach out to more people to enhance social inclusion within the community and to continue to offer support to other local families with young people of all ages.

Future plans for the group include continuing the weekly group sessions and building activities around various books/themes, parents linking in with the women's library in Glasgow to participate in some creative writing workshops and plan some creative outings and continuing to promote the book swap project within the Bowmar Centre.

Impact:

"It has benefited us loads as we weren't leaving the house much before, we get the chance to socialise and take part in activities and opportunities that I wouldn't be able to provide on my own"

"Having a support network and giving us something to focus on has been great! On Thursday evenings we meet at the Bowmar Centre to take part in various activities. It's great having that space to spend some one- to- one time with the kids in an environment where we can utilise messy play and access resources we wouldn't necessarily have at home. It provides new experiences to the whole family"

100% of the adults enjoyed the literacy aspect and the trips.

Key Priority 4 Partners will work towards building the capacity of in individuals and community groups to develop services to meet their needs

Clacks Youth Voice



A cross sector network designed to empower, engage and support collaboration in Clackmannanshire, with 40+ children and young people actively involved. The Youth Charter has been implemented.

Outcomes

- Develop a regular network of children and young people which provides opportunities to participate in decision making process
- Children and young people will have their opinions heard and acted upon
- Establish a Youth Voice Framework
- Collaborate with young people, community partners and other relevant stakeholders to embed youth voice

Youth Charter and Practitioner Network

In partnership with Education Scotland, children and young people created a Youth Charter to set out the principles on how they wish to be engaged with and consulted on their views and opinions. This has supported the development of our Youth Voice network and increased the connectivity of over thirty Youth Voice practitioners.

Key Priority 5 Partners will support the continued professional develop of staff and volunteers to enhances skills and knowledge within the sector

In School Partnership

Elayne has a dual role, working in Alva Academy as a Learning Assistant and a Youth Worker with Ochil Youths Community Improvement (OYCI) on a 1.5 day a week secondment. This has been a great opportunity to work closely with young people within the school, providing leadership and accreditation opportunities. Young people have completed skills based training and awards that focus on personal development, giving them SCQF Points.

Over the past three years, Elayne has completed numerous training courses and gained further accreditation which further supports opportunities for young people within the school and community, including working closely with Youth Scotland to deliver high level awards such as Platinum Youth Achievement Award. She has also completed the PDA in Youth Work, Hi5 and Dynamic Youth Award verification training.

Year	23/24
Participants	340
Hi5	110
DYA	160
iLead DYA	14
Mental Health Peer Mentor	5

During 2024, our Young Leaders were involved in a project with Youth Link Scotland and Education Scotland. This was a pilot that looked at how Youth Work skills and indicators could be applied within a school setting. We gained positive feedback from our young leaders who undertook training and accreditation;

'I learned to talk to a large group of people, I was amazed to talk to other people I hadn't met before'

'I led a group, by taking a leadership role. I feel more confident now because of this'

'I felt more confident after taking part in the Mental Health Peer Mentoring training, the P7 transitions and Leadership programme , when I didn't really know many people.'

Creating the Plan

In May 2024 discussions on the updated guidance on the CLD Plans were presented to the wider CLD Partnership. The feedback from the presentations informed and formalised the process for developing the Plan. The following agreements and actions were produced as a result of this:

- Review current forms identified by CLD Partnership, Clackmannanshire Third Sector Interface (CTSI) & Clackmannanshire Economic Regeneration Trust (CERT) and representation.
- Short term reference group to identify strategic plans and priorities linking to CLD
- Identify case studies and impact assessments
- Use plain English
- Equality Impact Assessment
- Summary of Plan
- Collate learner feedback already gathered from partners

Involving our learners and the community of Clackmannanshire was a key focus of the development of the Plan. However with our partners, we were keen not to over consult and duplicate what we were asking our learners. For year one, we have collated any consultation/engagement our partners already had to form the start of the Plan.

This included the Adult Learners Voice and Youth Voice, which enabled the identification of gaps and feedback on the priorities which ultimately informed the plan.

Community Engagement

CLD staff and partners are committed to ensuring a high quality of community engagement, with ever increasing demand for services to be delivered and developed in partnership and informed by the community.

The recent Clackmannanshire HMie Progress Visit, which took place in November 2023, several examples of good practice were highlighted with regard to how we engage our communities. One area for development identified was that partners should jointly review their consultation approaches to ensure they are efficient and to reduce any risk of duplication. The partners were keen to highlight this in the 2024 – 2027 Plan and ensure this was actioned.

In 2024 – 2025 the local CPP have already consulted on or are currently consulting on the following:

Wellbeing LOIP consultation

Anti-social Behaviour Strategy consultation

Children and Young People Strategic Plan
Community Action Plans
Community Place Plans
CTSI Membership and Partnership Strategic Plan

The partnership will collate some of these findings that relate to CLD along with the findings of the independent review to submit a revised plan for 2025 – 2027. The partnership will listen to the learners and participants of activities to help shape the plan in 2025.

Due to the CLD Redesign the team consulted with ESOL Learners findings included;

- More lessons on pronunciation
- More opportunities to have conversations
- Not to stop lessons over the summer
- More opportunities for online learning
- Would like the opportunity for accreditation

Policy Context

The Clackmannanshire Community Planning Partnership (Alliance) Vision for a Wellbeing Economy in Clackmannanshire is that Working together to reduce inequality and improve the wellbeing of all people in Clackmannanshire.

Our Wellbeing Economy Local Outcomes Improvement Plan 2024-2034 explains how public bodies work with communities in Clackmannanshire across three priority areas:

Theme	What does it mean?
Wellbeing	We will work in partnership to reduce inequality, tackle the causes and effects of poverty and support people of all ages to enjoy healthy and thriving lives.
Fair work for all	We will work in partnership to help people to access fair work, learning and training; and will work together to build a strong local economy.
Shaping places	We will work in partnership and with communities to create sustainable and thriving places where people have a sense of connection and have control over decisions.

The CLD Strategic Partnership Plan aligns with the Strategic Outcome: Wellbeing

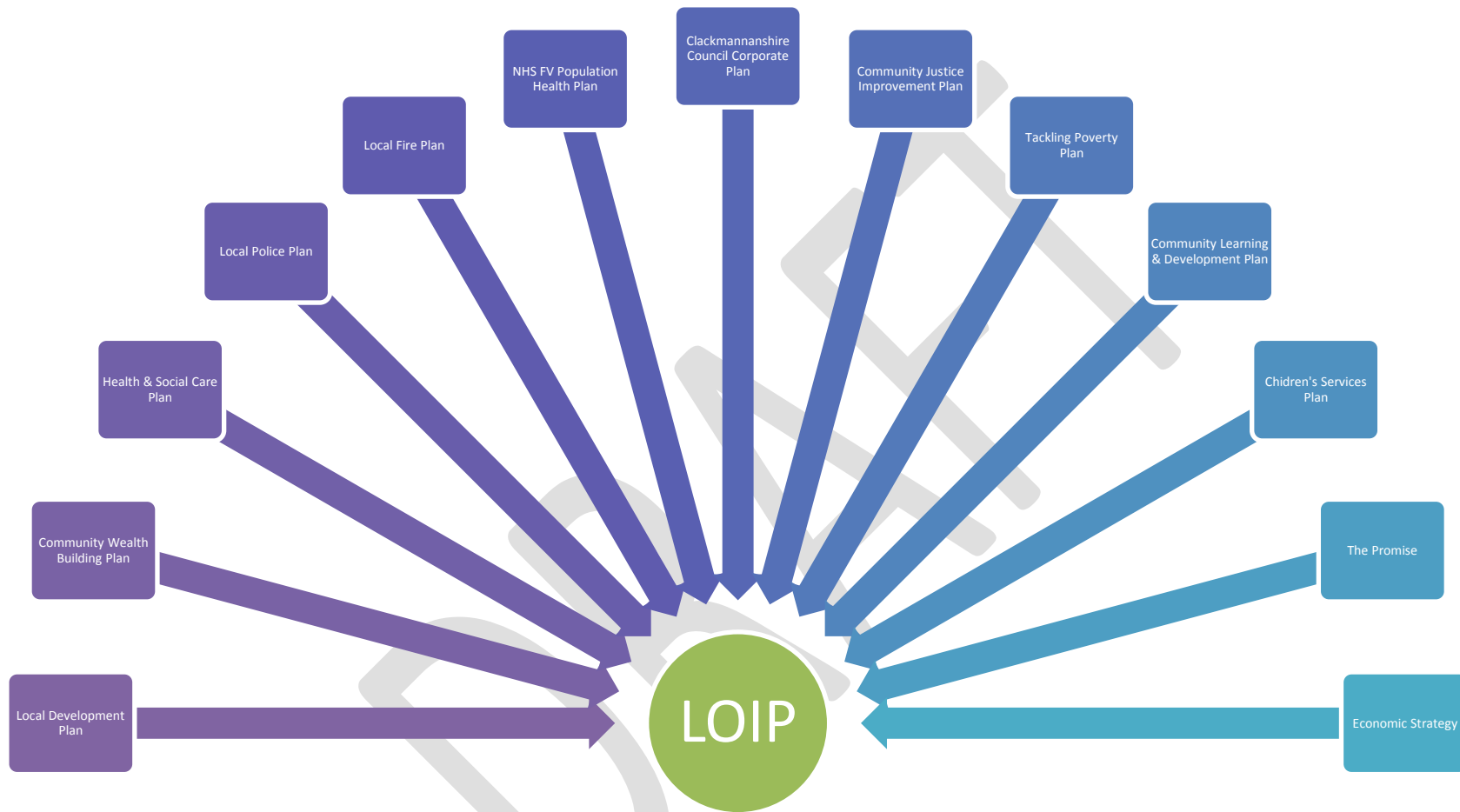
In line with WLOIP CLD Partners will work in partnership:

- To improve the Health & Wellbeing of all ages in Clackmannanshire; and will work to tackle health and wellbeing inequality.
- We will work in partnership to improve the wellbeing of our Children and Young People and make Clackmannanshire the best place for all children to grow up and thrive.
- We will work in partnership to tackle the causes and effects of Poverty and will work to mitigate the financial challenges for those most vulnerable in our communities.

Why are we focussing on this?

- Our data tells us that too many children in Clackmannanshire are living in poverty.
- Our engagement told us reducing inequality across our communities is a priority area of focus.
- Our engagement and analysis told us that working alongside communities and those accessing services to design and implement solutions is the best way to improve outcomes in the long term.

Sitting alongside the LOIP there are several significant plans in Clackmannanshire which shape how we work in partnership and how we improve outcomes locally. These plans will be reviewed to ensure they align with the LOIP and partners will continue to provide leadership and resources to deliver these plans and ensure that the vision, strategic outcomes and priorities presented in this LOIP are achieved. The CLD plan is one of the key plans that align with the LOIP.



Clackmannanshire Alliance is made up of the following key Partners:



This CLD plan also draws from and links to a wide range of national and local policies, drivers and plans. They are intrinsically linked and inform the identification of the priorities, our delivery, evaluation and governance. The review of the plan will connect as the programme for government commitments emerge including Lifelong Learning Framework 2022–27, Adult Learning Strategy 2021–2026 and the Youth Work Strategy 2021-26.

National	Clackmannanshire	Locality
Community Empowerment (Scotland) Act 2015	Wellbeing Economy Local Outcomes Improvement Plan 2024-2034	Locality Action Plans
Strategic Guidance for CPPs: Community Learning and Development 2012	Clackmannanshire Council Be the Future Plan	School National Improvement Framework Plans
Adult Literacies in Scotland 2020	Clackmannanshire Child Poverty Action Plan	
New Scots Refugee Integration Strategy	Children's Services Strategic Plan	
Lifelong Learning Framework 2022–27	CLD Operational Plan	
Adult Learning Strategy 2021–2026	Family Wellbeing Partnership Action Plan	
Youth Work Strategy 2021-26*	Community Wealth Building Strategy	

SAPOE Curriculum beyond the classroom strategy 2024-2029	Environmental Sustainability Climate Change Strategy	
The United Nations Convention on the Rights of the Child (Incorporation) (Scotland) Act 2024	CTSI 2024 – 2026 – Volunteering Approach to a Wellbeing Economy	
Getting it right for every child (GIRFEC)	Stirling & Clackmannanshire Strategic Health & Social Care Plan 2023- 2033	
	Community Justice Outcome Improvement Plan	
	Gaelic Language Plan 2020/25	
	Keeping the Promise Plans	
	Gartmorn Dam Management Plan 2019-24	
	Economic Strategy	

Health and Wellbeing

CLD adopts an asset-based approach across all service delivery and engagement, which is important when we focus on health and wellbeing, with the desired outcome of improved health and greater resilience. Relationships with self and others are at the centre of our communities, health and wellbeing. Recognising and supporting healthy relationships is central to improving our communities' overall physical and mental health and wellbeing.

The principles of the Clackmannanshire Family Wellbeing Partnership (FWP) are at the core of this Plan. Formed in 2020, the FWP is embedding a wellbeing and capability-enhancing approach to policy and practice that is about supporting people to be and do things they have reason to value and to live flourishing lives.

The CLD Strategic Partnership Plan has an important role in promoting the health and wellbeing of our communities, including children and young people. Placing health and wellbeing in a learning context ensures that we help communities develop the knowledge, understanding and skills that are needed for good mental, emotional, social and physical wellbeing. Learning about health and wellbeing enables adults, children and young people to make informed decisions about their health. It also allows them to experience positive aspects of healthy living and activity for themselves, thereby allowing them to apply these skills to pursue a healthy lifestyle and to develop a positive pattern of health and wellbeing. In Clackmannanshire, the Health and Social Care Partnership and Public Health are key partners and the work of CLD is naturally linked through our CPPs. There are many examples of joint planning and delivery from strategic through to operational level.

Outdoor Learning is integral in our communities' health and wellbeing. Working with a range of council departments, partner organisations and third sector organisations such as Duke of Edinburgh Award, Active Clacks, Rangers Service, Health and Social Care Partnership Community Link Workers and Stirling & Clackmannanshire City Region Deal Inclusion Workers help promote the benefits of Outdoor Learning. CLD has made a commitment to develop and implement a robust outdoor learning plan for Clackmannanshire.

Inequality and Targeting resources: Clackmannanshire Landscape

Profile and Context of the Communities of Clackmannanshire

Clackmannanshire has a population of 51,800 residents, under 14 year olds make up 15.7% of the population and 15-64 year olds make up 63.5% of the population and over 65 year olds make up 20.8% of the population.

Clackmannanshire has higher rates of workless households, 27% compared with a Scotland at 18%; and 22% of children live in low-income families which again is higher than the Scottish average. Fuel poverty rates are also higher in Clackmannanshire with 23% of residents estimated to be affected.

A quarter of data zones (small areas) in Clackmannanshire are in the 20% most deprived according to the Scottish Index of Multiple Deprivation (SIMD). This takes into account a range of measures which include employment and incomes, health inequalities, crime rates and access to services. 28% of Clackmannanshire population live in the most deprived SIMD quintile, significantly higher than the 16% who live in the least deprived quintile.

It is these high levels of inequality that informed our Local Outcomes Improvement Plan (LOIP) 2017-2022 and we have increased our focus on child poverty. The CLD service and partners are key contributors to the actions in our Child Poverty action plan and the targets within the plan inform the operational plan of the CLD service and its partners.

Inequalities in outcomes can be seen across all sectors including education, employment, income and health and wellbeing. They are the result of an imbalance in power, money and resources across society, further compounded by the recent economic conditions of recession, austerity and welfare reform.

Reducing inequalities and ensuring no one is left behind are integral to achieving our equity focus. CLD provision is targeted to those most in need, whilst ensuring communities also have a universal offer of free access to learning opportunities and activities. This is achievable by the partnership approach and through empowering communities and individuals to have their place within the delivery of services. This is realised through the policy and strategy developments that have the principles of equity at the very core of resource allocation. The CLD Strategic Plan brings together the range of partners necessary to address the inequalities and the governance of the plan ensures the voices, needs and aspirations of the communities informs the operational delivery and targeting of resources.

Workforce Development

The CLD Standards Council Scotland defines Community Learning and Development as “a field of professional practice that enables people to identify their own individual and collective goals, to engage in learning and take action to bring about change for themselves and their communities”. By nature, CLD is varied and wide-ranging, including those involved in community development, youth work, community-based adult learning, learning for vulnerable and disadvantaged groups, health and wellbeing work for communities, and volunteer development. This definition is an accurate description of the CLD workforce in Clackmannanshire and we recognise ourselves in this. There is a well-established partnership with a range of services and organisations. A multi-agency approach to workforce development is evident across areas such as:

- Child Protection
- Trigger Trio (Parental Mental Ill Health, Parental Substance Use and Domestic Abuse)
- Adult Support and Protection
- Working with Individuals and Families who find it difficult to engage with services
- Understanding Stigma
- Trauma Informed Practice
- Funding
- Mental Health First Aid
- Evaluation and Monitoring

DRAFT



Governance

This Community Learning and Development Plan fit within a landscape of Community and Locality Planning, with strong relationships in place with partners, including community groups. You can find out more about Community and Locality Planning on the Clackmannanshire Council [website](#) and Clackmannanshire Third Sector Interface [website](#).

The delivery of the CLD Strategic Plan is essential in achieving the aims of the Clackmannanshire CPP, in that every person in Clackmannanshire should have the best opportunities to live their life to their full potential. In acknowledgement of these interdependencies, and in accordance with national requirements, our governance arrangements include reporting to the [Community Planning and Locality Partnerships](#). The development of this Plan has included consultation with Community Planning partners and the Locality Partnerships.

Annual reports on the progress of delivery of the plan will be provided to the Alliance. This plan provides the strategic direction for the CLD operational plan, which includes the CLD Key Performance Indicators (KPIs). These KPIs have been shared with the CLD Partners as part of the process of shaping the Plan, enabling partners to see themselves and their work.

CLD is delivered in diverse settings and sectors, by practitioners with a wide variety of job titles and volunteer roles, working with people of all ages.

- 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);

Adult Learning is...

Raising standards of achievement in learning for adults through community-based lifelong learning opportunities incorporating the core skills of: literacy, numeracy, communications, working with others, problem-solving, information communications technology (ICT)

Youth Work is...

Engaging with young people to facilitate their personal, social and educational development and enable them to gain a voice, influence and a place in society.

Community Development / Building Community Capacity is...

Building community capacity and influence by enabling people to develop the confidence, understanding and skills required to influence decision making and service delivery.

Action Plan – Year 1

Adult Learning				
	Intervention	Objectives	Reportable indicator/s to which this objective contributes	Timescale
New Scots	To support our New Scots to become active members of our community. Be an active partner to improve participation and deliver ESOL activities and learning.	Remove barriers to ensure opportunities are open to New Scots such as volunteering and wider family learning	<ul style="list-style-type: none"> • Increase in New Scots adults aged 16 and over participating in ESOL Classes • Increase in ESOL Learners taking up volunteering roles • Number of New Scots taking part in family sessions 	2024 – 25
Community Based Adult Learning	To continue to provide opportunities, in partnership with learners, to participate in community based adult learning including activities that promote health and wellbeing and tackle isolation.	Remove barriers to make sure support can be accessed and ensure adults are aware of learning opportunities.	<ul style="list-style-type: none"> • Number of National Qualifications gained by learners over 16 participating in CLD programmes. • Number of adults over the age of 16 taking part in activities promoting health and wellbeing (Pre Thrive & Thrive) 	2024 – 25
Core Skills	To work with our partners and organisations in localities to ensure Adult Literacy, Numeracy and Core Skills support given is learner centred, using a collaborative approach to develop staff, volunteers and programmes to best support learners.	To identify gaps in Adult Literacy and core skills learning and to remove barriers of participation.	<ul style="list-style-type: none"> • Number of adults aged 16 and over participating in adult literacy, numeracy and core skills training • Number of volunteers/staff who are developed to support in these programmes 	2024 – 25
Community SQA	Develop SQA centre at	To offer a community	<ul style="list-style-type: none"> • Number of adults ages 16 and over 	2024 – 25

Offer	Bowmar Community Centre and CERT and develop new partnerships to deliver accredited programmes.	accreditation breaking down the barrier to participation	<p>registered with the SQA Centre and completing programmes</p> <ul style="list-style-type: none"> • Number of SQA courses and units offered to wider communities and partners 	
Family Learning	Working in partnership with Community Around the School (CATs) and across the sector to develop family learning and wellbeing programmes.	Increase participation in Family Learning programmes from the 2023-2024 by 20%	<ul style="list-style-type: none"> • Number of children aged 0-7 participating in CLD programmes • Number of young people aged 8-15 participating in CLD programmes • Number of adults aged 16 and over participating in CLD programmes • Number of family learning outcomes achieved by learners 16 and over in parenting and family learning. • Number of family learning outcomes achieved by learners 0 – 15 in family learning programmes. 	2024 – 25

Youth Work				
Attainment and Wider Achievement	We will continue to provide a wide variety of Youth Work opportunities to young people based on local need and in partnership with young people. Young people will have access to awards and certification through our programmes. Working in partnership with schools.	To deliver a range of opportunities and offer a variety of accreditation that enhances young people's skills for learning, life and work including expanding offer to Clackmannanshire	<ul style="list-style-type: none"> • Number of young people aged 8 - 15 participating in CLD programmes • Number of youth work skills outcomes achieved • Number of Youth Accredited Learning Awards achieved 	2024 – 25

		Active Learning Activity.		
Young Peoples' Voice and Rights	Ensuring young people have structures in place to use their voice. Strengthening the voice of seldom heard young people with focused work with Care Experienced young people, Gypsy Travellers, Young Carers and New Scots.	Youth participation and engagement is key to the delivery of Clackmannanshire CLD services. We will support young people to ensure they have a voice on decisions that impact on them.	<ul style="list-style-type: none"> • Number of young people aged 8 - 15 participating in CLD programmes • Number of youth work skills outcomes achieved 	2024 – 25
Poverty and Inequality	Through our Cost of the School Day work, we will work on ensuring equity of opportunities and activities across schools and community. We will continue to provide food with dignity through our activities, events, holiday programmes and weekend and evening provisions ensuring activities are free and accessible.	To increase family and youth participation from highest areas of deprivation. Ensuring cost and food is not a barrier to participating.	<ul style="list-style-type: none"> • Increase in summer provision offer • Number of youth engagement • Number of family engagement 	2024 – 25
Outdoor Learning	Increase the CLD outdoor learning opportunities working with key partners and schools.	To provide outdoor learning opportunities for young people from the areas highest deprivation	<ul style="list-style-type: none"> • Number of young people engaging in outdoor learning • Number of Youth Work Skills Achieved 	2024 – 25
Diversionsary Programmes	Explore community youth diversionsary programmes co-	To provide diversionsary activities	<ul style="list-style-type: none"> • Number of young people aged 8 - 15 participating in CLD programmes 	2024 – 25

	produced with young people and in partnership with key partners.	for young people in partnership with key strategic stakeholders.	<ul style="list-style-type: none"> • Number of youth work outcomes achieved • Number of Youth Accredited Learning Awards achieved 	
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Capacity Building				
Community Leadership	To support volunteers, individuals, and community groups, to develop the required skills and knowledge to achieve their ambitions, through opportunities co-produced to support those unlikely to volunteer within their community due to a wide range of barriers.	To promote volunteering as a positive experience and empower the community to take local action.	<p>Number of new volunteers recruited</p> <p>Volunteer feedback demonstrates that there is a greater flexibility in opportunities to volunteer</p>	2024 – 25
Clackmannanshire Local Place Plans	<p>Support and promote through Community Councils, and other local community groups (as defined by Community Empowerment legislation), the Local Place Plan.</p> <p>Local Place Plans can be produced by community groups to address the</p>	Community Groups including Community Councils involved in their local place plans	<p>Number attending information sessions</p> <p>Feedback from groups that they have raised awareness of Local Place Plans</p>	2024 – 25

	development or use of land within their area. They should therefore contain proposals for the development and use of land, and these proposals should be shown on a map. They will be registered with the Council and the LDP.			
Community Action Plans	Promote, update & develop local Community Action Plans working with the wider CLD Partnerships and work closer with Community Councils and Development Trusts.	Increase awareness in community action plans increase the capacity of community members in taking action in accordance with the problems, needs, and potential of the community.	<ul style="list-style-type: none"> • Number of participants contributing to Community Action Plans • Feedback from community that they feel more involved in their local community 	2024 – 25

Conclusion

Monitoring & reporting - on a partnership basis:

- There will be an annual reporting on the delivery of the CLD plan actions to track and maintain progress
- Barriers to adequate and efficient CLD provision will be identified and communicated to those responsible for overseeing the delivery of the plan.
- Case studies or key projects that bring our partnership working to life will be highlighted as part of the reporting process
- Digital resources will be used by partners to highlight progress including e-newsletters, social media and websites available to the public and all partners

- CLD strategic priorities will be reported as part of the one plan, one report format to the Alliance.
- CLD actions will be monitored using Clackmannanshire Councils Performance Management System – Pentana

EQUALITIES IMPACT ASSESSMENT

Title of Plan:	Community Learning & Development Strategic Partnership Plan 2024-2027
Service:	People
Team:	Education CLD

Will the plan have to go to Council or committee for approval?	Yes
Is it a major plan, significantly affecting how functions are delivered?	Yes
Does it relate to functions that previous involvement activities have identified as being important to particular protected groups?	Yes
Does it relate to an area where the Council has set equality outcomes?	Yes
Does it relate to an area where there are known inequalities?	Yes
Does it relate to a policy where there is significant potential for reducing inequalities or improving outcomes?	Yes

IF YES TO ANY - Move on to an Equality & Fairer Scotland Assessment

IF NO - Explain why an Equality & Fairer Scotland Assessment is not required

APPROVAL		
NAME	DESIGNATION	DATE
Julie Haslam	CLD Coordinator	27/06/2024

NB This screening exercise is not to be treated as an assessment of impact and therefore does not need to be published. However, if you decide not to assess the impact of any policy, you will have to be able to explain your decision. To do this, you should keep a full record of how you reached your decision.

Equality and Fairer Scotland Impact Assessment – Scoping

Purpose of the proposed plan or changes to established plan
<p>In June 2012, the Scottish Government issued Strategic Guidance for Community Planning Partnerships (CPP) on the provision of Community Learning and Development (CLD) services. This guidance was followed by the CLD Regulations (Scotland) in 2013, which placed a legislative duty upon Local Authorities to put in place a 3-year Strategic CLD Plan. A Draft CLD Partnership plan 2024 – 2027 has been developed to replace the previous 2021 – 2024 CLD Partnership Plan.</p> <p>In line with statutory duties the draft plan is focussed on improving outcomes for those facing disadvantage and inequality; and setting out a plan to meet local community needs and aspirations. The Plan is both strategic and a plan for learners in Clackmannanshire, and seeks to integrate and align a range of other important strategic plans already in place.</p>
<p>Which aspects of the plan are particularly relevant to each element of the Council’s responsibilities in relation to the General Equality Duty and the Fairer Scotland Duty?</p>
<p>General Equality Duty -</p>
<p>➤ Eliminating unlawful discrimination, harassment and victimisation and other prohibited conduct</p>
<p>Although the Plan is set at a high level aspects of delivery may advance this part of the duty. Related plans referenced in the CLD Partnership Plan may also advance this part of the duty.</p>
<p>➤ Advancing equality of opportunity between people who share a relevant protected characteristic and those who do not</p>
<p>It is assessed that the CLD Partnership Plan will positively advance this part of the duty.</p>
<p>➤ Fostering good relations between people who share a protected characteristic and those who do not.</p>
<p>It is assessed that the CLD Partnership Plan will positively advance this part of the duty.</p>
<p>Fairer Scotland Duty -</p>
<p>➤ Reducing inequalities of outcome caused by socioeconomic disadvantage</p>
<p>It is assessed that the CLD Partnership Plan will positively advance this part of the duty.</p> <p>The Plan sets out a range of evidence and data which has been considered through a robust planning and development process. This work has included utilising national approaches to shape our understanding of inequality and the actions that need to be taken to prioritise the mitigations partners will implement. This includes using SIMD Data, local data. Engagement across a range of communities and groups has also taken place, alongside a local review of community plans.</p>

Data and evidence reviewed in developing the Plan has included analysis on known areas of disadvantage in Clackmannanshire, specifically on family and Youth achievement; poverty, incomes and workless households; health and wellbeing across all age groups; place-based deprivation.

To which of the equality groups is the policy relevant?		
Protected Characteristic	Yes/No*	Explanation
Age	Yes	The Plan has specific outcomes and priorities for children and young people as well as working age population and older age groups too. Population changes have been considered as part of the analysis.
Disability	Yes	The plan has specific priorities to support people with disabilities. Specifically this relates to mental health support and employment, volunteering and training support.
Gender Reassignment	No	The plan has no specific outcomes or priorities on this protected characteristic.
Marriage and civil partnership	No	The plan has no specific outcomes or priorities on this protected characteristic.
Pregnancy and Maternity	No	The plan has no specific outcomes or priorities on this protected characteristic.
Race	Yes	The plan has specific priorities to support ethnic minority communities into volunteering, training and ESOL support.
Religion and Belief	No	The plan has no specific outcomes or priorities on this protected characteristic.
Sex	No	The plan has no specific outcomes or priorities on this protected characteristic.
Sexual Orientation	Yes	The plan has specific priorities to support people from the LGBTQ+ community.

Which equality groups and communities might it be helpful to involve in the development of the plan?

The CLD Partnership is seeking views from protected groups, and in particular from: young and older residents; those with a disability; sex, sexual orientation and gender reassignment persons and groups; individuals and groups experiencing economic disadvantage, low income families and/ or communities and from organisations supporting residents with protected characteristics. We are also seeking views from residents in deprived communities or areas which have high levels of social or economic disadvantage. We are seeking information on any

additional reasonable mitigation that we should consider for inclusion in the plan, or where actions in the plan may inadvertently impact on those with a protected characteristic.

Next steps

The next step of finalising the CLD Partnership Plan and associated updated Equality and Fairer Scotland Impact assessment will be then be published on Clacks.gov.uk. This will be reviews in 2025 when the findings of the independent review of CLD is published in Summer 2024.

Equality and Fairer Scotland Impact Assessment - Decision

Evidence findings

This section will be updated following a final period of engagement on the plan.

Decision/recommendation

Having considered the potential or actual impacts of this plan, the following decision/recommendation is made:

Tick	Option 1: No major change - The assessment demonstrates that the plan is robust. The evidence shows no potential for unlawful discrimination and that all opportunities have been taken to advance equality of opportunity and foster good relations, subject to continuing monitoring and review
	Option 2: Adjust the plan – this involves taking steps to remove any barriers, to better advance equality or to foster good relations. It may be possible to remove or change the aspect of the plan that creates any negative or unwanted impact, or to introduce additional measures to reduce or mitigate any potential negative impact.
	Option 3: Continue the plan – this means adopting or continuing with the policy, despite the potential for adverse impact. The justification should clearly set out how this decision is compatible with the Council’s obligations under the duty.
	Option 4: Stop and remove the plan – if there are adverse effects that are not justified and cannot be mitigated, consideration should be given to stopping the plan altogether. If a plan leads to unlawful discrimination it should be removed or changed.

Justification for decision

This section will be updated following a final period of engagement on the plan.

Approval

NAME	DESIGNATION	DATE

For further information on the CLD Partnership Plan please contact
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