



Report to: Education, Children's & Leisure Services

Meeting Date: 3 March 2026

Report by: Executive Director Education, Housing and Communities

Author: Kim Slater

Contact Email: kim.slater@moray.gov.uk

Subject: Partnership Community Learning and Development Plan (2024-2027) Update

1. PURPOSE

For Decision For Information

- 1.1 The purpose of this report is to note the progress made in regards to the implementation of the 2024-2027 Partnership Community Learning and Development (CLD) Plan.
- 1.2 This report is submitted to Section III (D) (1) of the Council's Scheme of Administration relating to exercising all the functions of the Council as Education Authority within the terms of the relevant legislation with regard to nursery, primary, secondary, community learning and development and to determine the Council's policies in regard thereto.

2. SUMMARY

- 2.1 This report highlights that 71% of the 2024-2027 Partnership CLD Plan is on target/completed as of the midway point in the plan timeline. The Strategic Partnership Group intend to review the outstanding actions to identify remedial action for the remaining period of the plan. This plan is a statutory requirement for a local authority as per the Community Learning and Development (Scotland) Regulations 2013.

3. RECOMMENDATIONS

3.1 It is recommended that Committee:

- i) notes and scrutinise the progress on the implementation of the 2024-2027 Partnership CLD Plan;
- ii) acknowledge all the partners input to date and the level of positive impact this plan has had on the local communities; and

- iii) **note that the CLD Strategic Partnership Group will start to review the plan and consider future priorities for the next iteration of the plan from Sept 2026 onwards.**

Kim Slater
Service Manager Leisure and Culture

4. BACKGROUND AND CONTEXT

- 4.1 At the meeting of Education, Children's and Leisure Services on 17 September 2024, Committee endorsed the Partnership CLD Plan for 2024-2027 prior to going to the Community Planning Board for formal approval (para 9 of the minute refers).
- 4.2 At the meeting of the Community Planning Board on 23 October 2024, the Board approved the Partnership CLD Plan for 2024-2027 and agreed to receive annual updates to ensure the Plan is responsive to local needs and meeting recommendations from the Independent Review of CLD (para 5 of the minute refers). The Plan is included as a background paper to this report.
- 4.3 The CLD Strategic Partnership Group meet quarterly to monitor the action plan, identify future priorities, share best practice and identify and resolve challenges linked to evidenced local need and national guidance. Since November 2025 the CLD Strategic Partnership Chair is a representative from tsiMoray and the Deputy Chair from Skills Development Scotland.
- 4.4 The Partnership CLD Plan for 2024-2027 has 3 key themes – Learning for Life, Active Citizens and Community Voice, Developing and Connecting the CLD Workforce. As well as the 3 key themes there are 3 cross cutting themes across the plan – Addressing impacts of rurality and poverty, Improving mental health and well-being by reducing social isolation and Promoting climate justice. An update on the progress of each of these themes is contained within **Appendix 1**. The appendix reflects updates from internal colleagues and those provided by partners as of the end of January. A summary of the key highlights are as follows;
- The Learner Link Up Group through Adult & Family Learning has enhanced learners confidence and integration, producing a story book 'Learners Journey' published in November 2025. 68 learners have engaged in the Learner Link Up Group.
 - Progress for Parents, Buckie, delivered by Moray Pathways in partnership with Moray Council Employability Team and Adult & Family Learning, were invited to the Adult Learners' Award ceremony at Holyrood and won the Family Learning Award 2025 presented by Scotland's Learning Partnership.
 - Multiply programme in Moray was delivered successfully through a range of partners reaching over 250 participants.
 - Activities at The Link facility in New Elgin are now taking place 7 days a week with weekend sessions run by volunteers that includes a larder and open family session.
 - Learn North, the collaboration of 8 Local Authorities and Third Sector representatives, delivered community development courses online to build staff capacity utilising external funding.
 - Groups supported in Forres and Lossiemouth now have Place Plans registered and available on the Council website. These groups will be supported by the Community Support Unit to realise priorities identified.

- 4.5 A meeting of the CLD Strategic Partnership Group was held on 10 February 2026 to review the priorities for the third year of the plan based on community need.
- 4.6 The Community Learning and Development Team within the Council is now part of the Finance, Strategy and Transformation Department sitting within the People, Change and Community Strategy Section. A new Head of Service and Service Manager have recently been appointed into this section, therefore their input will be required in regards to the priorities for the third year of the plan.

5. PROPOSALS

- 5.1 The proposal is to note and scrutinise the progress made to date in regards to the implementation of the 2024-2027 Partnership CLD Plan.
- 5.2 Acknowledge the input from partners to date and the positive impact this plan has had on the local communities.
- 5.3 Note that the progress update will also be reported to the Community Planning Board at the next opportunity due to the fact this plan was formally approved by this Board as partners are equally responsible and accountable for delivery of the plan.
- 5.4 Agree that the CLD Strategic Partnership Group will start to review the plan and consider future priorities for the next iteration of the plan from Sept 2026 onwards.

6. SUMMARY OF IMPLICATIONS

- 6.1 The table below shows whether risks and implications apply if the recommendations are agreed:

SUBJECT	YES	NO
Corporate Plan and 10 Year Plan (Local Outcome Improvement Plan)	x	
Policy and Legal	x	
Financial		x
Risk		x
Staffing		x
Best Value and Transformation	x	
Property		x
Information Communications Technology/Digital		x
Equalities. Social Inclusion and Economic Impact	x	
Climate Change and Biodiversity Impact	x	

- 6.2 **Corporate Plan and 10 Year Plan (Local Outcomes Improvement Plan (LOIP))**
Improved Collaborative Leadership, as part of continuous improvement through Best Value, will better enable the Council to fulfil the ambitions set out in its strategic plans.
- a) Links to Council Corporate Plan – The proposals in this report support and contribute to improved outcomes for communities as outlined in the following Council Plan strategic priorities:

- Tackle Poverty and Inequality.
- Build Stronger Greener Vibrant Economy.
- Build Thriving, resilient, empowered Communities.

b) 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:

- Developing a diverse, inclusive, and sustainable economy
- Building a better future for our children and young people in Moray.
- Empowering and connecting communities.
- Improving wellbeing of our population

6.3 **Policy and Legal**

There is a statutory requirement to produce a three year Community Learning and Development (CLD) Plan in line with the requirements for Community Learning and Development (Scotland) Regulations 2013 (CLD Regulations).

6.4 **Financial**

There are no direct financial implications connected to this report.

6.5 **Risk**

There are no risks associated with this report.

6.6 **Staffing**

Communities (CLD) commitments in the Plan will be based on current staffing resources – with the option to broaden/accelerate the scope of delivery if external funding allows.

6.7 **Best Value and Transformation**

This report links to the following Best Value actions;

- Work with Community Planning Partners (CPP) to develop shared priorities for incorporation into Local Outcome Improvement Plan (LOIP)
- Identify opportunities to maximise the impact of resources and budgets through alignment of activity.
- Continue development and delivery of Locality Plans, involving service users and local communities in the design of services.
- Engage key stakeholders (e.g. Community Engagement Group, Community Councils) on progress and feedback for PB approaches and local priorities

6.8 **Property**

There are no property implications associated with this report.

6.9 **Information Communications/Technology/Digital**

There are no information communications implications associated with this report.

6.10 **Equalities, Social Inclusion and Economic Impact**

Equalities and Social Inclusion underpin the priorities of the Partnership CLD Plan. Evidence of how partners are addressing inequalities and promoting social inclusion are reflected in **Appendix 1**.

6.11 **Climate Change and Biodiversity Impacts**

Climate change features as a cross-cutting theme within the Plan and is reflected in **Appendix 1**.

7. CONSULTATION

- 7.1 This report has been prepared in consultation with the CLD Strategic Partnership Group, Chief Financial Officer, Service Manager Legal Services, and Caroline O'Connor, Committee Services Officer and any comments made have been incorporated into the report.

8. BACKGROUND PAPERS

- 8.1 Moray Partnership CLD Plan 2024-2027

CLD PLAN REPORT SUMMARY

Activity	Why	Who	Milestones	RAG rating re progress completion of milestones
<p>1. Facilitate the Learner Link-Up group as a space to engage with and empower adult learners.</p>	<p>Learners will have a voice by engaging with activities of the Learner Link-Up Group.</p> <p>This will give learners the opportunity to have a voice, discuss issues, engage with decision-makers and contribute to improving and developing adult learning opportunities.</p>	<ul style="list-style-type: none"> • CLD Adult and Family Learning Team facilitation • Input from CLDSP partners as requested • Learners 	<p>8 Learner Link-Up sessions will be delivered annually.</p> <p>All CLDSP members will be invited to attend LLU meetings to share information and build links with learners, 2024-27.</p> <p>Learner Link-up will identify and organize 3 additional learning sessions per year.</p>	<p>12 Learner Link Up sessions delivered</p> <p>1 member of CLDSP attended 2 sessions</p> <p>3 extra learning sessions took place focusing on art to support learning.</p>
<p>General Summary on Activity Progress</p>				
<p>The Learner Link Up members grow stronger in confidence and connection from working together. Some highlights:</p> <ul style="list-style-type: none"> • Publication of an annual newsletter highlighting AFL activities to be shared with all learners, external contacts and agencies • Publication of an Adult Learners’ Booklet sharing learner journeys • Reading out written feedback on personal journeys at a surprise retirement event. • Participation in UK Parliament Week – friendly debates and research discussions. 				

Activity	Why	Who	Milestones	RAG rating re progress completion of milestones
<p>2. Extend approaches to promote easier access to adult learning in Moray.</p>	<p>Adult Learner easy to access learning opportunities. Not all learners access online information, so need a variety of approaches.</p> <p>The interim findings of the independent review noted 'poor awareness of CLD opportunities was also highlighted as a particular issue for people who want to access learning, reaching those who might benefit from CLD but who have not yet engaged with services remains a challenge.</p> <p>Organisations also report that finding up to date information is difficult. A maintained and up to date online app/space would make this easier for partners.</p>	<p>All CLD SP adult learning providers:</p> <ul style="list-style-type: none"> • CLD • Moray Pathways Local Employability Partnership • Communities and Volunteering Team • Health Improvement Team • UHI • LEAD Scotland • Moray Wellbeing Hub • tsi MORAY • Army Welfare Support Team (CLD) 	<p>All partners have access and training on ALISS.</p> <p>All CLD Strategic partners where appropriate upload and update their Adult Learning offer into the ALISS system (to link in with other digital apps being developed in Moray).</p> <p>Adult Learner signposting landing page developed and maintained.</p> <p>A number of partner organisations will input information into the Moray Pathways Website and social media.</p> <p>An increase in participation in learning opportunities will be recorded via the shared Hanlon Database.</p> <p>Generic promotional materials to be displayed in all local communities highlighting adult learning providers information.</p>	<p>Training delivered to CLDSP partners and input to ALISS</p> <p>Regular sharing of information with Moray Pathways keyworkers.</p> <p>All learning sessions, 1:1 and groups recorded on Hanlon. Hanlon – ongoing review and improvements.</p> <p>Various leaflets created covering provision. 1 generic leaflet widely distributed.</p>

General Summary on Activity Progress

ALISS – still active and up to date information on the system.
AFL have increased partnership working with Moray Pathways. (Employability)
Facebook informs the community of all planned learning opportunities. (Adult Learners' Week taster sessions, driving theory groups, Money Matters course, Number Confidence Week, Halloween arts & crafts, BSL, Art workshops)
AFL have increased connections with Locality Networks across Moray.
Attended marketplace events at The Link, New Elgin and Elgin Library.

Activity	Why	Who	Milestones	RAG rating re progress completion of milestones
<p>3. Complete partnership delivery of Multiply Program in Moray.</p>	<p>The CLD Strategic Partnership responded to this fund and agreed a pathway and partnership approach to delivery.</p> <p>The funding ends in March 2025 and partners wish to ensure learners can complete or progress to other learning – and to have a cohort of Numeracy Champions in place.</p>	<ul style="list-style-type: none"> • UHI Moray • LEAD Scotland • Adult & Family Learning (CLD) • ENABLE • Works • Salvation Army • National Numeracy • Library Learning Centre • Lossiemouth 2-3 Group 	<p>All partners to achieve targets by March 2025.</p> <p>Over 250 learners complete.</p> <p>20 Numeracy Champions trained.</p>	<p>LEAD Scotland: 416 engagements; 33 one-to-one referrals; collaborated with 80 community partners. 16 learners achieved SVQ level 2 & 3 courses through intensive support.</p> <p>Salvation Army: 25 participants completed courses, 9 gaining employment.</p> <p>UHI Moray: 370 students participated in courses with 298 achieving qualifications.</p> <p>Adult & Family Learning: 66 learners participated in programmes with 35 achieving qualifications. Unable to provide final count for number of champions trained.</p>
<p>General Summary on Activity Progress</p>				
<p>Moray MULTIPLY is now complete: Multiply report Legacy materials are now available to support anyone who may wish to upskill their numeracy skills/maths to move into education or employment . There was strong evidence of the impact on participants. Good example of strong partnership working, building increased understanding of the importance of contextualising learning and delivery in a community context. UHI Moray have continued with a programme to support learners and developed a course at SCQF level 4/5.</p>				

Activity	Why	Who	Milestones	RAG rating re progress completion of milestones
4. Facilitate and increase membership of the Youth Work Network in Moray.	Ensure a cohesive and robust youth work sector in Moray working in partnership to deliver the best youth work outcomes for young people.	All Youth Work providers and collaborators in Moray: <ul style="list-style-type: none"> • CLD Youth Work • The Loft Youth Project, Keith • EYDG, Elgin • Speyside Youth • The Gaff, Forres • The Fishermen's Hall, Buckie • Outfit Moray • Army Welfare • Aberlour Youthpoint • Moray Youth Justice • Throughcare/Aftercare • Uniformed Organisations • Church youth groups. 	At least four sessions to be delivered annually hosted by different partners Network to agree and deliver on work plan for first year of CLD Plan. Progressing potential projects to widen delivery options in partnership with other Youth Work providers.	<div style="background-color: #90EE90; padding: 5px;">4 meetings have taken place during 2025.</div> <div style="background-color: #FFFF00; padding: 5px;">Network plans align with CLD Plan but need formalising.</div> <div style="background-color: #90EE90; padding: 5px;">Development of partnership event for young people in early planning stage. Partnership training/sharing opportunities well supported.</div>
General Summary on Activity Progress				
Consistent participation from core youth work providers, although many still see themselves as distanced from CLD Plan. Rep from group to attend the CLDPG to increase awareness in group. No stats submitted from group for KPIs. Good examples of collaboration and joint working on development of Youth Voice, training opportunities and development of Youth Event.				

Activity	Why	Who	Milestones	RAG rating re progress completion of milestones
5. Pilot Outreach Youth Work approach in Elgin Academy, Buckie, Forres and Keith.	Young people who are currently disengaged from learning will benefit from outreach youth work through developing positive relationships with trusted youth workers. As a result, they will improve their attendance, attainment and sense of well-being and feel more involved as active citizens in their community.	<ul style="list-style-type: none"> • CLD Youth Work • Secondary Schools • Community Wardens • Police Scotland Youth Work Providers & Other Community Groups 	<p>Have staff in post prior to first term of 24/25 Academic Year.</p> <p>Produce a 6-month update report to elected members on the Education, Children's and Leisure Services (ECLS) Committee.</p> <p>Year 2 - Seek funding to roll out the approach in Lossiemouth, Speyside, Milnes and Elgin High.</p>	<p>4 members of staff recruited to posts.</p> <p>Next update due March 2026.</p> <p>Funding not found for additional 4 areas.</p>

General Summary on Activity Progress

Outreach Workers have been able to add to the reach of youth work more generally and working alongside the core youth work team they have been able to make significant increases in the number of young people participating in youth work activities and reporting improved health and wellbeing. Workers have worked alongside Employability Team on door knocking exercise to gather data for Annual Participation Measure. Outreach Youth Workers alongside their colleagues from the Core YW team and YW partners took part in several outreach sessions over the summer holidays with Police Scotland. They also teamed up with Active Schools to support some of their holiday activities in communities across Moray. Unfortunately, due to the temporary nature of these posts only one of the original members of staff remains in post and recruitment to fill the 3 other posts has been difficult. The Forres post is vacant and will not be filled in the given remaining timescale.

Activity	Why	Who	Milestones	RAG rating re progress completion of milestones
<p>6. New Elgin - Continued support to the LOIP priority area.</p>	<p>The Moray CPP identified New Elgin as one of two Local Outcome Improvement Priority areas and made a 10-year commitment to neighbourhood place-based work from 2019-29.</p>	<ul style="list-style-type: none"> • CLD (CSU/AFL/YW) • Moray Pathways • Mum Days Group • CLD/New Elgin PS 	<p>Partnership delivery to pilot community hub facility (The Link) located in New Elgin (from Sept 24).</p> <p>Continued delivery of Strategic Equity Fund project with P7 cohort at New Elgin PS.</p>	<p>Activity in The Link continues to develop and grow.</p>
<p>General Summary on Activity Progress</p>				
<p>Activity supported by CSU in The Link Weekly group – 6 sessions – 4 volunteers – average of 15 participants Knit & Natter – average 22 people attending weekly HIC course 5 sessions 4 attendees October Programme – family-based activities including crafts, STEM, board games and outdoor fun. Working with AFL, Youthwork, Libraries Learning Team – 6 sessions, 54 families attended 158 children. 1 year celebration – 85 attendees Food Larder established The Link now open during the weekend – larder session on Saturday morning and Family session on Sundays 4 new volunteers recruited this quarter.</p>				
<p>7. Buckie - Continued support to the LOIP priority area.</p>	<p>The Moray CPP identified Buckie as one of two Local Outcome Improvement Priority areas and made a 10-year commitment to neighbourhood place-based work from 2019-29</p>	<ul style="list-style-type: none"> • CSU • Buckie Area Forum • FAB Development Trust • Moray Pathways LEP • HIE Moray & Community Assets Team CLD (CSU/AFL/YW) 	<p>Partnership working to deliver on the priorities in the Buckie Community Plan.</p> <p>Focus on sustaining current Community Hub and working on feasibility of expanding into larger premise.</p>	<p>Regular meetings of the Monitoring group continue,</p> <p>Community Lunches continue with good support from public, agencies and volunteers. Funding for the running costs of the Hub post March 2026 applied for.</p>
<p>General Summary on Activity Progress</p>				
<p>Work on securing core funding for The Hub to continue beyond March 2026 – application submitted for core funding and awaiting outcome. Future of the current Hub dependent on this application. Initial work started with partners to look at scope for a partnership approach to develop a larger hub facility Community Lunch 27/10 – 65 visitors, 3 reps from 2 organisations 14 volunteers Community Lunch 24/11 – 64 visitors, 8 reps from 4 organisations 15 volunteers Community Lunch 8/12 – 57 visitors, 5 reps from 4 organisations, 15 volunteers.</p>				

Activity	Why	Who	Milestones	RAG rating re progress completion of milestones
8. Working with CPP Board to simplify process for communities to feed into the CPP process.	<p>The CPP Board have held several dialogue-based Development Days.</p> <p>They are planning to work with the Improvement Service to carry out a self-evaluation and are looking to strengthen community voice.</p>	<ul style="list-style-type: none"> • CPP Board (inc HIE) • Dialogue Days • Facilitation Team • Improvement Service • Community Engagement Group 	<p>Contribute to a CPP Board Development Day to explore refreshed mechanisms to enhance community voice in community planning.</p> <p>Action Plan developed for 25/26.</p>	<p>Development Day took place.</p> <p>Moray Engage Platform procured. MC training delivered. Now live.</p> <p>Community Engagement Group on hold until restructure in place.</p>

General Summary on Activity Progress

CLD facilitated a development session linked to feedback from the Community Engagement Group review. This fed into the self-evaluation survey that CPP board members took part in with the Improvement Service, with one section focussing on Community Voice. The CEG members decided that the group should stop meeting until the CPP has had a chance to reflect on the Self- Evaluation and clarify the mechanisms for community voice within the CPP. Moray Engage platform being used by Council Departments currently.

Activity	Why	Who	Milestones	RAG rating re progress completion of milestones
9. Place based approaches to community development and capacity building.	<p>The CPP are increasingly taking a place-based approach – beyond the two LOIP communities.</p> <p>Moray Council have worked with the Improvement Service and other authorities to develop rural poverty data.</p>	<ul style="list-style-type: none"> • CLD SP • Research Information Officer 	<p>Supporting community led action planning which contributes to reducing inequality.</p> <p>Scoping out work with SCVO and local stakeholders to co-ordinate digital community hubs across Moray.</p>	<p>Supporting groups in Forres and Lossiemouth with Place/Community Plans.</p> <p>On track – funding for the project finishes on 31/3/26</p>

General Summary on Activity Progress

Forres - work ongoing to support outcomes from Place Plan and Spirit of Community – co-ordinated by working group (Community Council, FAF and Sports Hub) updates requested from local groups.

Lossiemouth – work ongoing to support with West Beach Car Park initiative drop-in event.

Digital Hubs - 6 meetings held with 14 buddies attending

Get online week - 12 sessions across Moray during this week. 52 users, 14 digital buddies and 11 volunteers involved in 6 sessions that were attended by CSO.

Activity	Why	Who	Milestones	RAG rating re progress completion of milestones
10. Better capture the impact of community and third sector delivery of CLD in Moray.	Response to recommendations of HMI Progress Visit.	<ul style="list-style-type: none"> All partners to report on KPI's – 6 monthly. 	KPI performance information provided by partners.	Some partners share information in a timely manner.
General Summary on Activity Progress				
HMI progress visit signed off 22/1/25 on partnership work collaboration and information sharing. Data Dive session was delivered in June to MC staff then to the CLDSP to encourage partners to better contribute to national KPI data collection. This continues to be challenging.				
11. Maximizing new funding opportunities	New and continued external grant funding streams have appeared at short notice with tight deadlines for community take-up.	<ul style="list-style-type: none"> Lead organisations will involve partnership members as appropriate to maximise opportunities. 	External milestones responded to and targeted groups encouraged and supported to apply.	Partners have responded to all available opportunities.
General Summary on Activity Progress				
The Partnership has supported access to the funding opportunities administered via tsiMORAY for Community Mental Health & Wellbeing and Just Transition. This has enabled grassroots groups to develop provision locally and access training to support evaluation. Some Partnership members have also been on the decision-making panels. UKSPF funding has been accessed successfully for provision.				
12. Using a place-based approach to improve health and wellbeing.	Connecting individuals to non-clinical support and services within the community to improve health and wellbeing and to strengthen community connections.	<ul style="list-style-type: none"> Health Improvement Team HSCM 	Development and implementation of agreed Social Prescribing / Community Connector Model	Over 100 practitioners trained in Making every Opportunity Count. 1948 conversations recorded 13 Campaigns led by HIT team across Moray with partner support
General Summary on Activity Progress				
The top 5 services signposted to are: NHS Inform, Moray Council Out of Hours Service, Smoking Advice Service, Community Wellbeing Development Team, Moray Handy Person Service. The Staff Health and Wellbeing 3 day event at Dr Grays's Hospital recorded 60 interactions. Healthpoint had 1,631 contacts. Walk Moray has 107 active trained walk leaders averaging 100 walkers per week. Health walk hubs are being developed in schools with 3 secondaries currently trained. 17 BALL groups were attended by 800 older people and 4 SET groups attended by 100 older people.				

Activity	Why	Who	Milestones	RAG rating re progress completion of milestones
13. Learn North delivery of capacity building with all seven other partner areas.	A learner survey was conducted in April 2024 and the findings of that will form the basis of the action plan.	CLD and tsi leads from Moray, Highland, Aberdeenshire, Aberdeen, Western Isles, Orkney, Shetland and Argyll and Bute.	<ul style="list-style-type: none"> • Improve access to professional learning resources that will enhance digital practice and engagement. • Develop peer review opportunities on community learning and development themes. • Invite graduate students that have completed CLD research to share their learning. • Share learning from 2023/24 Progress Visits <p>Encourage sharing of initiatives to illuminate good practice in themes of CLD as part of the Winter Festival Programme.</p>	<p>Since Covid almost all provision is on-line and shared where possible on the i-Develop professional learning site.</p> <p>Community Development training was popular and had to be delivered 3 times with participants from all 8 local authorities and Third Sector groups participating.</p> <p>No graduates came forward during this reporting period.</p> <p>Progress visit updates shared and spaces offered where appropriate via the Winter Festival.</p>
General Summary on Activity Progress				
<p>Training based on last years needs assessment was delivered funded through a grant from the CLD Standards Council (£2k). An introduction to “No recourse to Public Funds was delivered by Grampian Regional Equality Council. 2 meetings were held to influence future funding for the north via the CLD Standards Council. Leading Professional Learning and Equity courses currently delivered to Head Teachers are being reworked to include CLD practitioners. Limited peer review opportunities due to travel costs, however there is a strong bond between the northern practitioners particularly evidenced when inspections are called.</p>				

Activity	Why	Who	Milestones	RAG rating re progress completion of milestones
14. Moray Capacity Building Activity.	Moray Council have a small budget of 4k annually to build staff and wider community capacity.	CLD lead	Initial learning offer to be designed with partners and delivered by March 2025. 2025-26 funding not yet confirmed.	Training delivered included Child Protection, REHIS, SQA accreditation, First Aid, Competencies, Mental Health First Aid. Budget reduced to £1,386 in 2025/26 and ringfenced for staff.
General Summary on Activity Progress				
This budget enabled training, which was often bespoke, accreditation and lets to be funded to enable provision in communities. It is an issue that we cannot respond quickly to requests and sometimes volunteers or learners are lost if external funding or opportunities within the partnership are not available. This will be debated in this year's priorities.				
15. Promote opportunities from qualified Moray staff to act as HMI Associate Assessors for CLD.	Moray does not currently have any active HMI Associate Assessors. HMI have indicated that they will be seeking to recruit in the future and the CLD SP could benefit from this.	<ul style="list-style-type: none"> • CLD SP to promote • Individual Practitioners 	Promote the opportunity and actively encourage staff who meet the AA criteria specified by HMI to apply to become associates.	2 applications from Moray Council staff, however one withdrew and one took early retirement.
General Summary on Activity Progress				
Education Scotland have now appointed a cohort of assessors. A request has been made to Learn North for the Associate Assessors to deliver online training as it will be a significant time before there is further recruitment. This needs to be addressed in the new CLD Plan.				