

WORKING WITH SCOTLAND'S COMMUNITIES

SOUTH EAST & CENTRAL NETWORK AREA RESULTS

Introduction

'Working with Scotland's Communities' was a survey of the Community Learning and Development (CLD) workforce in Scotland carried out by partner organisations from all sectors of CLD in 2015. A summary report of the findings has been published by Education Scotland¹. This contains full details of which organisations were targeted and the questions asked.

308 organisations of all types responded to the survey describing their CLD activity in the week beginning 23rd February, 2015. 245 of them gave total numbers for their CLD workforces and 214 also gave further breakdowns of the CPD needs etc. of the workforce.

Several local authorities asked whether a breakdown of the responses from their own local authority area could be provided. Education Scotland commissioned Peter Taylor to fulfil these requests, to the extent that this should prove possible.

The possibility of providing meaningful local data is restricted by the nature of the survey and the need to honour the promises of confidentiality that were made to respondents. So only a limited selection of the data is being made available to any individual authorities.

Because of the greater numbers of respondents involved, it is more feasible to provide a full breakdown of responses by organisations serving the areas of Scotland covered by 'regional consortia' of CLD providers.

This report is an analysis of the responses by organisations serving the SE & Central area, which is made up of the following local authority areas:

Clackmannanshire
East Lothian
Edinburgh
Falkirk
Midlothian
Scottish Borders
Stirling
West Lothian

However readers should still bear in mind some limitations on the data that can be made available, its value and its interpretation, as explained below.

1. Areas served by organisations

The survey was completed by representatives of organisations in all sectors, reporting on the total number of staff and volunteers that work for them in CLD roles, their general policies towards them, etc. It was not intended for completion by individual staff – the partners have agreed in principle that it would be desirable to conduct further research on that basis at some future date.

Organisations were asked about the local authority areas where "your organisation or service [has] worked directly with learners or communities during the last 12 months?" Considerable numbers of

¹ 'Working with Scotland's Communities: A survey of who does community learning and development' Education Scotland August 2015
http://www.educationscotland.gov.uk/Images/WorkingwithCommunities_tcm4-868173.pdf

respondents claimed to work in more than one area. They were not asked to state or estimate how many of their workforce worked in each area – indeed it is likely that this would not be a meaningful question in some circumstances.

We can therefore only consider for this report an analysis of the responses from those organisations that work only in one or more of the SE & Central area local authorities. This is a smaller number than the total saying that they contribute to CLD work there. That wider total was made up of organisations who gave the following types of response:

Areas served	Number of organisations
SE & Central area only	55
SE & Central area plus some other combination of areas ²	51
All 32 local authority areas	21
TOTAL mentioning SE & Central area local authorities	127

This report could therefore only be based on responses from 55 out of a possible 127 organisations, though these are likely to include some of the most significant local CLD providers. The number giving full workforce figures is smaller – 46, and the number of responses to some specific questions is smaller again, so the figures given may not add up to the total.

To protect respondents' confidentiality, we are unable to release any further information about who responded to the survey.

2. Small numbers involved

The great majority of questions in the survey asked for responses from an organisation as a whole about its CLD activities, budgets, approaches to CPD etc. Whilst this report summarises the responses from every question in the survey (except those that sought 'open-ended' responses), the numbers of organisations involved are relatively small.

3. Caution over interpretation

The following tables provide response totals and the corresponding percentages for those respondents serving purely SE & Central area local authorities. The equivalent percentages from all survey respondents across Scotland, including organisations serving all areas, are provided for comparison.

They should be interpreted with caution, both because of the limitations explained above and because of the fact that we do not know what the response rate to the survey was. We believe that the responses from local authorities were relatively, though not necessarily entirely, complete. But only further research will reveal the extent to which areas of CLD work in both the voluntary sector and other non-local authority public services may have been missed.

We therefore offer these figures in the hope that they will help to inform local discussions, but would caution against reliance on them as definitive for planning purposes.

Peter Taylor
May 2016

² Some, but by no means all of this total are essentially 'national' organisations but did not declare work in all 32 areas, omitting a few e.g. perhaps island areas.

Main focus of organisation

	SE & Central		Scotland
	N	%	%
Adult learning	6	10.9	7.8
Community development and/or community capacity building	18	32.7	22.8
Youth Work	11	20.0	24.8
All of the Above	4	7.3	27.0
Other	16	29.1	17.6
TOTAL giving response on organisation	55	100.0	

What group(s) does your organisation or service work with? Please select all that apply.

	SE & Central		Scotland
	N	%	%
Children	29	52.7	51.5
Looked after children	17	30.9	33.2
Young people	36	65.5	67.8
Young people not in employment, education or training	30	54.5	53.7
Adults not in employment, education or training	25	45.5	45.0
Adults looking for literacy and/or numeracy learning	15	27.3	30.3
Adults whose first language is not English	16	29.1	29.0
Workplace learners	14	25.5	24.4
Other adult learners	24	43.6	37.1
Older people	28	50.9	43.3
Families	22	40.0	48.2
Community groups/organisations	36	65.5	64.8
Community activists/representatives	24	43.6	39.7
Volunteers	44	80.0	71.3
Other groups	3	5.5	8.5
Do not define specific groups	1	1.8	4.6
Support or intermediary organisation	4	7.3	8.5

Which of the following activities, taken from the Strategic Guidance on Community Learning and Development to Community Planning Partnerships, describe the work that your organisation or service does? Please select all that apply.

	SE & Central		Scotland
	N	%	%
Community development and/or community capacity building	36	65.5	69.1
Youth work	33	60.0	53.7
Family learning/other early intervention work with children, young people and families	24	43.6	41.4
Community based adult learning, including adult literacies and ESOL	23	41.8	35.5
Volunteer development	36	65.5	63.5
Working with people who may be viewed as vulnerable or from disadvantaged communities	35	63.6	60.3
Learning support and guidance within the community	17	30.9	30.9
Other	3	5.5	7.5

Paid CLD Staff

	SE & Central		Scotland
	N	% of working	%
Staff working in survey week	1,769	100.0	100.0
35 hrs plus a week	404	22.8	38.4
17.5 to 35 hrs a week	178	10.1	16.3
Less than 17.5 hrs a week	1,162	65.7	42.6
Coded missing due to error	25	1.4	2.8
Front line staff	1,409	79.6	65.5
Front line managers	96	5.4	8.3
Managers	29	1.6	4.3
Administration	120	6.8	9.8
Support staff	5	0.3	3.3
Role missing	110	6.2	8.9
Permanent	481	27.2	52.7
Fixed term 12 months or more	52	2.9	10.1
Fixed term less than 12 months	106	6.0	10.1
Other contract	1,051	59.4	21.7
Contract type missing	79	4.5	5.3
			N
Staff not working in survey week	29		583
TOTAL STAFF	1,798		7,477

Since 2009/10, has the total number of PAID workers in Community Learning and Development roles employed by your organisation or service...?

	SE & Central		Scotland
	N	%	%
Decreased	13	28.3	32.9
Don't Know	6	13.0	12.8
Increased	18	39.1	37.4
Stayed the same	10	21.7	22.2
TOTAL giving workforce figures	46	100.0	

What type of SPECIFIC Community Learning and Development qualifications does your organisation or service typically require for the following groups of PAID staff?

	SE & Central		Scotland
	N	%	%
1. Managers			
Degree level	21	45.7	50.0
HND	0	0.0	0.5
HNC	1	2.2	0.9
Professional Development Award	0	0.0	0.9
Other Qualification	3	6.5	7.9
Not Applicable	17	37.0	37.4
TOTAL giving workforce details	46	100.0	
2. Staff who work directly with learners or communities			
Degree level	10	21.7	27.1
HND	3	6.5	5.6
HNC	3	6.5	6.5
Professional Development Award	5	10.9	7.0
Other Qualification	5	10.9	14.5
Not Applicable	17	37.0	36.4
TOTAL giving workforce details	46	100.0	
3. Staff in support roles e.g. administration, fundraising			
Degree level	0	0.0	4.7
HND	1	2.2	1.9
HNC	5	10.9	6.1
Professional Development Award	3	6.5	6.1
Other Qualification	8	17.4	16.8
Not Applicable	19	41.3	50.0
TOTAL giving workforce details	46	100.0	

What type of NON Community Learning and Development qualifications does your organisation or service typically require for the following groups of PAID staff?

	SE & Central		Scotland
	N	%	%
1. Managers			
Degree level	22	47.8	55.6
HND	0	0.0	0.5
HNC	1	2.2	0.9
Professional Development Award	0	0.0	1.9
Other Qualification	2	4.3	7.0
Not Applicable	19	41.3	30.4
TOTAL giving workforce details	46	100.0	
2. Staff who work directly with learners or communities			
Degree level	9	19.6	20.6
HND	4	8.7	12.1
HNC	4	8.7	5.6
Professional Development Award	4	8.7	7.0
Other Qualification	5	10.9	15.9
Not Applicable	17	37.0	32.7
TOTAL giving workforce details	46	100.0	
3. Staff in support roles e.g. administration, fundraising			
Degree level	3	6.5	7.0
HND	2	4.3	7.0
HNC	5	10.9	8.9
Professional Development Award	2	4.3	9.8
Other Qualification	9	19.6	19.2
Not Applicable	17	37.0	36.9
TOTAL giving workforce details	46	100.0	

Please tell us about how your organisation or service gathers and uses information about professional/workforce development for your PAID staff

	SE & Central		Scotland
	N	%	%
My organisation/service regularly gathers information about the professional development and training needs of our staff (e.g. through surveys or a performance appraisal)			
No	1	2.2	6.1
Yes	40	87.0	81.3
Not applicable	3	6.5	12.6
My organisation/service has a written professional/workforce development plan			
No	14	30.4	37.9
Yes	24	52.2	44.9
Not applicable	6	13.0	17.3
Our staff are expected to have personal learning or development plans			
No	9	19.6	17.8
Yes	29	63.0	66.4
Not applicable	6	13.0	15.9
TOTAL giving workforce details	46	100.0	

Do you assess what impact professional development and training activities have on the practice of your PAID staff?

	SE & Central		Scotland
	N	%	%
No	12	26.1	30.8
Yes	32	69.6	69.2
TOTAL giving workforce details	46	100.0	

What is the source, if any, of your organisation or service's funding for professional development/training? Please select all that apply.

	SE & Central		Scotland
	N	%	%
We do not have access to this type of funding	13	28.3	16.4
Your organisation/service's core budget	28	60.9	68.7
Local external funding (e.g. Community Planning Partnerships, SE & Central network)	9	19.6	17.8
Scottish Government external funding	8	17.4	19.6
Other national external funding (e.g. Big Lottery)	12	26.1	19.2
Other	11	23.9	24.3

Since 2009/10, do you think that your training and professional development budget has...?

	SE & Central		Scotland
	N	%	%
Core budget			
Increased	3	6.5	12.6
Stayed the same	13	28.3	30.4
Decreased	19	41.3	43.0
Don't know	9	19.6	14.0
Additional grants or awards			
Increased	7	15.2	17.3
Stayed the same	10	21.7	28.5
Decreased	11	23.9	28.0
Don't know	16	34.8	26.2
TOTAL giving workforce details	46	100.0	

What types of training and professional development have you supported for your PAID staff in the last 12 months? Please select all that apply.

	SE & Central		Scotland
	N	%	%
Online learning – no financial commitment	23	50.0	50.0
Online learning – organisational subscription	6	13.0	15.9
Attendance at external courses	38	82.6	81.8
Attendance at in-house courses	35	76.1	71.0
Research/personal study	18	39.1	39.3
Attendance at conferences	35	76.1	81.8
Internal mentoring/buddying	19	41.3	43.0
External coaching/mentoring	8	17.4	22.9
Secondments for staff	6	13.0	14.5
Cross sector training	9	19.6	26.2
Shadowing/internships	1	2.2	7.9
FE courses	5	10.9	11.2
HE courses	6	13.0	15.9
Other recognised qualifications	14	30.4	27.6
Team learning	23	50.0	50.0
Action learning sets	4	8.7	11.7
Practitioner Networks	23	50.0	51.4
None of the above	3	6.5	4.2
Other	1	2.2	4.2

What types of LEADERSHIP development have you supported for your PAID staff in the last 12 months? Please select all that apply.

	SE & Central		Scotland
	N	%	%
Online learning – no financial commitment	10	21.7	21.5
Online learning – organisational subscription	5	10.9	6.5
Attendance at external courses	26	56.5	47.7
Attendance at in-house courses	16	34.8	33.2
Research/personal study	12	26.1	21.0
Attendance at conferences	16	34.8	43.9
Internal mentoring/buddying	11	23.9	20.6
External coaching/mentoring	5	10.9	14.0
Secondments for staff	2	4.3	7.0
Cross sector training	4	8.7	10.7
Shadowing/internships	1	2.2	5.1
FE courses	2	4.3	5.1
HE courses	2	4.3	6.1
Other recognised qualifications	5	10.9	11.2
Team learning	12	26.1	28.0
Action learning sets	3	6.5	8.9
Practitioner Networks	11	23.9	29.4
None of the above	11	23.9	22.9
Other	0	0.0	4.2

Are there any identified professional development or training needs for your PAID staff that your organisation or service will NOT be able to address over the next 12 months, although you have identified a need for it?

	SE & Central		Scotland
	N	%	%
No	32	69.6	68.7
Yes	12	26.1	27.6
Not Sure	0	0.0	3.7
TOTAL giving workforce details	46	100.0	

In the last 12 months, has your organisation or service supported placement opportunities in any of the following ways?

	SE & Central		Scotland
	N	%	%
<i>Work experience placements for school aged young people</i>			
No	23	50.0	52.8
Yes	20	43.5	43.5
Not sure	1	2.2	3.3
<i>Placements for students on degree level Community Learning and Development courses</i>			
No	24	52.2	60.3
Yes	19	41.3	34.1
Not sure	0	0.0	3.3
<i>Placements for students on other higher or further education courses</i>			
No	13	28.3	48.6
Yes	30	65.2	46.3
Not sure	1	2.2	3.3
<i>Other types of placements</i>			
No	17	37.0	43.9
Yes	16	34.8	33.2
Not sure	2	4.3	6.1
TOTAL giving workforce details	46	100.0	

Does your organisation or service use volunteers in Community Learning and Development roles?

	SE & Central		Scotland
	N	%	%
No	9	19.6	33.6
Yes	35	76.1	66.4
TOTAL giving workforce details	46	100.0	

Please tell us more about which activities are carried out by VOLUNTEERS in your organisation or service. Please select all that apply

	SE & Central		Scotland
	N	%	%
Face to face work with learners or communities	31	67.4	58.4
Support work e.g. administration, fundraising	17	37.0	37.9
Committee, board or governance work	24	52.2	45.3
Other	3	6.5	7.9
TOTAL giving workforce details	46	100.0	

	SE & Central		Scotland
	N	% of working	%
Volunteers working in survey week	3,693	100.0	100.0
<i>Primarily engaged in:</i>			
Face to face work with learners or communities	2570	69.6	83.6
Support work e.g. administration, fundraising	66	1.8	5.1
Committee, board or governance work	916	24.8	6.1
Other	53	1.4	1.7
Coded missing due to error	88	2.4	3.6
			N
Volunteers not working in survey week	713		4,175
TOTAL VOLUNTEERS	4,406		44,337
Total volunteer hours, typical week	8,624		195,187

What type of qualifications does your organisation or service typically require for the following groups of VOLUNTEER staff?

	SE & Central		Scotland
	N	%	%
1. Face to face work with learners or communities			
Degree level	0	0.0	3.3
HND	0	0.0	0.5
HNC	0	0.0	0.5
Professional Development Award	0	0.0	0.0
Other Qualification	13	28.3	20.1
Not Applicable	21	45.7	39.3
TOTAL giving workforce details	46	100.0	
2. Support work			
Degree level	0	0.0	0.9
HND	0	0.0	0.9
HNC	0	0.0	0.5
Professional Development Award	3	6.5	7.5
Other Qualification	15	32.6	31.8
Not Applicable	15	32.6	22.0
TOTAL giving workforce details	46	100.0	
3. Committee, board or governance work			
Degree level	0	0.0	0.9
HND	0	0.0	1.4
HNC	0	0.0	0.5
Professional Development Award	0	0.0	0.9
Other Qualification	10	21.7	20.6
Not Applicable	22	47.8	37.9
TOTAL giving workforce details	46	100.0	
4. Other			
Degree level	0	0.0	0.0
HND	0	0.0	0.9
HNC	0	0.0	0.0
Professional Development Award	0	0.0	0.0
Other Qualification	4	8.7	12.1
Not Applicable	26	56.5	46.3
TOTAL giving workforce details	46	100.0	

Since 2009/10, has the total number of VOLUNTEERS used by your organisation or service...?

	SE & Central		Scotland
	N	%	%
Decreased	5	10.9	12.1
Don't Know	5	10.9	5.6
Increased	16	34.8	32.2
Stayed the same	8	17.4	14.5
TOTAL giving workforce details	46	100.0	

Does your organisation or service encourage and promote the use of iDevelop?

	SE & Central		Scotland
	N	%	%
Yes	8	17.4	24.3
No	9	19.6	20.6
Not heard of	23	50.0	47.2
Not sure	3	6.5	4.2
TOTAL giving workforce details	46	100.0	

Does your organisation or service encourage and promote the use of Glow?

	SE & Central		Scotland
	N	%	%
Yes	5	10.9	18.2
No	26	56.5	50.9
Not heard of	11	23.9	25.2
Not sure	1	2.2	1.9
TOTAL giving workforce details	46	100.0	

Is your organisation or service currently involved in work relating to the ... Regulations?

	SE & Central		Scotland
	N	%	%
Yes	23	50.0	47.7
No	12	26.1	15.0
Don't Know	8	17.4	33.6
TOTAL giving workforce details	46	100.0	