



ORKNEY
ISLANDS COUNCIL

Item: 6

Education, Leisure and Housing Committee: 10 September 2025.

Community Learning and Development Partners Plan.

Report by Director of Education, Communities and Housing.

1. Overview

- 1.1. The Scottish Government Strategic Guidance for Community Planning Partnerships (2012) sets out the main purpose of Community Learning and Development as “empowering people, individually and collectively, to make positive changes in their lives and in their communities, through learning”.
- 1.2. The requirements for Community Learning and Development (Scotland) Regulations place a statutory duty on councils to produce a plan every three years outlining how they will co-ordinate and secure “adequate and efficient” Community Learning and Development (CLD) provision in the local authority area, with other sector partners.
- 1.3. Overall responsibility for CLD planning sits with the local authority but includes a range of partners active in the planning, delivery and evaluation of CLD provision. In Orkney, CLD planning is conducted through the Community Learning and Development Partnership, a multi-agency partnership comprising Orkney Islands Council, NHS Orkney, Police Scotland, UHI Orkney, Voluntary Action Orkney, Highlands and Islands Enterprise and Skills Development Scotland.
- 1.4. The CLD Partners Plan affects all partners involved CLD delivery which covers a broad range of practice including youth work, adult learning, family learning, volunteering and community development.
- 1.5. The Orkney Community Learning and Development Partnership Plan 2024-27 was created by the Community Learning and Development Partnership and recommended for approval by the Education, Leisure and Housing Committee on 11 September 2024, insofar as it related to the Council.
- 1.6. The 2025 Progress and Evaluation Report of the Orkney Community Learning and Development Partners Plan 2024-27, attached as Appendix 1 to this report, summarises what was achieved over the last 12 months.

- 1.7. An updated version of the Orkney Community Learning and Development Partners Plan is attached as Appendix 2 to this report.

2. Recommendations

- 2.1. It is recommended that members of the Committee:
- i. Note the 2025 Orkney Community Learning and Development Partnership Plan Progress and Evaluation Report, attached as Appendix 1 to this report, insofar as it relates to the remit of this Council.
 - ii. Approve the revised Orkney Community Learning and Development Partnership Plan 2024-2027, attached as Appendix 2 to this report, insofar as it relates to the remit of the Council.

3. Review of the Community Learning and Development Plan 2024-27

- 3.1. During the first year, the CLD Partners Plan 2024-27 was regularly monitored, reviewed and evaluated to ensure effective progress was being made, as detailed in the 2025 Progress and Evaluation Report, attached as Appendix 1 to this report.
- 3.2. From the 25 actions set out in the plan, nine actions have been completed, 10 actions are on track for completion within the set timescales and six actions are partially completed.
- 3.3. Key successes over the 2024-25 period include the following:
- The creation of the Community Development Forum has worked effectively to improve community development support, coordination and collaboration.
 - An array of health and wellbeing opportunities and early intervention support have been delivered through adult learning, youth work and community development.
 - The number of free learning opportunities offered through the Community Learning, Development and Employability Service (CLDE) increased from 28 in 2023-2024 to 39 during 2024-2025.
 - Amalgamating resources has increased the opportunities for, and delivery of, required training and professional development across the sector.
 - Across the CLD sector, partners have secured and dispersed substantial amounts of funding to support poverty alleviation and help tackle the high cost of living.

- 3.4. Through regular monitoring, evaluation and scrutiny, partners identified key strengths and areas for improvement which have been incorporated into an updated version of the Community Learning and Development Partners Plan to ensure it remains relevant and adaptable to new and emerging needs.
- 3.5. Nine completed actions have been removed from the revised version of the plan. Sixteen actions have been carried forward into year two of the plan's cycle, with language and timescales updated to ensure the plan remains relevant and effective. Three new actions have been added to the plan based on new areas of relevance for the CLD sector, including an action around community safety; an action to support the implementation of the Physical Activity and Wellbeing Strategy; and one action focused on increasing awareness of CLD in the community. The revised plan is attached as Appendix 2 to this report.

For Further Information please contact:

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Implications of Report

1. **Financial:** None arising directly from this report.
2. **Legal:** Scrutiny of this report assists the Council to meet its statutory duties.
3. **Corporate Governance:** Not applicable.
4. **Human Resources:** None arising directly from this report.
5. **Equalities:** The Equality Impact Assessment undertaken last year has been updated accordingly and is attached as Appendix 3.
6. **Island Communities Impact:** The Island Community Impact Assessment undertaken last year has been updated accordingly and is attached as Appendix 4.
7. **Links to Council Plan:** The proposals in this report support and contribute to improved outcomes for communities as outlined in the following Council Plan strategic priorities:
 - ☒ Growing our economy.
 - ☒ Strengthening our Communities.
 - ☐ Developing our Infrastructure.
 - ☐ Transforming our Council.
8. **Links to Local Outcomes Improvement Plan:** The proposals in this report support and contribute to improved outcomes for communities as outlined in the following Local Outcomes Improvement Plan priorities:
 - ☒ Cost of Living.
 - ☒ Sustainable Development.
 - ☒ Local Equality.

☐ Improving Population Health.

9. **Environmental and Climate Risk:** There is a priority action in the Community Learning and Development Partners Plan 2024-2027 focused around supporting the development of community climate action plans.
10. **Risk:** Not applicable.
11. **Procurement:** Not applicable.
12. **Health and Safety:** Not applicable.
13. **Property and Assets:** Not applicable.
14. **Information Technology:** Digital skills training and support are central elements within Community Learning and Development support and provision.
15. **Cost of Living:** The cost of living remains a priority area in the Community Learning and Development Partners Plan 2024-2027.

List of Background Papers

[The Orkney Community Learning & Development Partnership Plan 2024-27](#)

[Minute of Education, Leisure & Housing Committee, Wednesday 11 September 2024](#)

[Scottish Government Strategic Guidance for Community Planning Partnerships \(2012\): Community Learning and Development](#)

[Community Learning and Development: Guidance for 2024 to 2027](#)

Appendices

Appendix 1: 2025 Progress and Evaluation Report - Community Learning and Development Partners Plan 2024-2027.

Appendix 2: Updated Community Learning and Development Partners Plan 2024-2027 (2025).

Appendix 3: Equality Impact Assessment.

Appendix 4: Island Communities Impact Assessment.

Orkney

2025 Progress and Evaluation Report of the Community Learning and Development Partners Plan 2024-2027



**Orkney
Community
Learning &
Development
Partnership**



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Introduction

Orkney Islands Council has a statutory duty under the Community Learning & Development (Scotland) Regulations, 2013, to produce a plan with partners every 3 years to, 'secure adequate and sufficient provision of Community Learning & Development (CLD) in our area'. The plan should provide a clearly defined framework for coordinating, planning and delivering CLD with partners who contribute to work supporting:

- **Improved life chances for people of all ages, through learning, personal development and active citizenship; and**
- **Stronger, more resilient, supportive, influential and inclusive communities.**

CLD is delivered by many partners within Orkney including; Orkney Islands Council (OIC); Highlands and Islands Enterprise (HIE); UHI Orkney; Voluntary Action Orkney (VAO) and the third sector organisations it represents; NHS Orkney (NHSO); Police Scotland; Skills Development Scotland (SDS); Development Trusts; and other independent groups and charitable organisations who sit on the Orkney Community Learning and Development Partnership. A full list of the CLD Partnership members can be found at the end of this document.

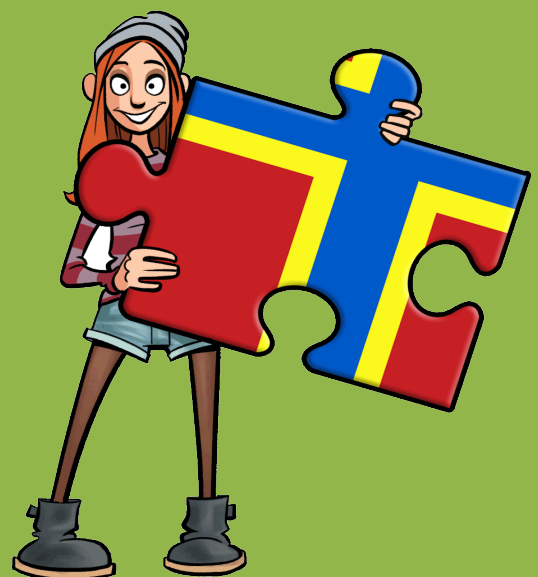
All partners involved in the delivery of CLD aim to deliver these objectives through:

- community development
- youth work, family learning and other early intervention work with children, young people and families
- community-based adult learning, including adult literacies and English for speakers of other languages (ESOL)
- learning for vulnerable & disadvantaged groups in the community
- learning support and guidance in the community
- volunteer development

It is the task of the CLD Partnership, and this plan, to ensure that people in Orkney, especially those that are disadvantaged, have appropriate access to the CLD support they need.

What is Community Learning and Development (CLD)?

Community learning and development is a way of working with individuals and communities which helps empower those individuals and groups to address issues of importance to them and promote learning and social development.



Quality Assurance

Orkney's 3-year partnership plan for Community Learning and Development (CLD), was produced by Orkney's CLD Partnership, which is a partnership of public, private and third sector organisations who are delivering CLD support and activities across Orkney.

The CLD Partners Plan 2024-25 was developed, through community and learner consultation and engagement, to ensure CLD services are planned for, and delivered in, a strategic and collaborative way to meet local needs.

Many developments have been made since the requirement for a CLD partnership plan was introduced back in 2015, including improved governance, increased stakeholder involvement and more formal links with other partnerships including Orkney's Community Planning Partnership and Children Service Strategic Group.

The plan is monitored, reviewed and evaluated regularly throughout the year to ensure effective progress is made on key actions in the plan. A formal report on progress and an updated version of the plan is presented to the Community Planning Partnership and the Education, Leisure & Housing Committee annually, to ensure appropriate scrutiny and quality assurance.

As an inclusive and effective partnership, the work of the CLD Partnership is guided by 4 overarching principles:

Work collaboratively to meet local needs with a clear focus on continuous improvement

Challenge inequalities and promote equity of opportunities and access to services

Provide achievement opportunities (to reduce the attainment gap) and improve life chances for all ages

Ensuring CLD principles and values are understood, promoted and embedded in partnership plans and practice

By maintaining this standard of practice across settings, participants will experience improved and more consistent practice, whether they are involved in youth work, volunteering, adult learning or community development.



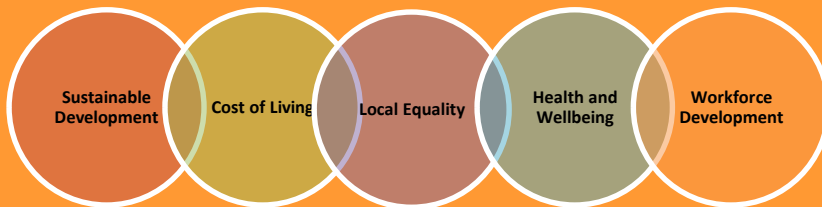
What is the purpose of community learning and development?

The purpose of CLD is recognised as supporting people, individually and collectively, to make positive changes in their lives and in their communities, through learning.



Overview of the CLD Plan during 2024-2025

In September 2024, a new three-year CLD Partners Plan for Orkney was published by the CLD Partnership, to help partners plan together to avoid duplication, strengthen co-ordination and improve understanding of the needs of the community.



Although it is for a 3-year period, the plan is reviewed and updated annually to ensure it remains relevant and responsive to emerging needs.

Significant progress has been made on many of the actions in the first year of this plan. From the 25 actions set out in the plan, 9 actions have been completed (blue), 10 are on target to be completed on time (green), and 6 actions are partially completed (amber).

Key successes over this year included:

- The creation of the Community Development Forum has worked effectively to improve community development support, coordination and collaboration
- An array of health and wellbeing opportunities and early intervention support have been delivered through adult learning, youth work and community development
- The number of free learning opportunities offered through the Community Learning Development & Employability Service (CLDE) increased from 28 in 2023-2024 to 39 during 2024-2025
- Amalgamating resources has increased the opportunities for and delivery of required training and professional development across the sector
- Across the CLD sector, partners have secured and dispersed substantial amounts of funding to support poverty alleviation and help tackle the high cost of living.

In accordance with the regulations, the plan also identifies needs that may not be met during the lifetime of the plan. Encouragingly, during this first year, some progress has been made on 3 out of the 4 unmet need actions, including actions focused on childcare and climate challenges.

BRAG code:

Blue	Action is complete
Red	Action not achieved / Action not on track with major issues
Amber	Action partially completed / Action mainly on track with some minor issues
Green	Action is on track

What has happened in the last year?

During 2024-2025 the CLD Partnership worked collaboratively to progress all 25 actions in the plan, alongside their other work priorities.

Actions were monitored and reviewed at regular intervals throughout the year to ensure adequate progress was being made through partnership approaches.



Progress Report on CLD Partners Plan during 2024-2025

Sustainable Development

We will work to support sustainable development through partnership learning opportunities to build people's skills, confidence and strengthen individual and community capacity and resilience to benefit everybody in our communities, with nobody left behind.

Key action	BRAG	Progress made 2024-25
1a) Extend the offer of Tri-Community Exchange (TRICE) meetings for anchor organisations in communities that have Community Councils, Development Trusts and Community Associations		<p>The established Community Development Forum, which is a subgroup of the CLD Partnership, coordinates community development support and opportunities across Orkney. One area of work undertaken by this group was to offer Tri-Community Exchange (TRICE) meetings for the key anchor organisations in a community, namely the Development Trust, Community Association and Community Council. During 2024-2025, four TRICE meetings took place, with 38 attendees in total. Hoy and Westray both had one meeting each, and Sanday have had two. Several key projects and developments have come from these meetings, including joint action on some pertinent local issues, joint resilience planning sessions and input from all three organisations on the development of a new island plan.</p> <p>CLD Partners promoted the TRICE offer at the Development Trust Winter Conference and the offer has since been highlighted to South Ronaldsay & Burray Development Trust, who have recently reformed. As a follow-on from these meetings, Community Led Local Development (CLLD) and Highlands & Islands Enterprise (HIE) have undertaken more in-depth sessions with some community organisations as required.</p>
1b) Streamline, promote and coordinate the delivery of governance health checks and policy reviews for community organisations		<p>The Community Development Forum held a specific meeting to confirm with partners the governance and policy support processes in place for community organisations locally. Governance health checks and policy reviews are now a standing item on Community Development Forum agendas, to ensure strengthened coordination and collaboration around this priority. During 2024-2025, Voluntary Action Orkney completed 3 full organisation health checks. Over this same period, Community Local Led Development (CLLD) awarded funding to another 2 community groups, to enable governance and policy health checks to be undertaken by the Impact Hub. CLLD and HIE are also working with the Development Trust Association Scotland (DTAS) to secure additional support for Development Trusts.</p>
1c) Promote and support community organisations to develop local development action plans / place plans as required		<p>During this period, the Council's Development & Marine Planning Service Manager delivered a presentation on Place Plans to the CLD Partnership. The Community Development Forum completed an audit of Place Plans and Local Development Plans across Orkney. 5 Place Plans have been completed, 3 are currently underway, and several communities are considering developing one for their area. The Orkney Fund have recently ringfenced funding for the production of Place Plans. There are currently 9 Island Development Plans in place, all at different stages of delivery.</p> <p>The Orkney Community Planning Partnership (OCCP), through the Equality Delivery Group, has developed the Ferry Linked Isles Locality Plan 2024-2026, which compliments the different island plans by concentrating on issues of common concern (for example transport and connectivity).</p>

Progress Report on CLD Partners Plan during 2024-2025

Sustainable Development

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Key action	BRAG	Progress made 2024-25
1d) Undertake an audit of area-based community development support provision to improve coordination, approaches and best practice		The Community Development Forum agreed to take this action forward for the CLD Partnership. An audit was undertaken to identify what community development support is currently available across Orkney. This audit has provided partners with a clear understanding of the type of support available and importantly the coverage of that support. This work helps identify potential gaps in community development provision, or areas where more support is required, and it allows the Community Development Forum to formulate any additional actions to ensure communities are getting the right community development support and that partners are working effectively together and not duplicating the support available.
2a) Undertake a strategic review of youth accreditation and awards offered by CLD partners to ensure effective delivery of appropriate awards based on need		<p>The Youth Workers' Forum, who now have a representative sitting on the CLD Partnership, agreed to take forward this action. The Youth Workers Forum held a workshop style meeting for members, to identify all the accreditation and awards schemes on offer for young people in Orkney. It has been agreed that a booklet will now be produced by the Youth Workers' Forum, in line with the national 'Amazing Things' booklet, which will help people identify more easily what youth awards and accreditation opportunities are on offer and where to find out more information.</p> <p>The Annual Youth Awards Ceremony held in March is jointly organised by Voluntary Action Orkney and Community Learning Development & Employability Service (CLDE) with support from the Youth Workers Forum. This annual event demonstrates not only the amazing work and achievements of young people but also the volume and high standard of youth work, accreditation and achievement opportunities that are available in the County.</p> <p>During 2024-25, the CLDE Service supported young people to achieve 385 accredited awards. A Youth Services review was also undertaken during this time and presented to the Education, Leisure and Housing Committee in September 2024. This review clarified the offer from the CLDE Youth Service across both targeted and universal provision, including accreditation opportunities.</p>
2b) Work with Education and wider CLD partners to explore opportunities to better track the achievements of young people		<p>CLDE staff regularly attend the Council's Education Service Managers meetings to ensure relevant areas of joint working are progressing effectively. Tracking young people's achievements has been agreed as a joint priority going forward. An initial meeting was held between the CLDE Service and Education Scotland's Attainment Advisor for the Local Authority, to identify opportunities for progressing this action. A pilot project is currently being developed, initially between the CLDE Service and Stromness Academy, to improve the tracking of young people's attainment out with school, to develop a more holistic picture of pupils' interests and achievements.</p> <p>CLD Partnership members were invited to attend a session with Skills Development Scotland (SDS), regarding e-portfolio building and the recent developments to the My World of Work website which will further support tracking practices.</p>

Progress Report on CLD Partners Plan during 2024-2025

Sustainable Development

We will work to support sustainable development through partnership learning opportunities to build people's skills, confidence and strengthen individual and community capacity and resilience to benefit everybody in our communities, with nobody left behind.

Key action	BRAG	Progress made 2024-25
3a) Creation of the Adult Learning Forum to review and coordinate adult learning provision in Orkney		As direct links have now been developed with the already established Youth Workers Forum, to support the progression of youth related actions in the CLD Partners Plan and the Partnership have created a successful Community Development Forum which has taken ownership of Community Development related actions, the CLD Partnership agreed that an Adult Learning Forum should also be developed. This Adult Learning Forum will be focused on reviewing, coordinating and developing adult learning provision across Orkney. Due to staffing challenges, it has been difficult to get a meeting schedule established, however initial membership has now been agreed, and a date has been set for an initial meeting. Once formed, this forum will take a lead on all the adult learning related actions within the CLD Partners Plan.
3b) Create a baseline and increase the wider accreditation opportunities for adults		<p>The Council's CLDE Service collects key performance data on accreditation opportunities. During 2024-25, 772 adults engaged in CLDE activities with 82 accredited awards achieved and 26 non-accredited awards completed. In 2023-24 The Learning Link offered numeracy and literacy qualifications at National 3 and 4. By 2024-25 the number of SQA courses delivered through The Learning Link has increased having received approval to also offer National 2,3 and 4 in English for Speakers of Other Languages (ESOL) and National 2 in Food Health and Wellbeing.</p> <p>The Learning Link are also investigating the possibilities of offering Adult Achievement Awards locally and have arranged meetings with Falkirk Council to discuss their implementation and success. Once established, it is envisaged that the Adult Learning Forum will collect partnership wide data on local accreditation opportunities.</p>
3c) Develop opportunities for a collaborative adult returner learning programme		<p>The University of the Highlands & Islands Orkney (UHI Orkney) and the Council's Community Learning Development & Employability Service (CLDE) have worked together to design an Adult Returners programme for delivery in Autumn 2025. This 6-week evening programme entitled "Passport to Learning" will focus on supporting adults to develop the skills and confidence needed for returning to education, including skills identification and goal setting; research methods; communication; and digital skills.</p> <p>In addition, 2 Sector-based Work Academy Programmes (SWAPs) have been delivered in construction and hospitality. These 6-to-8-week programmes were developed through the Local Employability Partnership to incorporate accredited learning into practical tasters of the work and skills needed in different industries.</p> <p>No One Left Behind funding has also enabled UHI Orkney to offer an outreach service, delivering qualifications out in the community. CLDE continued their needs-based offer of free accredited courses in the Isles. Following success in Eday, a training weekend was delivered in Shapinsay where 10 Food Hygiene Certificates and 9 Emergency First Aid at Work qualifications were completed. Similar training weekends are now planned for Westray, Stronsay & Sanday. Accredited training sessions are also planned with the Blide Trust.</p>

Progress Report on CLD Partners Plan during 2024-2025

Cost of Living

We will support individuals, children, and families by committing time, energy, and resources to work towards the elimination of poverty throughout Orkney. Addressing both immediate need and longer-term initiatives to combat persistent poverty.

Key action	BRAG	Progress made 2024-25
4a) Develop a partner's baseline and increase free learning opportunities including delivery of life skills courses, financial literacies and budgeting support		<p>A vast range of free one-to-one and group work activities have been delivered by CLD partners through adult learning, youth work and community development, to support people to build their skills, resilience and confidence and enable them to improve their outcomes.</p> <p>The CLD Partnership, with additional funding from NHS Orkney, and the CLDE Service, jointly funded a 3-day training course, encompassing Elementary Food Hygiene Elementary Food and Health and Confidence to Cook Train the trainers, with 9 people now trained to deliver Confidence to Cook programmes locally.</p> <p>The number of free learning opportunities delivered by the CLDE Service increased from 28 in 2023-2024, to 39 in 2024-2025. In addition to the usual offer, new learning opportunities included: an accredited health & wellbeing course; the Solihull Programme; navigation courses; Growing Together Conference; financial literacy and budgeting programmes; St Andrew's first aid training; a digital roadshow with Digital Voice, AbilityNet & the Council's Trading Standards and much more.</p> <p>NHS Orkney deliver the HENRY Programme (Health Exercise & Nutrition for the Really Young) for parents and carers, which can be delivered as an 8-week programme or as individual workshops.</p> <p>Across the Leisure and Culture Service, a variety of free opportunities are offered, including Young Ambassadors, Young Leaders and Sports Leadership Programmes, Junior Curator Programme, Bookbug, the Lend and Mend Hub and free sports coaching and officials training.</p> <p>Voluntary Action Orkney (VAO) delivered 13 training events including cyber resilience training and trustee training. VAO also provided financial support for 74 individuals from 28 groups or organisations, funded through the Multiply Initiative.</p> <p>Development Trusts organise and offer a wide range of free learning opportunities, including Sanday Development Trust relaunching the Skills for Sanday initiative which provides training and skills opportunities.</p> <p>Community Led Local Development, Crown Estates and the Youth Local Area Action Group (YLAG) funding has supported many projects which provide free learning opportunities, including growing and food security projects; Orkney Science Festival activities; Stronsay Youth Summit and Loch of Ayre Walkway Association free yoga and arts workshops.</p> <p>Orkney Community Planning Partnership's Islands Cost Crisis Emergency Fund also funded Home Start to train young families to cook healthy meals on a budget.</p>

Progress Report on CLD Partners Plan during 2024-2025

Cost of Living

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Key action	BRAG	Progress made 2024-25
4b) Access and disperse grant funding that supports community organisations to undertake activities to alleviate poverty and help tackle the cost-of-living crisis		<p>Across the CLD sector, partners have dispersed significant amounts of funding to support the community in alleviating poverty and tackling the high cost of living.</p> <p>Development Trusts provide various grants including Winter Fuel Grants in Westray, Rousay, Egilsay & Wyre and Sanday. Sanday Development Trust also have a crisis fund to provide essential support for residents.</p> <p>The Crown Estates Fund awarding funding to 14 projects that focused on alleviating poverty, totaling £110,494.75. Projects included community facilities; youth-focused programmes, growing projects; community participation activities; sailing club equipment to reduce the cost of participation and free stationery for UHI Orkney students.</p> <p>Through the Local Employability Partnership, £100,000 was procured out to the third sector to secure an employer engagement service with Employability Orkney and a supported volunteering project with Voluntary Action Orkney. In addition, Voluntary Action Orkney also received £10,000 from the Multiply Initiative to provide financial training and numeracy support for community organisations.</p> <p>Highlands & Islands Enterprise disperses grant funding to support community led and economic development opportunities which create benefits for the local community, including job creation and income generation.</p> <p>The Leisure & Culture Service also dispersed grant funding through the Culture Fund and Playpark Renewal Fund during this period. Community Council's receive an annual grant to provide funding for community benefit and to meet local need.</p> <p>The Scottish Government Community Mental Health & Wellbeing Fund which is managed through Voluntary Action Orkney dispersed £74,807 for delivery in the 2024-25 period. From a total of 28 applications for the Round 3 allocation, 18 had "to help alleviate poverty" as 1 of up to 3 key priorities.</p> <p>The Community Planning Partnership part fund Orkney Money Matters to ensure more families get financial support to claim entitlements and manage their finances and debts.</p> <p>The Community Planning Partnership also distributed £218,000 from the Islands Cost Crisis Emergency Fund in 2024-2025 to support poverty alleviating activities including: Age Scotland Orkney winter fuel grants, which helped 166 households stay warm and access benefits; The Youth Café distributed free self-care items to over 120 young people; Stronsay Island Development Trust ran weekly winter hubs and hot meal events, reaching over 80 individuals, the School Participation Fund benefited 251 children, CLDE provided free food and alternative activities for 250 different young people and Orkney Charitable Trust supported 390 children with festive grants. CLDE also received funding from Orkney General Charitable Trust for free Friday afternoon activities for young people.</p>

Progress Report on CLD Partners Plan during 2024-2025

Local Equality

We will work to address the continuing disadvantage experienced by some of our communities when trying to access services, facilities, and opportunities, helping meet local needs through the effective provision of community learning and development opportunities to enhance individual and community capacity and resilience.

Key action	BRAG	Progress made 2024-25
5a) Promote and embed the continuous involvement of those with lesser heard voices and priority groups within consultation and in matters that affect them		<p>During 2024-2025, it was agreed that rather than having a separate service users' group, the CLD Partnership would invite four community and learner representatives to be full members of the CLD Partnership. The Partnership has a young person's representative, an adult learner representative, a representative from the Development Trusts and a representative from Orkney's Community Associations. This development has ensured that community and learner voices are central to the strategic planning and coordination of CLD activities across Orkney.</p> <p>In addition, several CLD partners have service user panels in place, including Orkney Islands Councils Armchair Panel for Housing Services, the Youth Forum informs youth work practice and the Third Sector Forum shapes voluntary sector support. The Jedi Council, who have direct experience of employability support services, attends and contributes vital support to the Local Employability Partnership. Members have developed an online user-friendly 'Pathways to Employment' resource to promote local employment support.</p> <p>Youth voice in Orkney is evident through a variety of channels including the Youth Forum, Scottish Youth Parliament, the Young Islanders, Pupil Councils, Orkney Islands Council Chamber Debate and the Youth Local Action Group (YLAG).</p> <p>In terms of involving the wider community, the Development Trusts Winter Conference, NHS Orkney Corporate Strategy consultation, Community Council's Conference for Chairs and Vice Chairs, the Annual Halls Event and Orkney Matters 2, are all good examples of active engagement and consultation practices.</p> <p>Orkney Matters 2 was undertaken between May–October 2024, with 243 people participating. In total, 158 people took part in the community meetings and 85 participated in the arts based lesser heard voices engagement project. The CLD Partnership succeeded in their commitment to have CLD sector representation at every meeting.</p> <p>Development Trusts work closely with the local community and existing groups to determine their work and priorities. Local Place Plans are a key opportunity to engage with a diverse range of community voices within local communities.</p>

Progress Report on CLD Partners Plan during 2024-2025

Local Equality

We will work to address the continuing disadvantage experienced by some of our communities when trying to access services, facilities, and opportunities, helping meet local needs through the effective provision of community learning and development opportunities to enhance individual and community capacity and resilience.

Key action	BRAG	Progress made 2024-25
5b) Provide strategic leadership and direction in the development of a relevant, coordinated and representative youth voice structure		<p>Lots of work is taking place in regard to youth voice activity in Orkney, but there remains a challenge in coordinating that strategically. Nationally there a number of youth engagement and youth voice initiatives, with limited coordination and collaboration between programmes.</p> <p>Due to challenges nationally, Scottish Youth Parliament are making important changes and adaptations to make the programme more sustainable going forward.</p> <p>The term of current members of the Scottish Youth Parliament has been extended until November 2026. CLDE secured funding from the General Charitable Trust to support Members of Scottish Youth Parliament (MSYP) travel.</p> <p>The Youth Forum has undertaken a lot of promotional activities over the last year. This has seen their membership grow from 8 to 13 members. CLDE staff support the Youth Forum and regular meetings have been re-established between the Youth Forum and Orkney Islands Council's Leader and Convener. The Orkney Youth Forum have been involved in numerous consultations, both locally and nationally.</p> <p>In June this year, the CLDE Service organised the Youth Chamber Debate, which provided young people with the opportunity to discuss and debate key topics of current relevance with senior officials. The views and opinions of young people will now be used to progress work on mobile phone use in schools, mental health services for young people and the provision of accessible activities in Orkney. Young people also participated in the Orkney Matters 2 community events and 29 young people, under the age of 16, participated in the lesser heard voices' element of the project.</p> <p>The Youth Local Action Group (YLAG) was formed to consider youth-based funding applications to Community Led Local Development. A panel of young people decide on the best way to spend a fund of £27,000. One young person from the YLAG will also take part in a European Rural Youth Parliament event later this year. Many Development Trusts provide youth-based provision and initiatives. Sanday Development Trust have created a youth work group, with representation from CLDE and Education.</p> <p>Community Led Local Development (CLLD) funded a successful Stronsay Youth Summit in March 2025. Following on from this, a number of Development Trusts have worked collaboratively to secure additional Community Led Local Development funding to employ someone to explore ways of reducing inequality and improving access to youth work provision and extracurricular activities for young people in the isles.</p>

Progress Report on CLD Partners Plan during 2024-2025

Local Equality

We will work to address the continuing disadvantage experienced by some of our communities when trying to access services, facilities, and opportunities, helping meet local needs through the effective provision of community learning and development opportunities to enhance individual and community capacity and resilience.

Key action	BRAG	Progress made 2024-25
6) Support Community Organisations with planning to meet new legislation requirements, e.g. Producing Climate Action Plans or Fair Work Action Plans.		<p>Highland & Islands Enterprise are working with a number of Development Trusts to produce Climate Action Plans. Community Energy Scotland have also received funding from Scottish Government to employ someone to support this work. To date, 6 plans have been submitted to Scottish Government for consideration and 1 has already been approved – The Hoy Carbon Neutral Islands Plan.</p> <p>The CLD Partnership has circulated numerous opportunities, including webinars and training. The Annual Halls' Event 2024 ran sessions on the Rural Energy Hubs Project (Community Energy Scotland) and on the Highlands and Islands Climate Hub, who support community led climate action across the region. Halls were also signposted with the recently re-opened Community & Renewable Energy Scheme (CARES) funding.</p> <p>Community Led Local Development have funded a series of fair work training sessions for community organisations. Voluntary Action Orkney delivered a training session on Fair Work and supported several organisations who are applying to the Community Mental Health & Wellbeing fund to produce Fair Work Action Plans, where appropriate. Voluntary Action Orkney also provided templates and training materials to ensure fair work requirements are met by other partners.</p> <p>The Local Employability Partnership arranged two Flexibility Works sessions on fair work during 2024-2025. One breakout session for local employers and businesses was delivered during the biannual Careers Fair in October with 8 local employers attending. An additional online session was held in March which 5 local employers attended.</p> <p>Development Trusts Boards and employees have also received Fair Work training and are working to the principles of being a Fair Work Employer.</p>

Progress Report on CLD Partners Plan during 2024-2025

Local Equality

We will work to address the continuing disadvantage experienced by some of our communities when trying to access services, facilities, and opportunities, helping meet local needs through the effective provision of community learning and development opportunities to enhance individual and community capacity and resilience.

Key action	BRAG	Progress made 2024-25
7a) Work collaboratively to increase the opportunities for those in marginalised communities, including the ferry linked isles, to participate in training and development opportunities and reduce isolation		<p>Community Led Local Development and Crown Estates funding have been used to fund a range of projects over the last year which provide training and development opportunities for marginalised communities, including growing projects, capacity building for community groups and community activities. VAO also received funding to complete a feasibility study of the Island Wellbeing project.</p> <p>The Development Trusts' Winter Conference, held in Kirkwall in February had over 70 participants and was a great success. Community Councils utilise some of their funding allocation to support training and development opportunities. Development Trusts also subsidise a variety of training and development opportunities.</p> <p>The Orkney Community Planning Partnership have supported various activities to ensure that children and families with limited income, can participate fully in opportunities, both in and out of school, including the School Participation Fund and free snacks for CLDE led activities. The CLDE Service deliver an Orkney wide service, providing CLD support and provision across the local authority. The CLDE Service continue to work in partnership with communities to deliver an Isles training offer, providing a range of free training, based on local need. So far, Eday and Shapinsay have both benefited from this offer.</p> <p>During this reporting period, training was organised in Shapinsay with 10 people completing a Level 2 Food Hygiene Course and 9 people achieving a First Aid at Work qualification.</p> <p>Shapinsay also benefited from a digital roadshow run by The Learning Link, Digital Voice, Abilitynet and Trading Standards. The Learning Link also delivered a family learning activity day in Eday and the Employability Service provided funding support in Stronsay and Eday. Youth Services delivered programmes from the 'Youth Work Offer' in the isles and have also introduced a youth club hub structure which has extended provision in the isles.</p> <p>CLDE continues to work with Orkney Blide Trust to deliver a weekly group for care-experienced young people and their friends. They also run a parents group providing essential support and training for families requiring enhanced support.</p> <p>The CLDE Service have worked in partnership with UHI Orkney to ensure consistent English for speakers of other languages (ESOL) provision and support is provided locally. The Learning Link now offer a range of formal and informal ESOL opportunities and qualifications, supporting 19 ESOL learners during 2024-2025.</p> <p>NHS Orkney are undertaking an isles roadshow, visiting 6 islands over the summer to promote their services and the Public Health Service offer support in person and digitally to improve accessibility.</p> <p>Sport and Leisure Services manage a range of facilities across Orkney including healthy living centers, swimming pools and play areas. The Outdoor Education Service and Active Schools provision is offered to all schools, and the Sports Development Officer develops opportunities in the Isles.</p>

Progress Report on CLD Partners Plan during 2024-2025

Local Equality

We will work to address the continuing disadvantage experienced by some of our communities when trying to access services, facilities, and opportunities, helping meet local needs through the effective provision of community learning and development opportunities to enhance individual and community capacity and resilience.

Key action	BRAG	Progress made 2024-25
7b) Work collaboratively with communities in targeted areas to sustainably address the inequality of youth work provision in the ferry linked isles		<p>The CLDE Service have introduced a youth hub structure to ensure as many young people as possible have access to a youth club. This structure has allowed the creation of a new youth club in Stronsay, as well as continuing existing provision in Westray, Sanday and Hoy, although Sanday Youth Club currently has some staff vacancies. Youth Services have also developed Youth Work Offer which is delivered in schools across Orkney.</p> <p>In March, the CLDE Service supported the Stronsay Development Trust to run a Community Led Local Development funded Youth Summit. Youth Services are also working with Sanday Development Trust to review youthwork provision on the island.</p> <p>A number of Development Trusts from the north isles have secured funding from Community Led Local Development to work together to improve young people's access to extracurricular activities.</p> <p>Individuals can also apply to the Community Council or Development Trust in their area, for funding towards youth work provision in the isles.</p>

Progress Report on CLD Partners Plan during 2024-2025

Health and Wellbeing

We will work together to provide the required support through the delivery of targeted interventions to improve health and wellbeing, build trusted relationships, increase confidence, improve resilience and develop new skills.

Key actions	BRAG	Progress made 2024-25
8) Coordinate mental health training and awareness, to upskill people in the community, reduce stigma and promote an understanding of mental wellbeing		<p>Extensive work has been undertaken by the CLD Partnership Training Subgroup to develop and deliver a suite of mental health awareness training, providing a pathway of various levels of required guidance and support.</p> <p>Three staff from partner organisations have been trained to deliver the NHS 'Safe a Life' suicide prevention training, which raises awareness of mental health, self-harm and suicide prevention. This training is delivered online by NHS Orkney twice a year and now the CLD Partnership are supplementing this with in-person delivery, which is open to the whole community. 2 in-person 'Save a Life' training sessions were delivered during this period, training 16 people.</p> <p>Local mental health awareness training and support has increased significantly in the last 12 months, with UHI Orkney now providing Scottish Mental Health Awareness Training locally, and Relationship Scotland Orkney have secured funding to train staff and deliver ASSIST training (Applied Suicide Intervention Skills Training).</p> <p>15 local employers attended two-day mental health first aid training funded by the Local Employability Partnership.</p> <p>NHS Orkney are delivering 'Mentally Healthy Workplace' training to raise mental health awareness for employers and managers. The Suicide Prevention Taskforce has developed a suicide prevention app and is organising a suicide prevention event.</p> <p>The CLDE Service worked with the Blide Trust and Penumbra to support Self Harm Awareness Training to be delivered to 75 people in total over 4/5 days.</p> <p>The Learning Link now runs an accredited Health and Wellbeing course, and Youth Services deliver See Me training.</p> <p>Mental health was a topic of discussion at the recent Chamber Debate, and this is going to be followed up with a mental health focused Youth Conference later this year. Youth Services also worked with SAMH Scottish Action for Mental Health (SAMH) to promote positive mental health and wellbeing throughout the Island Games where they engaged with 711 people.</p> <p>SAMH have also worked with the Sport & Leisure team and local sports clubs.</p> <p>18 projects received £75,000 from the Community Mental Health & Wellbeing Fund in 2023-24 with projects delivered during the 2024-2025 period. This year, Voluntary Action Orkney dispersed an additional £75,000 to 22 organisations for projects taking place during 2025-2026. The Social Value Engine is now going to be used to demonstrate the wider impact generated from this funding.</p>

Progress Report on CLD Partners Plan during 2024-2025

Health and Wellbeing

We will work together to provide the required support through the delivery of targeted interventions to improve health and wellbeing, build trusted relationships, increase confidence, improve resilience and develop new skills.

Key actions	BRAG	Progress made 2024-25
9a) Expand, develop and deliver wellbeing and learning opportunities and support, including accredited options		<p>Across the partnership an array of opportunities and activities are delivered to support positive health and wellbeing outcomes. A key development has been the creation of the Physical Activity & Wellbeing Strategy, which is taking a partnership approach to improving health and wellbeing.</p> <p>A Sports Development Officer role was jointly funded by Sport Scotland and the Community Led Local Development fund. An Outdoor Education post was also supported.</p> <p>The Council's CLDE Service delivers a range of health and wellbeing opportunities through one-to-one and groupwork methods. The number of wider achievement opportunities offered through the CLDE Service increased from 15 last year to 34 in 2024-2025. This included expansion of both formal and informal English speakers of other languages (ESOL) provision, various digital skills groups, youth achievement groups, Fireskills Employability Award, Confidence to Cook, Solihull training, community learning programmes, Communications course, Sector Based Work Academies, Get Ready for Volunteering programme, Navigation courses, Driving Theory and much more. The number of young people receiving accreditation through CLD activity increased from 246 in 2023-24 to 385 in 2024-25.</p> <p>The CLDE Service and Voluntary Action Orkney jointly run the Annual Halls event, providing needs led training for Community Associations. Voluntary Action Orkney also delivers a variety of training and support including Board and Trustee training for organisations and Saltire, youth volunteering awards.</p> <p>NHS Orkney deliver behaviour change training for staff and partners to encourage health behaviour change conversations in the community. They also deliver the 'Control It' programme for pre-diabetic or type 2 diabetics, where individuals can now self-refer to this education programme. HENRY (Health, Exercise & Nutrition for the Really Young) is a programme for parents and carers which can be delivered in person or digitally. NHS Orkney also provide a specialist smoking cessation service and a vaping support service.</p> <p>The Crown Estates Fund and the Community Led Local Development Fund have funded a range of projects focused on wellbeing and mental health support including projects from Orkney Blide Trust, The Connect Project and Womens Aid Orkney.</p>

Progress Report on CLD Partners Plan during 2024-2025

Health and Wellbeing

We will work together to provide the required support through the delivery of targeted interventions to improve health and wellbeing, build trusted relationships, increase confidence, improve resilience and develop new skills.

Key actions	BRAG	Progress made 2024-25
9b) Increase collaborative family support provision across Orkney		<p>Family support and provision are provided across all areas of the CLDE Service. Additional family learning activities during 2024-2025 included: a family learning event in Eday, a Help with Homework course offered in the Spring Community Learning Programme, holiday programmes, family learning training and support delivered through Burray Parent Council and delivery of the Solihull training programme with the Council's Early Learning & Childcare Service. The NHS HENRY programme was also delivered for the young parents' group. In 2024-25 the CLDE Service secured Whole Family Wellbeing funding to expand early intervention and prevention approaches, developing a whole systems approach. This enabled the CLDE Service to employ 3 additional staff in the Youth Service's Family Engagement Team, to provide bespoke holistic support to families and young people requiring additional support.</p> <p>CLDE organised 2 large family-focused events during the first year of this plan. The annual Sunday Funday held in July, in partnership with the Yard Nursery, comprised of a variety of fun family learning activities including planting flower baskets, rock painting, and a numeracy scavenger hunt. A quieter session for invited families took place prior to the public session. Throughout the day over 100 individuals attended, despite the poor weather.</p> <p>A family fun day held was held in the Picky Centre in June this year, with support from the Council's Leisure & Culture Service. This was a great success with 481 children, young people, parents and families attending from a variety of geographic locations including the ferry linked isles. This consisted of 280 children/young people varying in ages from 6 weeks to 18 years old and 201 parents and carers. A varied selection of free activities was on offer including bouncy castles, giant floor games, a dinosaur hunt, bubble tea, an interactive museum corner, build your own cathedral, all-abilities boccia and much more. Through the Conversation Corner the CLDE Service gathered 173 different comments and responses regarding what is good about their local community, areas for improvements and ideas on how to achieve improvements.</p> <p>The Community Led Local Development funded community playparks, equine training and a Togetherness Project in Stronsay in this period, supporting a range of family support opportunities. In addition, Sanday Development Trust have developed a nursery garden area at Heilsa Fjord for families to enjoy.</p> <p>Orkney Community Planning Partnership helped establish and part fund Orkney Money Matters, an initiative between Orkney Citizens Advice Bureau, Orkney's Fuel Poverty Charity – THAW (Tackling Household Affordable Warmth), Orkney Foodbank, Scottish Welfare Fund and others, to ensure that more families get financial advice to claim financial entitlements and manage their finances and debts.</p>

Progress Report on CLD Partners Plan during 2024-2025

Health and Wellbeing

We will work together to provide the required support through the delivery of targeted interventions to improve health and wellbeing, build trusted relationships, increase confidence, improve resilience and develop new skills.

Key actions	BRAG	Progress made 2024-25
9c) Identify and test a shared approach to measuring improvements to mental health and wellbeing outcomes through CLD activity		<p>The CLD Partnership has developed a data and intelligence subgroup to start to consider ways of better gathering and collating statistics across the Partnership. The challenge is that each partner organisation gathers and collates different data at different times, for different purposes.</p> <p>Community Led Local Development use the Social Value Engine to monitor and report on the social impact and return on investment from the projects they fund. From 2025-2026 it has been agreed that mental health and wellbeing will be a measure reported on through the Social Value Engine tool. Community Led Local Development have recently awarded funding to Voluntary Action Orkney to pilot the use of the Social Value Engine with the Community Mental Health & Wellbeing Fund which will enable the collection of mental health and wellbeing outcomes data, which can also be shared across the Partnership.</p>

Partnership Workforce Development

We will work to ensure we have a skilled workforce by raising awareness of CLD and strengthening learning opportunities for those working and volunteering in the CLD sector.

Key actions	BRAG	Progress made 2024-25
10a) Explore and expand opportunities and pathways into and within the CLD profession through collaborative work with regional and national partners.		<p>A vast selection of CLD-related training opportunities are continually shared across the Partnership, including an Associate Assessor session and CLD stakeholder engagement sessions run by Education Scotland. The CLD Standards Council Professional Induction Programme was also shared. The number of people registered with the CLD Standards Council in Orkney has increased from 12 last year to 19 in 2024-2025.</p> <p>Voluntary Action Orkney and the CLDE Service are both partners on Learn North, which is a regional partnership focused on training for the CLD sector. The CLDE Service are committed to supporting the development of staff and sustaining the professionalism of the CLD sector by funding varying levels of CLD related qualifications, including 3 work-based degrees. One member of staff has recently achieved a CLD Certificate, and 3 staff have completed the level 6 Professional Development Award (PDA) in youth work.</p> <p>The CLDE annual youth worker training programme is open to all partners and delivers a range of training for the youth work sector.</p> <p>For the second year in a row, the CLDE Service has also taken on a young person for work experience to promote CLD as a worthwhile career option for young people to consider.</p> <p>Several CLD partners also attend various events including Careers Fair and in-school events to showcase the CLD profession as a worthwhile career. Staff from the CLDE Service sit on the CLD Standards Council Executive Committee and the CLD Managers' Scotland Executive Committee. Both these positions ensure that the voices of the CLD sector in rural areas, and specifically Orkney, are represented nationally. The CLD Partnership was also invited to speak at a national CLD event in Glasgow, following the successful inspection of the CLD Partnership last year.</p>

Progress Report on CLD Partners Plan during 2024-2025

Partnership Workforce Development

We will work to ensure we have a skilled workforce by raising awareness of CLD and strengthening learning opportunities for those working and volunteering in the CLD sector.

Key actions	BRAG	Progress made 2024-25
10b) Raise the profile and awareness of CLD through joint training and increased promotional activity		<p>The strong and effective governance structures in place for the CLD Partnership ensures that the partners plan is visible, monitored and scrutinised effectively, with the plan and update reports going through Orkney Islands Council's Education, Leisure & Housing Committee and the Community Planning Partnership annually. Each year a summary of the progress and evaluation report is also created in leaflet form to increase awareness within the local community about the work of the CLD Partnership. The CLD Partnership and the various subgroups consistently use the CLD Partnership logo to brand their joint work and activities, including the programme of training delivered by the CLD Partnership, which has helped raise the profile and gain recognition for the collaborative work of the Partnership.</p> <p>The CLDE Service are committed to increasing awareness and recognition of CLD within the community through presence at public events, with 2677 people reached and engaged through one-off promotional events during 2024-2025.</p>
11a) Deliver a training programme for the CLD workforce and volunteers, based on the needs identified through the recent training needs analysis		<p>The CLD Partnership training subgroup delivered 6 training opportunities since September 2024, providing training for 62 individuals. This included Save a Life training, Confidence to Cook training the trainers, Scottish Mental Health First Aid training and Neurodiversity Awareness training. Since undertaking the training needs analysis in 2023, 20 training courses have been planned in total. From this, 16 have been delivered with only 1 still to be delivered, due to increased demand. Due to the unavailability of tutors, 3 sessions had to be cancelled, including one which was scheduled to be delivered by Education Scotland.</p> <p>The CLDE annual youth worker training programme is open to all partners, delivering a range of training to build the skills and confidence of those working in the youth work sector. Sessions this year included food hygiene, drugs awareness, child protection, youth engagement and young people and decision making. 55 people attended across the 10 training opportunities offered.</p> <p>The CLDE Service also worked with the Blide Trust to support Penumbra Self Harm Awareness training for 75 people.</p> <p>The Local Employability Partnership worked with UHI Orkney to deliver Scottish Mental Health First Aid to 15 employers.</p> <p>Education also delivered training on emotion coaching, Attention Deficit Hyperactivity Disorder (ADHD) and are offering training on the new positive relationships, learning & behaviour policy which has been introduced.</p>

Progress Report on CLD Partners Plan during 2024-2025

Partnership Workforce Development

We will work to ensure we have a skilled workforce by raising awareness of CLD and strengthening learning opportunities for those working and volunteering in the CLD sector.

Key actions	BRAG	Progress made 2024-25
11b) Undertake a training needed audit of the CLD sector		<p>This action is planned for next year however, the CLD training subgroup has agreed to start looking at this later this year. The training needs analysis will be completed and a training plan developed during Spring 2026. It has been agreed that a review of the previous training needs analysis and the training programme that was developed to meet local needs will also be circulated, with the training needs survey, allowing the CLD sector to see the effective work that has taken place to meet continuous professional development and training needs. The Training subgroup will also review the updated CLD partners' plan to ensure any training needs required to meet current actions are included in the new training programme.</p>
12) Improve the quality of the data that we are sharing across the partnership to better understand local CLD needs and outcomes		<p>The data and intelligence subgroup previously agreed that the following 4 key performance indicators will be gathered and shared collectively across the CLD Partnership.</p> <ul style="list-style-type: none"> The number of groups receiving capacity building support The number of people reached through one off engagement The number of people taking part in influencing and engagement activities The number of people with improved mental health and wellbeing outcomes <p>Additional work is now required to work up proposals on how this data is gathered collectively and shared.</p> <p>Over this period CLD Managers Scotland have revised the national key performance data required for submission annually, focusing on more outcome-based indicators.</p> <p>The data subgroup is also working collaboratively on the use of the Social Value Engine to demonstrate the value of CLD input. Community Local Led Development already use the Social Value Engine and Voluntary Action Orkney has received funding for a license to pilot the use of the Social Value Engine for the Communities Mental Health & Wellbeing Fund. Projects will be monitored and reported through the Social Value Engine, which will measure the non-financial impact of these funding streams.</p>

Progress Report on CLD Partners Plan during 2024-2025

Unmet needs during this period (2024-2027)

At a time of changing national policy, realignment of priorities and ever reducing resources, it is clear that not all CLD needs can be met during the lifetime of this plan. This recognition that there will be unmet needs over this 2024-27 period is stipulated as a requirement in the CLD legislation. Priority areas of work that are recognised as important and which partners are keen to pursue, but may not be able to due to limited resources and capacity include:

Key actions	BRAG	Progress made 2024-25
Develop partnership work with Housing partners to explore opportunities around tenant participation		Although highlighted as an unmet need, some partnership work with Housing partners has progressed over this period. A variety of housing projects are being developed by Development Trusts across Orkney. Orkney Islands Council's Housing Service has a Tenant Participation Officer, an established Armchair Panel and Grieveship Residents Association, which all feed directly into housing related policies and decisions. The Housing Service also has a Joint Residents Panel with Orkney Housing Association. In addition, CLD partners are now regularly inputting into the Council tenant's monthly newsletters, increasing awareness of support and opportunities available through the CLD Sector.
Creation of a collaborative family learning strategy and plan		This action to create a collaborative family learning strategy and plan was not directly progressed by the CLD Partnership during this period. However, there has been an increase in the family learning opportunities and activities offered.
Increased access to affordable childcare including breakfast club and after school provision		The Council's Early Learning & Childcare Service are working closely with the Local Employability Partnership who are funding childminder training and registration for 7 individuals, through the Scottish Childminding Association (SCMA). A Breakfast Club runs in Papdale Primary School as part of the CLDE Pupil Engagement Service, funded through the schools Pupil Equity Funding. Education has also secured £35,000 from the Bright Start Breakfast fund to adapt the breakfast club model to work in a rural context. Although not additional childcare, 6 island communities in Orkney have been identified for this complimentary breakfast offer.
Climate challenge related opportunities and actions		Green Grant funding is offered through Highlands & Islands Enterprise. Community Local Led Development have funded an environmental ranger in Rousay and a number of growing projects and agriculture related projects in 2024-2025. Community Energy Scotland secured Crown Estate funding to install electric vehicle charging points and develop a car sharing scheme at Kirkwall Pier, Tingwall Pier and Stromness Pier. Development Trusts across Orkney are involved in a wide range of climate challenge related work, including the Orkney Sea Bank project, conservation work and food growing schemes.

CLD Partners Plan, Review and Evaluation 2024-2025

The Community Learning and Development Plan is continuously monitored, reviewed and evaluated throughout the year.

Alongside quarterly monitoring and the annual review of the plan, the CLD Partnership also undertake cyclical self-evaluation activities, including the use of the How Good Is Our Community Learning and Development 4 (HGIOCLD4), a framework that includes a common set of quality and performance indicators.

Each year the CLD Partnership focus on different quality indicator areas. This year the CLD Partnership focused on the following four quality indicators from the How Good Is Our CLD 4 framework: 1.2 - Improvements in equality, diversity and inclusion; 4.1 - Delivery of community development; 5.1 - Vision, culture and direction and 6.2 - Securing improvement.

The findings from this monitoring and evaluation work are fed into the updated version of the CLD Plan, along with the vital input from partners, learners and the wider community.

Recent evaluation and self-evaluation activity identified the following strengths and areas for improvement:

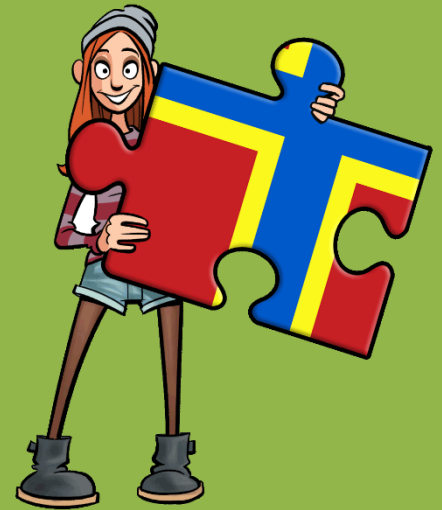
Key strengths:

- Improved use of data to inform planning and progress
- Increased collaboration, including sharing of resources to improve and increase delivery outcomes
- Focused approach of the Partnership to reduce inequalities and improve outcomes
- Robust planning, monitoring, evaluation and governance
- High levels of joint training and development opportunities

Areas for development:

- Continue to improve the sharing of data across the Partnership to monitor outcomes & evidence impact
- Raise awareness of CLD and the work of the CLD Partnership through increased promotional activity
- Continue to lobby against cuts across the CLD sector and the continued reliance on short term funding which negatively impacts on CLD delivery
- Streamline the number of partnerships and plans that exist to declutter the strategic landscape.

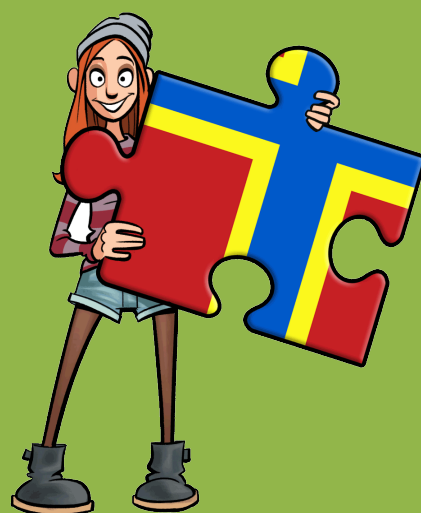
The findings of the monitoring and evaluation work alongside input from service users and the public, have supported the creation of the updated CLD Partners Plan for the remaining two year. All completed actions have been removed, remaining actions updated, and 3 new actions have been added to meet identified needs, including an action around community safety, an action to support the implementation of the Physical Activity and Wellbeing Strategy and one action focused on increasing awareness of CLD in the community.



Glossary of frequently used acronyms

Within the context of this document, the acronyms used stand for:

ADHD – Attention Deficit Hyperactivity Disorder
ASSIST – Applied Suicide Intervention Skills Training
CARES – Community & Renewable Energy Scheme
CES – Community Energy Scotland
CLD – Community Learning & Development
CLDE – Community Learning, Development & Employability Service
CLDSC – CLD Standards Council
CLLD - Community Led Local Development
CPD – Continuous Professional Development
DTAS – Development Trusts Association Scotland
DofE – Duke of Edinburgh Award
DYW - Developing the Young Workforce
DYA – Dynamic Youth Awards
ELH – Education, Leisure & Housing
ECH - Education, Communities & Housing
ESOL - English for Speakers of Other Languages
HENRY – Health, Exercise & Nutrition for the Really Young
HIE – Highlands & Islands Enterprise
HGIOCLD4 – How Good Is Our Community Learning and Development 4
IT - Information Technology
KPI – Key Performance Indicators
LEP – Local Employability Partnership
MSYP - Member of Scottish Youth Parliament
NHSO – National Health Service, Orkney
NOLB – No One Left Behind
OCP – Orkney Community Planning Partnership
OHAC – Orkney Health & Care
OIC – Orkney Islands Council
OPAWS – Orkney Physical Activity & Wellbeing Strategy
PDA – Professional Development Award
QR Code – Quick Response Code
SAMH – Scottish Action for Mental Health
SCMA – Scottish Child Minders Association
SQA - Scottish Qualification Authority
SVQ - Scottish Vocational Qualification
SDS – Skills Development Scotland
SWAPS – Sector based Work Academy Programme
THAW – Tackling Household Affordable Warmth
TRICE - Tri-Community Exchange
UHIO – University of the Highlands & Islands Orkney
VAO – Voluntary Action Orkney
YAA – Youth Achievement Awards
YLAG - Youth Local Action Group
YWF - Youth Workers Forum



Glossary of frequently used terms

Within the context of this document, the terms used mean:

Adult Learning - In its broadest sense, adult learning encompasses all 16+ post- compulsory education, taking place in a variety of settings including community venues, workplaces, colleges, universities, online and at home. It is life-long, life- wide, and learner-centered. It includes community-based adult learning, which is built around learner needs, is flexible and delivered in local community settings. It is one strand of Community Learning and Development.

Community Development - Community Development is a process where people come together to take action on what's important to them. It helps communities to organise, and identify the issues they want to address, or the opportunities they want to explore. This can be done by communities of place or communities of interest. Community Development is about making a fairer, just and more inclusive society and includes building the skills of community groups and organisations. It is one strand of Community Learning & Development.

Community Learning and Development (CLD) - CLD is 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. Education Authorities in Scotland have a statutory duty to secure CLD provision with young people, adult learners and community groups/ organisations in their area. CLD methodologies may also be used by practitioners in other sectors to engage with communities.

Family Learning - Family Learning encourages family members to learn together, with a focus on intergenerational learning. Family Learning activities can also be specifically designed to enable parents to learn how to support their children's learning.

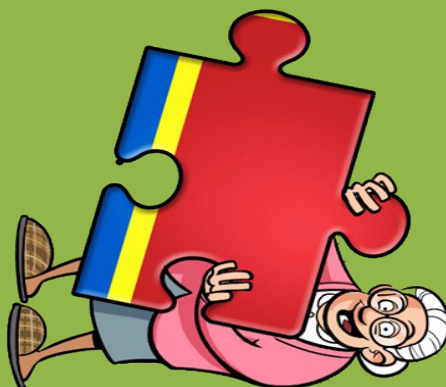
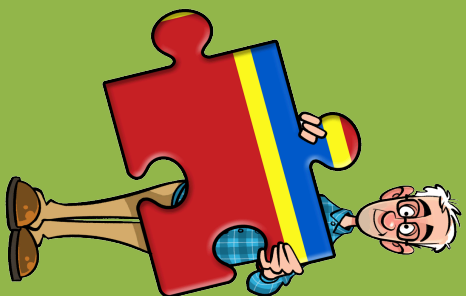
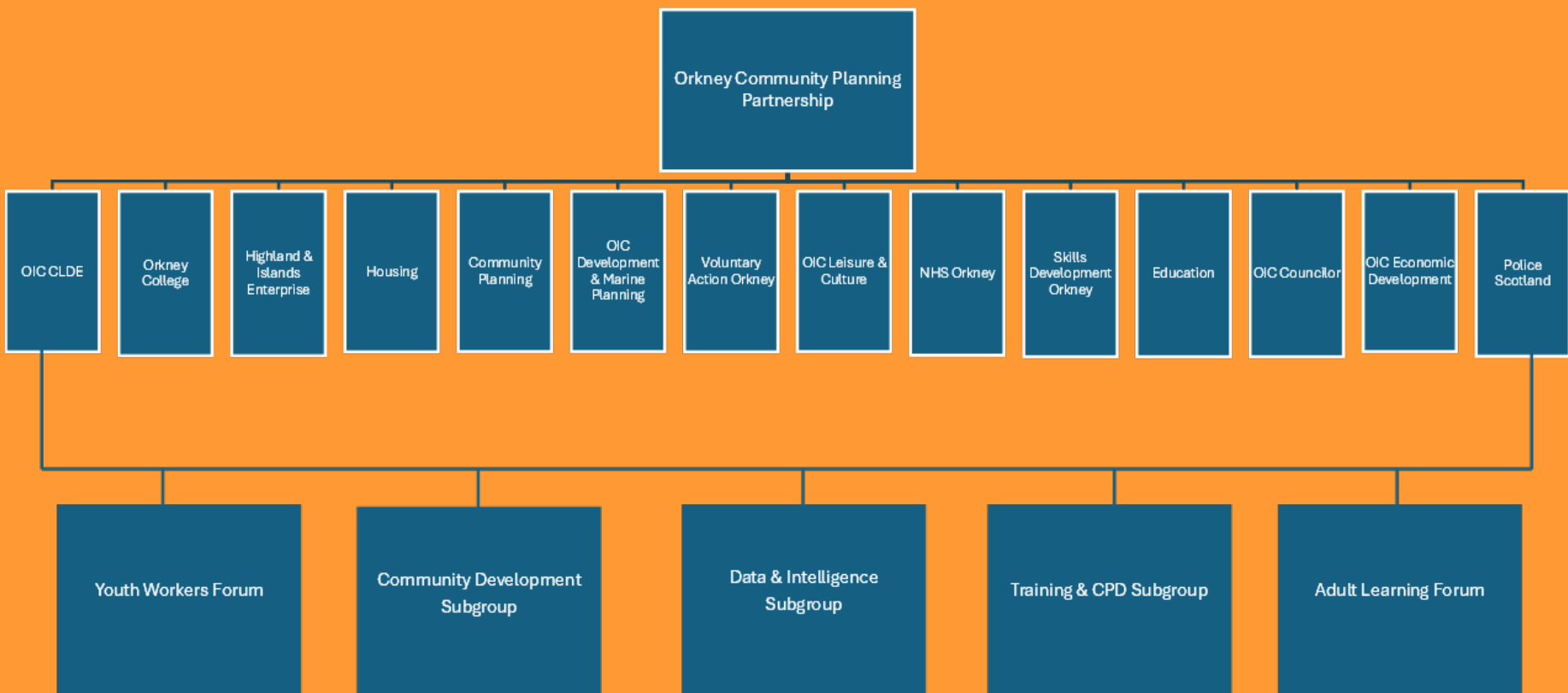
Learners - This term covers any recipient of the services of a partnership or partner delivering CLD provision. It includes, but is not limited to, people you may call, clients, customers, children, young people, adults, stakeholders, families, volunteers, community activists and community members.

Workforce Development - This includes all the learning and development activities that both staff and volunteers engage in. It includes but is not limited to training, career long professional learning, shadowing, mentoring, coaching, secondment, undertaking awards/qualifications.

Youth Work - Youth Work is non-formal educational activities which help older children and young people to learn about themselves, others and society. Youth work activities involve enjoyment, challenge and learning. It supports young people in their personal, social and educational development and to influence decisions about their lives and their communities. It takes place in a range of settings, such as youth centers, schools or outdoors; and is delivered by youth workers, many of whom are volunteers. It is one strand of Community Learning and Development.



CLD Partnership Membership





**POLICE
SCOTLAND**
Keeping people safe
POILEAS ALBA

**Skills
Development
Scotland**

CHI | ORKNEY



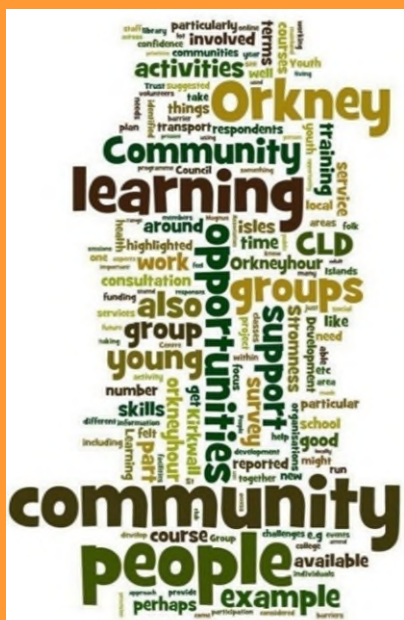
Highlands and Islands Enterprise
Iomairt na Gàidhealtachd 's nan Eilean



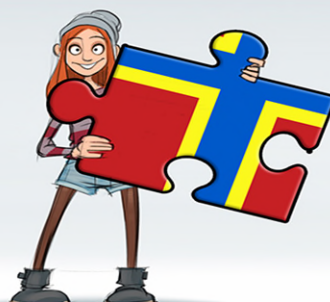
ORKNEY
ISLANDS COUNCIL



The Orkney Partnership
Working together for a better Orkney



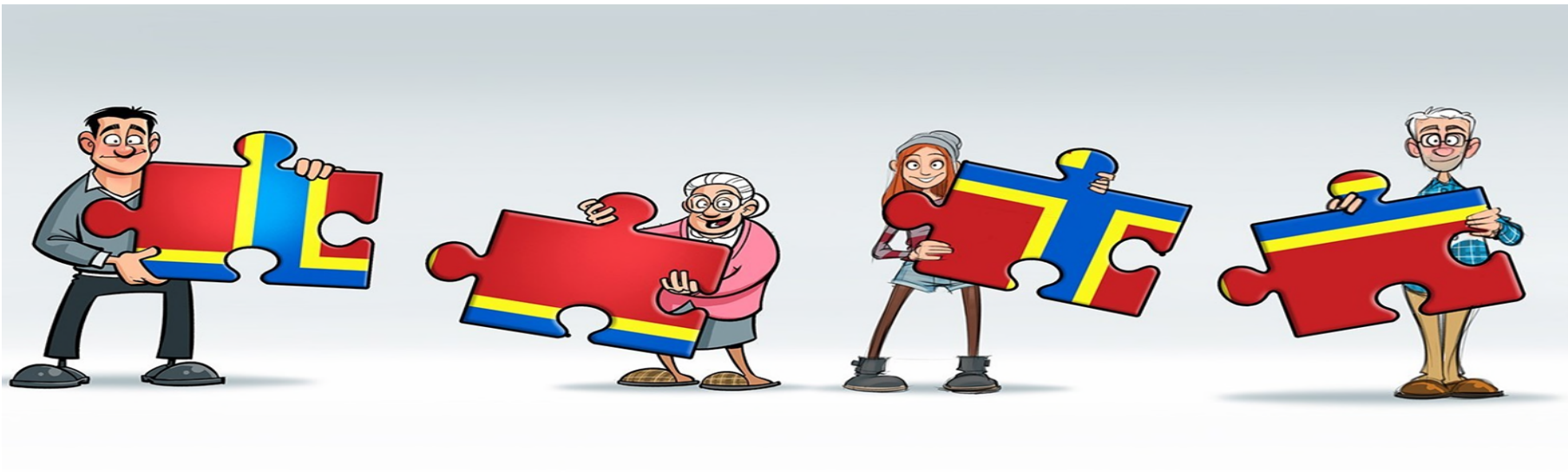
Orkney Community Learning & Development Partnership



CLD Partners Plan

2024-2027

(2025 update)



Sustainable Development

We will work to support sustainable development through partnership learning opportunities to build people's skills, confidence and strengthen individual and community capacity and resilience to benefit everybody in our communities, with nobody left behind.

Outcome	Action	Lead	Target Date	Milestones	Evidence
1. Increased capacity and resilience of community groups and organisations to deliver what is needed for their communities and ensure these organisations prosper	1) Promote and support community organisations to develop local development action plans / place plans as required	HIE, CLLD, (Community Development Forum)	September 2026	<ul style="list-style-type: none"> Promotion of opportunity by September 2026 3 Plans developed by September 2027 4 new projects undertaken by September 2027 	<ul style="list-style-type: none"> Publicity Correspondence with community organisations Number of plans developed Feedback
2. Increased coordination and expansion of youth achievement opportunities and pathways to ensure young people progress and reach their full potential	2a) Undertake a strategic review of youth accreditation and awards offered by CLD partners to ensure effective delivery of appropriate awards based on need	CLDE, VAO, (Youth Workers Forum)	September 2026	<ul style="list-style-type: none"> Awards booklet created by September 2026 Annual youth awards data collection established Increased youth awards offered by Sept. 2027 	<ul style="list-style-type: none"> Minutes and Agendas Youth Awards booklet Increase in youth awards Annual data of all youth awards Number of accredited and non-accredited awards Review completed
	2b) Work with Education and wider CLD partners to explore opportunities to better track the achievements of young people	Education, CLDE, VAO, (Youth Workers Forum)	September 2027	<ul style="list-style-type: none"> Pilot established by March 2026 Review of tracking completed by March 2027 Improvement plan developed by Sept. 2027 	<ul style="list-style-type: none"> Minutes and Agendas Review of tracking systems Improvement plan Improved tracking system developed in pilot school Number of meetings held
	**2c) Develop partnership solutions to reduce antisocial behaviour and keep the community safe through learning, early intervention and prevention approaches in the local community	Police Scotland, CLDE, Education, (Youth Workers Forum)	September 2027	<ul style="list-style-type: none"> Partnership projects agreed Funding secured Engagement with the local community Identify baseline of anti-social behaviour 	<ul style="list-style-type: none"> Projects undertaken Funding applications Funding secured Programme of delivery Numbers engaged Feedback and evaluations Decrease in reported anti-social behaviour

Sustainable Development

We will work to support sustainable development through partnership learning opportunities to build people's skills, confidence and strengthen individual and community capacity and resilience to benefit everybody in our communities, with nobody left behind.

Outcome	Action	Lead	Target Date	Milestones	Evidence
3. Increased coordination and expansion of adult learning opportunities and pathways to ensure learning is lifelong, life-wide and learner centred	3a) Development of the Adult Learning Forum to review and coordinate adult learning provision in Orkney	CLDE, UHI Orkney, VAO, Orkney Library & Archive	September 2026	<ul style="list-style-type: none"> Adult Learning Forum established and meeting 3 times a year Review of current adult learning provision across Orkney completed 	<ul style="list-style-type: none"> Adult Learning Forum minutes, agendas and meeting schedule Review of current adult learning provision
	3b) Create a baseline and increase the wider accreditation opportunities for adults	CLDE, UHIO, (Adult Learning Forum)	September 2027	<ul style="list-style-type: none"> Adult learning provision baseline created by September 2026 Increase in wider accreditation opportunities by September 2027 	<ul style="list-style-type: none"> Number of adult learners Number of accreditation and non-accreditation awards Number of qualifications Number of ESOL learners
	3c) Develop opportunities for a collaborative adult returner learning programme.	UHI Orkney, CLDE, (Adult Learning Forum)	September 2026	<ul style="list-style-type: none"> Meetings established Adult returns learning programme created Course advertised Course delivered by December 2026 	<ul style="list-style-type: none"> Minutes and Agendas Publicity Adult returns programme Course completed Numbers attending Feedback and evaluations

Cost of Living

We will support individuals, children, and families through this difficult time, committing time, energy, and resources to work towards the elimination of poverty throughout Orkney. Addressing both immediate need and longer-term initiatives to combat persistent poverty.

Outcome	Action	Lead	Target Date	Milestones	Evidence
4. Improved confidence and skills, for priority groups identified as needing additional support to achieve positive outcomes	4) Develop a partner's baseline and increase free learning opportunities including delivery of life skills courses, financial literacies and budgeting	NHSO, CLDE, Sport & Leisure	September 2026	<ul style="list-style-type: none"> Develop a baseline of free learning provision by September 2026 Increase free learning by 10% by September 2027 	<ul style="list-style-type: none"> Partnership baseline developed Number of courses delivered Number of participants Participant feedback (formal / informal)

Local Equality

We will work to address the continuing disadvantage experienced by some of our communities when trying to access services, facilities, and opportunities. Helping meet local needs through the effective provision of community learning and development opportunities to enhance individual and community capacity and resilience.

Outcome	Action	Lead	Target Date	Milestones	Evidence
5. People have increased confidence and opportunities to express their views and influence decision making and service design	5a) Promote and embed the continuous involvement of those with lesser heard voices and priority groups within consultation and in matters that affect them	VAO, HIE, OIC, (Community Development Forum)	September 2027	<ul style="list-style-type: none"> Support the progress of the 4 strands of the Community Engagement Project Utilise full results of Orkney Matters 2 (OM2) for updated CLD plans 	<ul style="list-style-type: none"> Working group minutes and agendas Evaluation / feedback Number of lived experience groups Number engaged in Orkney Matters 2 Number of lived experience groups
	5b) Provide strategic leadership and direction in the development of a relevant, coordinated and representative youth voice structure	CLDE, VAO, (Youth Workers Forum)	September 2027	<ul style="list-style-type: none"> Task group created Develop youth engagement and participation infrastructure and action plan by March 2027 	<ul style="list-style-type: none"> Records of meetings Youth engagement infrastructure Action plan agreed and delivered
6. Reduction in barriers and increase in opportunities for lifelong learning and development to keep the CLD offer as local as possible	6) Work collaboratively to increase the opportunities for those in marginalised communities, including the ferry linked isles, to participate in training and development opportunities and reduce isolation	CLDE, Development Trusts, Community Associations, (Adult Learning Forum)	September 2026	<ul style="list-style-type: none"> Training programme offered in 2 areas by September 2026 Report published and shared following CLDE isles training offer Session with local community organisations to identify needs Collated details of lifelong learning opportunities across the Partnership 	<ul style="list-style-type: none"> Island Training Report Number of sessions arranged Number of islands supported Number of attendees Number of qualifications Evaluation & feedback Meetings & minutes Press coverage

Health and Wellbeing

We will work together to provide the required support through the delivery of targeted interventions to improve health and wellbeing, build trusted relationships, increase confidence, improve resilience and develop new skills.

Outcome	Action	Lead	Target Date	Milestones	Evidence
7. Improved health and well-being outcomes and increased engagement with learning to develop motivation, confidence, and skills through youth work, adult & family learning and community development	7a) Increase collaborative family support provision across Orkney	CLDE, Sport & Leisure, UHI Orkney, Education	September 2026	<ul style="list-style-type: none"> Minimum of 5 family learning opportunities delivered by Sept 2026 Train a minimum of 2 volunteers in family learning opportunities Arrange 2 training opportunities specifically for parents by September 2026 	<ul style="list-style-type: none"> Family learning offer developed Number of family learning opportunities offered Number of families engaged Outcomes for families Attendance at events Evaluation / feedback Number of Family Learning opportunities funded
	7b) Identify and test a shared approach to measuring improvements to mental health and wellbeing outcomes through CLD activity	CLDE, (Data Subgroup)	September 2026	<ul style="list-style-type: none"> Data collection process developed Inclusion of baseline data Increased input to shared KPI's Data collected, analysed and reported annually 	<ul style="list-style-type: none"> Minutes of meetings Data sharing protocols developed. Number of partners inputting to KPI's Progress against identified KPIs
	**7c) Work with all partners, including the Integrated Joint Board, to deliver on the joint actions from the Orkney Physical Activity and Wellbeing Strategy	CLDE, Sport & Leisure, UHI Orkney, Education, VAO, NHSO	September 2027	<ul style="list-style-type: none"> Relevant actions identified from the Physical Activity & Wellbeing strategy Streamlined reporting process created Linkages made with Integrated Joint Board Progress and achievement on some priority actions 	<ul style="list-style-type: none"> Presentation of the Physical Activity & Wellbeing Strategy to CLD Partnership Relevant actions agreed by CLD Partnership Progress and reporting on key actions

We will work to ensure we have a skilled workforce by raising awareness of CLD and strengthening learning opportunities for those working and volunteering in the CLD sector.

Outcome	Action	Lead	Target Date	Milestones	Evidence
8. Increased visibility and awareness of CLD as a recognised profession	8a) Explore and expand opportunities and pathways into and within the CLD profession through collaborative work with regional and national partners	CLDE, VAO, SDS, (Training Subgroup)	September 2027	<ul style="list-style-type: none"> CLD training opportunities identified CLD qualifications progressed Increase CLD Standard Council membership across Orkney 	<ul style="list-style-type: none"> Training opportunities shared across the network Number of people completing CLD qualifications Number of CLD qualified staff CLD Pathway publication developed Increase in CLDSC registration
	**8b) Use different methods to increase awareness of the CLD sector and the outcomes that can be achieved through CLD delivery	CLDE, (All CLD Partnership subgroups)	September 2027	<ul style="list-style-type: none"> Partnership case studies Social media posts Identify funding for marketing A short CLD film created 2 case study films created CLD Partners webpage developed 	<ul style="list-style-type: none"> 2 partner case studies created CLD Partnership website created Film created on CLD outcomes 2 case study films created Number of views or likes to the webpage
9. Orkney has a skilled, trained, and confident CLD workforce with a shared understanding of relevant national occupational standards, CLD values and competences	9a) Undertake a training needs audit of the CLD sector	VAO, CLDE, NHSO, (Training Subgroup)	September 2026	<ul style="list-style-type: none"> Training needs assessment disseminated by September 2026 Identify training requirements across CLD Identify possible trainers and people willing to share good practice 	<ul style="list-style-type: none"> Needs assessment designed Number of respondents Publicity to promote the training needs assessment Numbers willing to deliver training sessions
	9b) Deliver a training programme for the CLD workforce and volunteers, based on needs identified through a new training needs analysis	VAO, CLDE, NHSO, (Training Subgroup)	September 2027	<ul style="list-style-type: none"> Programme of training is developed Training offered Universal evaluation undertaken after every training session Review evaluation findings 	<ul style="list-style-type: none"> Number of training courses delivered Attendance numbers Number of organisations benefiting Participant feedback Annual progress report

We will work to ensure we have a skilled workforce by raising awareness of CLD and strengthening learning opportunities for those

working and volunteering in the CLD sector.					
Outcome	Action	Lead	Target Date	Milestones	Evidence
10. Effective and consistent gathering, analysis and reporting of data for planning and reporting on outcomes	10) Improve the quality of the data that we are sharing across the partnership to better understand local CLD needs and outcomes	CLD, (Data Subgroup)	September 2026	<ul style="list-style-type: none"> • KPI data collection process developed • Inclusion of additional baseline data in reporting • Increased input to shared KPI's • Data collected, analysed and reported annually • Social value engine pilot undertaken by September 2026 	<ul style="list-style-type: none"> • Minutes of meetings • Data sharing protocols developed • Number of partners inputting to KPI's • Progress against identified KPIs • Social Value engine finding across pilot area • Annual Report

**** - New actions added in year 2 of the plan.**

Unmet needs during this period (2024-27)

At a time of changing national policy, realignment of priorities and ever reducing resources, it is clearly evident that not all CLD needs can be met during the lifetime of this plan. This recognition that there will be unmet needs over this 2024-27 period is stipulated as a requirement in the CLD legislation. Priority areas of work that are recognised as important and which partners are keen to pursue, but may not be able to due to limited resources and capacity include:

- Develop partnership work with Housing partners to explore opportunities around tenant participation.
- Creation of a collaborative family learning strategy and plan.
- Increased access to affordable childcare including breakfast club and after school provision.
- Whilst we have been unable to include as many specific actions in the plan around climate challenge as we would have liked, engagement work to raise awareness and support within the community continues and we will seek to weave related opportunities into other actions in this plan where possible.



Equality Impact Assessment

The purpose of an Equality Impact Assessment (EqIA) is to improve the work of Orkney Islands Council by making sure it promotes equality and does not discriminate. This assessment records the likely impact of any changes to a function, policy or plan by anticipating the consequences, and making sure that any negative impacts are eliminated, or minimised and positive impacts are maximised.

1. Identification of Function, Policy or Plan	
Name of function / policy / plan to be assessed.	Community Learning and Development (CLD) Partners Plan 2024-27 (2025 update)
Service / service area responsible.	Education, Communities and Housing
Name of person carrying out the assessment and contact details.	Kerry Spence 01856 873535 ext. 2425 kerry.spence@orkney.gov.uk
Date of assessment.	19-08-25
Is the function / policy / plan new or existing? (Please indicate also if the service is to be deleted, reduced or changed significantly).	Existing

2. Initial Screening	
What are the intended outcomes of the function / policy / plan?	<p>There is a statutory requirement to produce a CLD Partners Plan to demonstrate how partners within the CLD field will work together to:</p> <ul style="list-style-type: none"> • Improve life chances for people of all ages, through learning, personal development and active citizenship; and • Help build stronger, more resilient, supportive, influential and inclusive communities.
Is the function / policy / plan strategically important	Yes. The CLD Partners Plan is a statutory responsibility to ensure partners are working

	strategically to provide adequate and efficient CLD support.
State who is, or may be affected by this function / policy / plan, and how.	All Orkney residents who engage in community learning and development will benefit from improved and co-ordinated community learning and development services and provision.
How have stakeholders been involved in the development of this function / policy / plan?	Various community and learner consultation and engagement exercises have been undertaken to inform the plan alongside intensive consultation and evaluation work with strategic partners and CLD practitioners. The results of the consultations, reviews and inputs have been integral to the development of the plan. Following year one, the plan has been reviewed and actions added as required to ensure it is addressing new and emerging needs.
Is there any existing data and / or research relating to equalities issues in this policy area? Please summarise. E.g. consultations, national surveys, performance data, complaints, service user feedback, academic / consultants' reports, benchmarking (see equalities resources on OIC information portal).	<p>No</p> <p>The overall aims of the Community Learning and Development Plan are to improve life chances for people of all ages, through learning, personal development and active citizenship. The activities in the plan are intended to lead to positive outcomes such as re-engagement of learners, improving wellbeing and enabling the development of skills for learning, life and work, so people can achieve their full potential.</p> <p>The plan aims to achieve positive impacts particularly for those individuals and groups that are most vulnerable, disengaged and disadvantaged in our community.</p> <p>Findings from the independent review of CLD have been incorporated into the plan and following consideration of the recommendations by Ministers and CoSLA any future requirements will be included in the annual updates of the plan. underway. Once the findings are published, any recommendations will be considered for future reiterations of the plan.</p> <p>Local and national data is gathered, monitored and reviewed annually to ensure a clear understanding of changing local needs.</p>
Is there any existing evidence relating to socio-economic disadvantage and inequalities of outcome in this policy area? Please summarise.	<p>No</p> <p>The overall focus of the Community Learning and Development plan is to work with people of all ages who are most disadvantaged and in need of support. The activities in the plan are intended to</p>

<p>E.g. For people living in poverty or for people of low income. See The Fairer Scotland Duty Interim Guidance for Public Bodies for further information.</p>	<p>lead to improved life chances through learning, personal development and active citizenship.</p> <p>A key element of CLD work is to support people to achieve positive outcomes such as engagement of learners, improving wellbeing and enabling the development of skills for learning, life and work so people can achieve their full potential.</p> <p>The plan aims to achieve positive impacts particularly for those groups that are most marginalised and disadvantaged in our community including those facing social and economic disadvantage.</p> <p>One key priority area in the plan is “Cost of Living” which is focused on targeted support for those facing hardship, through learning, training and personal development opportunities.</p>
<p>Could the function / policy have a differential impact on any of the following equality strands?</p>	<p>(Please provide any evidence – positive impacts / benefits, negative impacts and reasons).</p>
<p>1. Race: this includes ethnic or national groups, colour and nationality.</p>	<p>Yes, potential positive impact for people who have English as a second language. Part of the delivery outcomes for Community Learning and Development include community-based adult literacies and English for speakers of other languages (ESOL). An action around adult learning specifically mentions a focus on ESOL provision.</p>
<p>2. Sex: a man or a woman.</p>	<p>No</p>
<p>3. Sexual Orientation: whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.</p>	<p>No</p>
<p>4. Gender Reassignment: the process of transitioning from one gender to another.</p>	<p>No</p>
<p>5. Pregnancy and maternity.</p>	<p>No</p>
<p>6. Age: people of different ages.</p>	<p>Yes, potential positive impact for children and young people and also adults. The delivery actions in the plan include focused actions around youth work, family learning and early intervention work with children, young people and families needing support.</p> <p>The plan also includes actions focused on adult learning, community-based adult learning and</p>

	engagement with those most isolated in our community.
7. Religion or beliefs or none (atheists).	No
8. Caring responsibilities.	No
9. Care experienced	Yes. Potential positive impact for care experienced people as CLD provision includes targeted learning and youth work provision in the community for those most in need of support.
10. Marriage and Civil Partnerships.	No
11. Disability: people with disabilities (whether registered or not).	Yes. Potential positive impact for people with disabilities as provision includes learning for vulnerable and disadvantaged groups in the community.
12. Socio-economic disadvantage	Yes. Potential positive impact for those facing socio-economic disadvantage as the outcomes of the plan include targeted provision to engage and support those facing hardship and those most in need of support. The plan is focused on the removal of barriers and increasing access to opportunities for those that are disadvantage. The 2024-27 plan includes Cost of Living as one of the five priority areas, detailing how CLD partners will support the mitigation of social and economic challenges through targeted learning and community support.

3. Impact Assessment

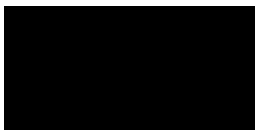
Does the analysis above identify any differential impacts which need to be addressed?	No, any impacts identified are likely positive impacts.
How could you minimise or remove any potential negative impacts?	N/A
Do you have enough information to make a judgement? If no, what information do you require?	Yes

4. Conclusions and Planned Action

Is further work required?	Yes
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What action is to be taken?	CLD Partners Plan will be implemented and monitored
Who will undertake it?	Officers within Education, Leisure & Housing
When will it be done?	The plan will be reviewed and updated annually
How will it be monitored? (e.g. through service plans).	The plan will be monitored, reviewed and evaluated regularly throughout the year and updated accordingly to ensure it remains active and relevant. A report on progress will be submitted annually by the Community Learning & Development Partnership to the Education, Leisure & Housing Committee and to the Orkney Partnership's Local Equality Delivery Group for scrutiny.

Signature:



Date: 19-08-25

Name: KERRY SPENCE

(BLOCK CAPITALS).

Please sign and date this form, keep one copy and send a copy to HR and Performance. A Word version should also be emailed to HR and Performance at hrsupport@orkney.gov.uk

Island Communities Impact Assessment

[Orkney Community Learning & Development Partners Plan 2024-2027 (2025 update)]

Preliminary Considerations	Response
Please provide a brief description or summary of the policy, strategy or service under review for the purposes of this assessment.	<p>Orkney Islands Council has a statutory duty (Community Learning & Development (Scotland) Regulations 2013) to produce a plan with partners every 3 years in order to “<i>secure adequate and sufficient provision of Community Learning & Development (CLD) in our area</i>”. The plan should provide a clearly defined framework for coordinating, planning and delivering CLD with partners who contribute to work supporting:</p> <ul style="list-style-type: none"> • Improved life chances for people of all ages, through learning, personal development and active citizenship. • Stronger, more resilient, supportive, influential and inclusive communities. <p>Orkney’s 3-year partnership plan for Community Learning and Development (CLD), was produced by Orkney’s Community Learning & Development Partnership, which is a partnership of public, private and third sector organisations who are delivering CLD support and activities across Orkney.</p>
Step 1 – Develop a clear understanding of your objectives	Response
What are the objectives of the policy, strategy or service?	To ensure more coordinated delivery and support to improve life chances for people of all ages, through learning, personal development and active citizenship and help develop stronger, more resilient, supportive, influential, and inclusive communities.
Do you need to consult?	Yes. There is a requirement within the CLD Regulations guidance which details the need to reinforce the role of communities and

	<p>learners in the assessment, planning and evaluation processes, enabling them to shape CLD provision.</p> <p>We also have a process of continuous engagement and consultation with learners and community groups through the work of partners and agencies on the CLD Partnership.</p>
How are islands identified for the purpose of the policy, strategy or service?	<p>The plan covers the whole of Orkney and recognises that the needs are different in each of the isles, and indeed, across all the communities and parishes on the Orkney mainland.</p> <p>The plan has a key focus on targeting support for the following groups and individuals:</p> <ul style="list-style-type: none"> • Those who are experiencing poverty or hardship • Those that are socially / geographically isolated • Those facing significant barriers to participation and inequality of provision • Community groups and organisations working to make a positive difference.
What are the intended impacts/outcomes and how do these potentially differ in the islands?	<p>The plan provides a clearly defined framework for coordinating, planning, and delivering CLD with partners to:</p> <ul style="list-style-type: none"> • Ensure communities - particularly those who are disadvantaged - have access to the CLD support they need. • Strengthen co-ordination between the full range of CLD providers, ensuring that Community Planning Partnerships, local authorities and other providers of public services respond appropriately to the expectations set by the <i>CLD Strategic Guidance</i> • Reinforce the role of communities and learners in the assessment, planning and evaluation processes, enabling them to shape CLD provision. • Make the role and contribution of CLD more visible.

Is the policy, strategy or service new?	No, the requirement for a CLD Partners Plan was introduced in 2015, with a new plan required every 3 years
Step 2 – Gather your data and identify your stakeholders	Response
What data is available about the current situation in the islands?	<p>Alongside partner, learner and community input, this plan comes from a broad evidence base gathered from local and national information including data on population, health, crime, unemployment, income, living costs, education, the economy and much more. Understanding the challenges in Orkney, including those issues specific to the nonlinked isles, allows us to build a CLD Partners Plan relevant to local need.</p> <p>The priorities have been identified through direct engagement with learners and the local community, local research and analysis of relevant data and partner knowledge in their CLD related field of expertise.</p>
Do you need to consult?	<p>Yes, there is a requirement for involving learners and the community in the development of the plan. The priorities agreed in the CLD Partner Plan 2024-27 sets out our shared vision, values and priorities over the next three years and are based on a full understanding of local need.</p> <p>A collective understanding of community and learner needs was developed and stakeholder input into the plan was assured through partner inputs and direct engagement with communities and stakeholders through a variety of one-to-one sessions, focus group activity, initial findings from Orkney Matters 2 and through a specific CLD consultation which was designed for Orkney residents, strategic partners, CLD practitioners, community groups, adult learners and young people.</p> <p>Work has also been undertaken to ensure learner and community voices are represented on the CLD Partnership, with an adult learner, young persons, Community Associations and Development</p>

	Trust representatives all identified to sit on the CLD Partnership as equal partners to develop, monitor and progress the CLD Partners Plan.
How does any existing data differ between islands?	<p>Data and priorities differ from island to island but as this is an Orkney wide plan the most common areas and issues were used to determine the priorities for the overall plan.</p> <p>Demographic information is difficult to capture for smaller areas which is often why you only get larger data / demographic information. To resolve this, we have close links and continuous engagement with Community Councils, Community Associations, Development Trusts and other community organisations and continue to monitor needs and review feedback.</p> <p>Actions such as the expansion of Tri-Community Exchange (TRICE) meetings demonstrates this commitment to work collaboratively with each island community to find local solutions to local issues.</p>
Are there any existing design features or mitigations in place?	<p>This three-year plan is updated annually to ensure it remains relevant and that the CLD workforce continues to be responsive to emerging needs. This also ensures our plans and ambitions align with updated policies and frameworks, both local and national, to provide the CLD support and services needed, reflecting any changes identified in the planning and review process.</p> <p>The plan is not designed as a 3-year static plan, by updating it will be responsive to existing and emerging needs. Partnership approaches help feed in the different requirements and changing needs of specific communities.</p> <p>Whilst the plan has incorporated a number of key actions related to the recent CLD review that was undertaken Learning: For All. For Life. A report from the Independent Review of Community Learning</p>

	and Development (CLD) - gov.scot (www.gov.scot) any resulting actions that emerge following consideration of the report and recommendations, by Scottish Government Ministers and CoSLA, will be included in future iterations of the plan. It is also hoped that the long-awaited National Youth Work Strategy which has not been updated since the 2014-19 version, will be published during this three-year period and will result in future actions to be added to the CLD Partners Plan as required.
Step 3 – Consultation	Response
Who do you need to consult with?	<p>The Orkney Community.</p> <p>Partners are clear about the need to ensure that we involve those that are harder to reach and that a continuous approach is developed rather than relying on one-off consultative methods.</p> <p>Partners and the community are also clear that there needs to be more coordination of consultations to avoid consultation fatigue which is a significant issue in Orkney. That is why CLD partners have been instrumental in supporting the running of Orkney Matters 2, with initial findings being used for the development of the plan. More detailed findings from Orkney Matters 2 including the work around lesser heard voices, which is currently underway, will be incorporated into future updated versions of the plan.</p> <p>In addition, CLD partners also designed a CLD specific questionnaire, undertook one-to-one consultations and group work activities to help identify priorities and actions for the plan.</p>
How will you carry out your consultation and in what timescales?	<p>A collective understanding of community and learner needs was developed and stakeholder input into the plan was assured through partner inputs and direct engagement with stakeholders through alignment with various community consultations. Due to restrictions</p>

	<p>the initial consultations were heavily weighted towards digital and online processes.</p> <p>Annual updates of the plan include continuous learner and community input from various consultation and other engagement opportunities including Orkney Matters 2 and the independent review of CLD or any other relevant policies.</p> <p>Continual input and engagement will be assured through the appointment of 5 community / learner representatives that now sit on the CLD Partnership.</p>
What questions will you ask when considering how to address island realities?	<p>Consultations are focused on identifying the key areas of learning, development and support required for people in Orkney. There are specific questions about people's awareness of CLD, their learning and development needs, improvement outcomes and participation and community voice.</p> <p>The same questions were asked county wide.</p>
What information has already been gathered through consultations and what concerns have been raised previously by island communities?	<p>The plan is utilising existing consultations and data including Orkney Matters 2 which is visiting every island community and community council parishes on the mainland. The Orkney Matters 2 lesser heard voices element is also currently underway.</p> <p>Transport, housing, connectivity, access to jobs / training, socio-economic disadvantage and poverty were all raised as areas of concern.</p> <p>The CLD specific questionnaire identified the key areas where CLD support is required was: Physical and mental wellbeing, youth opportunities, employability skills, digital skills, financial inclusion, community development support, English speakers of other languages provision and community / learner voice.</p>

Is your consultation robust and meaningful and sufficient to comply with the Section 7 duty?	<p>The amount of consultation undertaken was agreed to be adequate and meaningful and the feedback gathered was used directly to determine the actions and priorities in the plan.</p> <p>Partners also pulled on a huge amount of data and information to ensure effect consultation, data analysis and community involvement.</p>
Step 4 – Assessment	Response
Does your assessment identify any unique impacts on island communities?	<p>Some potential positive impacts for the isles as the plan included actions that support all communities across Orkney. There are various actions in the plan which will have a key focus on our more rural and island communities such as:</p> <ul style="list-style-type: none"> - Work collaboratively to increase the opportunities for those in excluded communities, including those in the ferry linked isles, to participate in training and development opportunities - Work collaboratively with communities in targeted areas to sustainably address the inequality of youth work provision in the ferry linked isles <p>Many actions and priority areas are Orkney-wide, but a key element will be on ensuring that services and support are available in the island communities as well as the mainland.</p>
Does your assessment identify any potential barriers or wider impacts?	<p>It is recognised, that access to some specialist services, including some learning and development opportunities will be more limited in more rural areas. A key focus of the collaborative work across CLD is to ensure that partners work together to ensure that offers are as inclusive as possible and learners and communities in rural areas do not miss out on opportunities. Although in some areas the issues and concerns of people in the isles can be different from those on the mainland, overall, in terms of CLD support required, it is clear</p>

	that similar issues affect people across mainland and island communities of Orkney.
How will you address these?	<p>Specialist service delivery remains a challenge in more rural island communities. Despite this, the plan is focused on all of Orkney, and it is not expected that the plan will have significantly different effects on the isles compared to the mainland of Orkney. The Council's CLDE Officers all cover set geographical areas to ensure all communities whether island or mainland have equity of support. It is a focus of wider CLD partners to ensure effective support is accessible for all.</p> <p>The plan is intrinsically built on an islands-proof approach. There may be difference between islands but also difference between mainland areas of Orkney. The mechanism to review and refresh the plan takes into consideration alternative delivery mechanisms mitigating negative outcomes for island communities, identifying resources and opportunities to work with a partnership approach to deliver what our communities need.</p> <p>The CLD approach is very much about equality and working with those that are most disadvantaged. By working and reporting up through the Local Equality Delivery Group we will continue to focus on ensuring reduced inequality for island residents.</p> <p>More robust data analysis and new methods of engaging with the community are part of the plans and this will strengthen the community voice, from all a range of areas and circumstances, monitoring, evaluation and reporting mechanisms as we move forward.</p> <p>CLD have built geographical support into our structure so that we ensure equity in the way we deliver our CLD support.</p>

You must now determine whether in your opinion your policy, strategy or service is likely to have an effect on an island community, which is significantly different from its effect on other communities (including other island communities).

If your answer is **No** to the above question, a full ICIA will NOT be required and **you can process to Step 6**.

If the answer is **Yes**, an ICIA must be prepared, and **you should proceed to Step 5**.

To form your opinion, the following questions should be considered:

Does the evidence show different circumstances or different expectations or needs, or different experiences or outcomes (such as different levels of satisfaction, or different rates of participation)?

Are these different effects likely?


Are these effects significantly different?

Could the effect amount to a disadvantage for an island community compared to the Scottish mainland or between island groups?

Step 5 – Preparing your ICIA	Response
In Step 5, you should describe the likely significantly different effect of the policy, strategy or service:	
Assess the extent to which you consider that the policy, strategy or service can be developed or delivered in such a manner as to improve or mitigate, for island communities, the outcomes resulting from it.	
Consider alternative delivery mechanisms and whether further consultation is required.	
Describe how these alternative delivery mechanisms will improve or mitigate outcomes for island communities.	
Identify resources required to improve or mitigate outcomes for island communities.	
Stage 6 – Making adjustments to your work	Response
Should delivery mechanisms/mitigations vary in different communities?	Yes, and they do, depending on the needs of the community / learner.

	Offering a range of deliver methods for courses and opportunities, which continues to be developed through feedback.
Do you need to consult with island communities in respect of mechanisms or mitigations?	<p>Contact with wide range of agencies, community groups and organisations provide vast opportunity for capturing feedback and review.</p> <p>How we deliver is key. Improvements in digital skills and services support will have positive impacts. Mitigations currently heavily focused around investment and support with digital skills - isolation, skills development etc.</p>
Have island circumstances been factored into the evaluation process?	Partnership approach is representative, and the feedback and knowledge of community and learners are a key part of the evaluation process. The CLD Partnership now has an adult learner, a young person, a Development Trust representative and a Community Association representatives sitting on the partnership, 2 of which represent communities from the ferry linked isles.
Have any island-specific indicators/targets been identified that require monitoring?	Two actions on the plan are specific to the ferry linked isles.
How will outcomes be measured on the islands?	<p>Overall outcomes will be measured and monitored quarterly then a formal analysis and review presented to Education Leisure & Housing Committee and the Local Equality Delivery Group annually.</p> <p>Outcomes around specific groups will be monitored, as the focus is on outcome by experience not necessarily by location.</p> <p>Qualitative and quantitative data will be gathered to ensure a rounded and full measure of impacts can be made.</p>
How has the policy, strategy or service affected island communities?	The plan will be monitored through feedback, evaluation and regular monitoring process. It is presumed that any actions will have a positive effect on our communities and learners as that is the key focus of the plan.

How will lessons learned in this ICIA inform future policy making and service delivery?	Reviewed as part of the evaluation process.
Step 7 – Publishing your ICIA	Response
Have you presented your ICIA in an Easy Read format?	The ICIA has been written as straightforward as possible. It is not being published. This has not been completed as a tick box exercise but has been completed to ensure we are developing the plan to be inclusive and relevant to local needs.
Does it need to be presented in Gaelic or any other language?	No
Where will you publish your ICIA and will relevant stakeholders be able to easily access it?	The ICIA will be published on the Orkney Islands Council website and can also be shared on request.
Who will sign off your final ICIA and why?	Frances Troup, as Head of Community Learning, Leisure & Housing and also as Chair of Community Learning and Development Partnership.

ICIA completed by:	Kerry Spence
Position:	CLDE Service Manager
Signature:	
Date complete:	19-08-25

ICIA approved by:	Frances Troup
Position:	Head of Community Learning, Leisure & Housing

Signature:	
Date complete:	25/08/25