



Moray
Community Planning
Partnership

Moray Partnership CLD Plan 2021-24

CLD Strategic Partnership
WORK PLAN



Partnership CLD Work Plan

Individually the CLD Strategic Partnership members will continue their own focussed work and share this so there is a collective picture of learning opportunities and community activity. The real value of the partnership is through analysing data and creating actions or accessing and progressing opportunities through **collaborative working** so we can make a difference to communities.

The insight from the inequalities case studies carried out by the [Fairer Moray Action Group](#) reinforces the daily challenges people face before they contemplate learning or community activity. The partnership will respond to emerging need as Covid tiers and access to facilities change and as a result this plan is a live document which can be adapted as required

The work plan is built around the strategic priorities highlighted in the one page summary visual. We have referred back to the cross cutting themes and LOIP priorities in relation to our three priorities but not for the workforce related priority 4 or the governance related actions as these are more inward focussed than with communities and learners.

- **Priority 1:** Learning for All
- **Priority 2:** Active Citizens and Communities
- **Priority 3:** Participation & Community Voice

Cross-cutting themes:

1. Addressing impacts of rurality & poverty
2. Improving mental health & wellbeing
3. Addressing social isolation & helping people to reconnect.

Linking back to the LOIP

The work plan outlines the action and links it back to the Local Outcomes Improvement Priorities (LOIP) relating to the Delivery Framework for the Empowering and Connecting Communities strand

LOIP Empowering Communities Outcomes

- Develop stronger, more resilient, supportive, influential and inclusive communities.
- Improve life chances for people in Moray experiencing the greatest inequality of outcomes

LOIP Actions

1. Develop and implement a Community Wellbeing Survey identifying and responding to community needs. (L1)
2. Support Community Anchor Organisations to extend reach and involvement of those who are experiencing poverty and greatest inequalities and therefore less likely to participate (L2)
3. Support to maintain delivery of current and develop further locality plans as live active documents with meaning for the community. (L3)
4. Encourage and support the softening of the location boundaries for NE and BCE so that a wider population benefits where appropriate. (L4)
5. Promote and support Community Wealth Building initiatives to build wealth and prosperity within our communities (L5)
6. Capacity building support to community anchor organisations to become more involved with local decision making. Through support to develop locality plans identifying key priorities for their communities.(L6)
7. Ensure all communities have access to a range of learning offers to meet needs, focussing on the most disadvantaged groups. (L7)

MORAY COMMUNITY LEARNING & DEVELOPMENT PARTNERSHIP - IMPROVING LIFE CHANCES

LEARNING FOR LIFE



OPEN TO ALL REMOVE barriers to access

Range of adult learning opportunities



Support to volunteer

LEADERS in inclusive participation

We can make CHANGE

Inclusive processes

face to face & online

Further roll out of participatory budgeting

PARTICIPATION & COMMUNITY VOICE



ADDRESSING RURALITY & POVERTY



ADDRESSING SOCIAL ISOLATION THROUGH COMMUNITY CONNECTION



ACTIVE CITIZENS & COMMUNITY

WORKFORCE DEVELOPMENT

STRONGER, RESILIENT, SUPPORTIVE & INCLUSIVE COMMUNITIES

Partnership CLD Work Plan

Theme 1: Learning for Life					
<i>LOIP - Improve life chances for people in Moray experiencing the greatest inequality of outcomes</i>					
Activity (LOIP link)	Year 1	Summary year one	3 year Performance Target	Rag Status	Cross Cutting themes
Skills for life & work (L7)	M Power programme offered and piloted in Secondary Schools and impact evaluated for school leavers;	M Power has been adopted into core CLD Youth Work offer. 49 young people took part in this strand during the first year of the plan with young people progressing into positive destinations.	Over 80 pupils participate in programme. All 8 schools offer programme;		1
Moray pathways to improved employability (L7)	Moray Pathways at the Inkwell (employability and training hub) evidences increased CLD partners' involvement with regard to referrals and progression routes.	There were eight core partners inputting to the hub in first quarter of plan with a further 6 contributing in the remaining quarters. Employability Team, CLD Adult & Family Learning, Moray College training department, Elgin Youth Development Group, Moray Wellbeing Hub, Lossiemouth Entertainment Academy. Lead Scotland, Moray Reach Out, Enable Works, Barnardos, Apex Scotland, Social Enterprise Academy FACT, WEA (Aberdeen),	10% increase on 2021-2022 baseline		1,2
Digital Skills (L7)	Digital Mentoring Youth project piloted supporting community groups with digital skills/practical projects	A small group of 3 young people had started on this project but it was unable to continue as a result of key staff unavailability.	30 young mentors trained & accredited. 15 learners/activists supported.		3

ESOL (L7)	EAL pupils are made aware of the opportunity to study ESOL at Higher Level through Moray College.	In the academic year 22/23 there was a 160% increase in Nat 5 students (from 5-13). There was a slight drop in higher candidates (8-7) but that will hopefully balance as current Nat 5 students' progress.	10% increase annually on EAL pupils accessing Nat 5 and Higher level ESOL qualifications.		L7
	Partnership research with EAL families and wider community to understand awareness and demand for ESOL learning opportunities from informal through to accredited learning.	ESOL survey was carried out by partners. Increase UHI provision to meet demand as well as additional short term hybrid provision for Ukrainian learners over summer 2022 and the development of community based ESOL provision through CLD.	ESOL learners are able to access a range of learning options and are able to fully participate in learners' forums.		L7

Theme 2: Active Citizens and Communities					
• LOIP – Develop stronger, more resilient, supportive, influential and inclusive communities.					
Activity (LOIP link)	Year 1	Summary Year One	Performance Target	RAG status	Cross Cutting themes
Valuing volunteering, support people to get into volunteering (L2)	Partnership promotion of CLD volunteering charter by CLDSP; Promotion of Volunteer Friendly Award (VFA) ; Annual Volunteers week celebration	tsi MORAY led on Volunteer Week celebrations in an effective social media campaign that focussed on 20 organisations working with volunteers. Three Moray voluntary organisations received the Queens Award for Voluntary Service – Moray Food Plus, Buckie Boys Brigade and the Moray Duke of Edinburgh Committee. The Volunteer Friendly Award has now changed and is delivered online by the national charity Volunteer Scotland. Good practice continues to be shared and promoted within tsi MORAY Volunteer Managers Network. Significant levels of volunteering with older people being supported though Health and Social Care Partnership Communities & Volunteering Team.	All CLD strategic partners adopt VFA principles. Increased recognition of the role and impact of volunteers in Moray.		2,3
Neighbourhood approach to develop community owned plans (L1 , L3, L4)	LOIP priority communities in Buckie and New Elgin supported to sustain and develop activity and involvement as new groups emerge in Keith, Lossiemouth and Forres.	Buckie Localities Plan – Extensive community engagement around reviewing and refocusing on community priorities. Community lunches to connect people with services were restarted and have been highly successful. Community feedback events further refined the priorities of the new Plan before its launch. New Elgin Localities Plan – Development of new working groups has led to increased engagement activities to reach more local residents. Targeted events around older people and pensions, family learning and pop up engagement sessions.	Anchor organisations supported to review progress and identify areas that require further partner support for development and improvement.		1,2,3

		Locally lead work in Lossiemouth has helped Lossiemouth Development Trust produce their new plan In Forres continued consultation has happened with two well attended community events and other outreach activity. Work has started in Keith with high levels of engagement in the community survey after a successful engagement process which included outreach sessions in the surrounding settlements.			
Continuing to support & develop community action groups through training & other initiatives (L6)	Local action groups supported to deliver on initiatives and projects.	<p>Community Council elections were held and 17 were formed.</p> <p>Area Forums continue to meet in Buckie and Forres with Milne’s looking to reform. Buckie have had a productive year with increased participation in meetings and developments like the formation of a new Development Trust Steering Group and securing a short term lease for a short term community warm hub.</p> <p>HIE continue to support community anchor organisations. 118K of Covid Recovery Funding was distributed to 8 organisations. Development Officer posts funded in Lossiemouth ,Forres, Tomintoul& Glenlivet, Portgordon, Dufftown, Elgin Youth Café and Cullen</p> <p>Community Support Unit continued to support community groups across Moray directly helping them leverage in external funding.</p>	Community groups in Moray are able to progress actions they have identified as local priorities.		1,3
Developing community resilience plans (L3 and L6)	Joint Community Councils develop 6 Resilience plans. Awareness of benefits of resilience planning shared at conference hosted by Resilience Partnership Group.	Community Support Unit helped 12 local groups draw down £207k of funding from the SSEN Resilience Challenge Fund – all working towards localised Resilience priorities.	All community councils to have their own Community Resilience Plans in place by 2024		1,3,

Theme 3: Participation & Community Voice					
• LOIP – Develop stronger, more resilient, supportive, influential and inclusive communities.					
Activity (LOIP link)	Year 1	Summary Year One	Performance Target	RAG Status	
<p>Building on existing forums to foster inclusive community participation and engagement (including young people)</p> <p><i>(L6)</i></p>	<p>Work with CPP to relaunch Community Engagement Group.(CEG)</p> <p>Review of current provision and areas for improvement and whether any support required; e.g. young people’s participation/ involvement.</p>	<p>Stakeholders were involved in co-designing the new refreshed Community Planning Partnership Community Engagement Strategy – which was endorsed by the CPP Board in November 22.</p> <p>tsiMORAY facilitated Children and Young People’s Forum, Fairer Moray Forum Action Group, and Health and Wellbeing Forums and Moray Climate Assembly.</p> <p>Moray is represented by two MYSP’s at the Scottish Youth Parliament and young people have participated in the Northern Alliance Youth Advisory Group.</p>	<p>Community Planning Partnership Engagement Strategy is refreshed.</p> <p>Wider community group involvement in Community Engagement group</p> <p>Improved quality of community engagement in Moray.</p>		1,2,3
<p>Further roll out of participatory budgeting</p> <p><i>(L5)</i></p>	<p>PB programme delivered around play parks in Moray – piloting the use of the CONSUL online engagement tool and building on previous approaches (e.g.) with care experienced young people.</p> <p>Increase the number of council services utilising PB as a method to prioritise spending</p>	<p>The main council service to engage through PB has been the Open Spaces Team re Playparks in Rothes (120K) Findochty (70K), Cullen, and (74K).</p> <p>The Money for Moray Partnership allocated 150k through PB funding, 50k of which was for young people through the Back of Your Feet Programme which funded 20 youth led health and wellbeing projects.</p> <p>Partners worked together to allocate significant amounts of external funding – over £257K Mental Health and Wellbeing funds were distributed through a representative tsi panel; 6 projects were funded through the Community Priorities Fund with a further 6 through Carbon Neutral Communities Fund.</p>	<p>Moray Council is moving forward in its commitment to meet the 1% requirement in the Community Empowerment Act.</p>		1,2,3

Theme 4: Workforce Development				
Activity	Year 1	Summary Year One	Performance Target	RAG Status
Digital skills for learning	Skills rapidly learnt consolidated; Gaps identified and supported.	10 organisations took part in Cyber Resilience Training. LEAD Scotland delivered sessions on Thinking Digitally at SCQF Level 6. Moray Pathways Digital Champion supported 81 individual digital support sessions carrying out 67 Essential Skills Assessments.	Digital skills need met in annual appraisals 8 champions identified	
Increasing understanding of a rights based approach with CLD providers in Moray.	Partnership capacity building programme to raise awareness of CLD as a rights based activity.	Training was delivered on the United Nations convention on the Rights of the Child through the wider Learn North partnership. Staff also took part in training delivered by Education Scotland and Youth Link.	CLD partners understand and use a rights based approach with communities and individuals	
Career pathway and progression routes to further skill and grow the CLD workforce	Work with CLDSC, Learn North and Northern Alliance plus CLDMS to deliver CLD generic inductions on-line. Moray workforce survey completed and priorities identified.	Moray practitioners both contributed to and participated in the Share, Shape , Sustain programme of CPD with inputs from Moray Wellbeing Hub , adult and family learning and on Participatory Budgeting. 16 people took part in Get Ready for Youth Work training as the first step to a career in youth work. The next progression will be to the PDA in Youth Work which is planned for year 2.	CLD recognised and promoted as a career choice by all partners – and qualifications actively sought out in recruitment processes. Staff and volunteers access to accredited learning opportunities. 10% increase in CLDSC membership in Moray.	
Partnership approach to training offer to community groups and organisations	Workforce subgroup expanded to create the Capacity Building Training Calendar delivered annually	<ul style="list-style-type: none"> • Q1 – Challenge Poverty Week programme of events and Vulnerable Adult training (16 orgs) • Q2 – Cyber Resilience Training; Defibrillator training; How Good Is Our CLD session for third sector • Q3 – Get Ready for Youth Work, Child Protection, REHIS, Intro to STEM; STEM and Mental Health. • Q4 – Gaelic, Child Protection, Alcohol Brief Intervention Training, Confidence 2 Cook Training for Trainers, Local Health Walks. 	Learning offer is linked to identified needs and meeting CLD Plan priorities and cross-cutting themes.	

Theme 5: Governance - CLDSP Improvement Actions				
Activity	Year 1	Summary Year One	Performance Target	RAG Status
Provide quarterly statistics linked to KPI's to CLDSP for monitoring purposes	4 quarterly reports to CLDSP, CPOG and LOIP Targets set after 2nd quarter.	Quarterly reporting has been initiated and discussed at CLD Strategic Partnership. Year One KPI's will; act as benchmark for the rest of the Plan. Data is used to report back to CPP through quarterly LOIP reporting.	Increases on benchmark data created in Q1 and Q2 of the new plan. Samples confirm target audience achieved	
Improve sequencing of meetings to streamline reporting on LOIP	Meetings structured to ensure partnership scrutiny of LOIP reports prior to submission.	Meetings have been timetabled more regularly but for shorter duration with a cycle of business agreed in advance. There were two meetings with a specific focus on the LOIP and the work in New Elgin and Buckie. Partners carried out a robust year one self-evaluation using the How Good Is Our CLD 4 Framework. .	CLD Strategic partnership are able to report on performance and to demonstrate the impact of improved partnership working.	
Revisit the risk mapping every 6 months to identify gaps and needs	Communities identified where provision has not re-opened and contact made Analysis of availability and community access to	tsiMORAY led on the partnership delivery of Community Based Adult Learning provision which met needs and gaps identified in the initial consultation about the CLD Plan. Learning sessions were delivered throughout Moray in order to meet these identified needs. CLD service starting to deliver community based ESOL – again as part of co-ordinated partnership working with UHI Moray	CLD regulations are met and information contributes to formation of next Partnership CLD Plan.	
Agreement to adopt case-studies/other mediums to evidence impact of work by partnership	Moray Strategic CLD Partnership develops Word press website to store and highlight partner case studies on effective delivery.	Partners have pulled together a suite of case studies which will be added to the webpage to Increase transparency and access to information around the CLD Plan and the work being done in Moray.	Moray CLD Strategic Partnership is able to demonstrate the impact of improved partnership working on performance.	

Leadership focus with the new HGIO4?	New members induction to CLD completed; CLDSP focus on 2 QI's & learning embedded	CLD Strategic Partnership used the How Good Is Our CLD 4 Model to evaluate the impact and effectiveness of partnership working – shared as a case study on the Education Scotland website.	Working knowledge of the new framework applied by partners in other settings	
To develop a partnership approach to quality assurance	Programme developed and piloted linked with North Alliance.	Agreement that partners across the 8 authorities can request support with joint work and Associate Assessor type provision. Moray delivery within the “Share Shape Sustain” on-line CPD sharing good practice/learning opportunities. Follow up questions received from other local authorities in youth participatory budgeting and CHIME.	Moray practice benefits from supportive external scrutiny and opportunities for peer learning.	
Addressing impacts of poverty in Moray	Participate in Challenge Poverty Week to review case-studies for CLD practice issues. Put in place measures to support learners and activists and signpost them to partner and wider CLD provision.	Core partners engaged with Challenge Poverty Week 2021 which included on-line workshops; a Real Living Wage campaign; Stalls in Forres, Elgin, Buckie and Keith. 2022 focussed on promoting the Money Worries leaflet ensuring communities were aware of supports available and signposted to resources. Support to community lead initiatives to build resilience and capacity. An updated Inequalities in Moray report is being collated to document the voices of residents and organisations.	Partners are increasing the involvement of people who experience poverty and helping them to access support and learning opportunities.	