



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)

# LEARNING FOR LIFE

**↑ Increase RANGE of learning opportunities**

**ESOL**

**Skills for life & work**

**Support into work**

**Community**

**Family**

**Digital skills**

**Create MORE opportunities**

**MANY ways to learn**

**OPEN TO ALL**

REMOVE barriers to access

Range of adult learning opportunities



in inclusive participation

## PARTICIPATION & COMMUNITY VOICE

- Build on existing networks & forums

### Embed localities approach

It's NORMAL  
to discuss  
services & issues



SHARE  
best  
practice

We can make  
**CHANGE** ➡

### Inclusive processes

## Community Events

Get involved with youth work

→ Young people meet & discuss issues

Further roll out of participatory budgeting

BEING ADDRESSING SOCIAL ISOLATION THROUGH COMMUNITY CONNECTION CLD

**PARTNERSHIP approach**

- services improve
- Training offered to groups & organisations
- Digital skills for online learning

## Development of Community Resilience Plans

IMPROVE engagement

outcomes

services improve

**PARTNERSHIP approach**

Training offered to groups & organisations

➡ Digital skills for online learning

Understand RIGHTS BASED approach

Networking  
with confidence

## Career pathways & progression routes



United Nations  
Convention on the  
Rights of the Child

SHARE  
peer  
learning  
& research

Community Councils

## SUPPORT

CLD is a SAFETY NET

We value volunteering

## WORKFORCE DEVELOPMENT

- Supported by regional & national networks

## ACTIVE CITIZENS & COMMUNITY

**STRONGER, RESILIENT, SUPPORTIVE & INCLUSIVE COMMUNITIES**

## Partnership CLD Work Plan

<b>Theme 1: Learning for Life</b> <i>LOIP - Improve life chances for people in Moray experiencing the greatest inequality of outcomes</i>						
<b>Activity (LOIP link)</b>	<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Performance Target</b>	<b>Partners</b>	<b>Cross Cutting themes</b>
<b>Skills for life &amp; work (L7)</b>	M Power programme offered and piloted in Secondary Schools and impact evaluated for school leavers;	All secondary schools offer M Power.	M Power part of the core learning offer	Over 80 pupils participate in programme. All 8 schools offer programme;	Communities (CLD) Youth Work Manager  SDS/DYW/Moray College UHI	1
<b>Moray pathways to improved employability (L7)</b>	Moray Pathways at the Inkwell (employability and training hub) evidences increased CLD partners' involvement with regard to referrals and progression routes.	CLD partners respond to annual feedback from participants, employers, partners to improve learner outcomes.	CLD partners respond to annual feedback from participants, employers, partners to improve learner outcomes.	10% increase on 2021-2022 baseline		1,2
<b>Digital Skills (L7)</b>	Digital Mentoring Youth project piloted supporting community groups with digital skills/practical projects	Project learning rolled out and grown with potential wider engagement with families and other learners	Digital mentors programme established with regular cohorts of participants	30 young mentors trained & accredited. 15 learners/activists supported.	Communities (CLD) Youth Work Manager with CLDSP.	3
<b>ESOL (L7)</b>	EAL pupils are made aware of the opportunity to study ESOL at Higher Level through Moray College.	Increase in uptake of school pupils studying ESOL qualifications through Moray College	Increase in uptake of school pupils studying ESOL qualifications through Moray College	10% increase annually on EAL pupils accessing Nat 5 and Higher level ESOL qualifications.		2

	Partnership research with EAL families and wider community to understand awareness and demand for ESOL learning opportunities from informal through to accredited learning.	Increase and promote the ESOL offer in Moray to respond to findings from year one research.	Increase and promote the ESOL offer in Moray to respond to findings from year one research and year two evaluations.	ESOL learners are able to access a range of learning options and are able to fully participate in learners' forums.	Moray College UHI /Communities (CLD), EAL Service /SDS/	
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<b>Theme 2: Active Citizens and Communities</b> <ul style="list-style-type: none"> <li><i>LOIP – Develop stronger, more resilient, supportive, influential and inclusive communities.</i></li> </ul>						
<b>Activity</b> <i>(LOIP link)</i>	<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Performance Target</b>	<b>Partners</b>	<b>Cross Cutting themes</b>
<b>Valuing volunteering, support people to get into volunteering</b>  <b>(L2)</b>	Partnership promotion of CLD volunteering charter by CLDSP;  Promotion of Volunteer Friendly Award;  Annual Volunteers week celebration	Volunteer summit to check out experiences;  Increased uptake of VFA;  Annual Volunteers Week celebration	Volunteer summit to check out experiences;  Increased uptake of VFA  Annual Volunteers Week celebration	All CLD strategic partners adopt VFA principles.  Increased recognition of the role and impact of volunteers in Moray.	CLD Strategic Partnership	<b>2,3</b>
<b>Neighbourhood approach to develop community owned plans</b>  <b>(L1 , L3, L4)</b>	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.	Anchor organisations in Keith, Lossiemouth and Forres supported to progress their place based community action plans	CPP identify new priority areas for place based locality planning.	Anchor organisations supported to review progress and identify areas that require further partner support for development and improvement.	CSU team in Communities (CLD) – reporting via CLD Strategic Partnership	1,2,3
<b>Continuing to support &amp; develop community action groups through training &amp; other initiatives</b> <b>(L6)</b>	Local action groups supported to deliver on initiatives and projects.	Local anchor organisations and action groups supported to deliver on initiatives and projects.	Local anchor orgs and action groups supported to deliver on initiatives and projects.	Community groups in Moray are able to progress actions they have identified as local priorities.	CLD Strategic Partnership  (linking to Community Engagement Group)	1,3
<b>Developing community resilience plans</b>  <b>(L3 and L6)</b>	Joint Community Councils develop 6 Resilience plans. Awareness of benefits of resilience planning shared at conference hosted by Resilience Partnership Group.	Joint Community Councils develop further 6 Community Resilience plans.	Joint Community Councils develop further 6 Community Resilience plans.	All community councils to have their own Community Resilience Plans in place by 2024	Work being led by Joint Community Councils – support from CLD partners through Resilience Partnership.	1,3,

### Theme 3: Participation & Community Voice

- LOIP – Develop stronger, more resilient, supportive, influential and inclusive communities.

Activity (LOIP link)	Year 1	Year 2	Year 3	Performance Target	Partners	
<b>Building on existing forums to foster inclusive community participation and engagement (including young people)</b>  <b>(L6)</b>	<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>Increased community involvement in CEG.</p> <p>Where identified recruitment drive to engage broader demographic of members</p>	<p>Sustain community involvement in CEG.</p> <p>Stronger conduit for community groups engagement and feedback with the CPPB, with transparency on structure</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>	CLD Strategic Partnership	<b>1,2,3</b>
<b>Further roll out of participatory budgeting</b>  <b>(L5)</b>	<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>	Two additional council services supported to develop PB process	Increased number / value of PB programmes delivered	Moray Council is moving forward in its commitment to meet the 1% requirement in the Community Empowerment Act.	Communities (CLD) – Engagement manager.	1,2,3

Theme 4: Workforce Development					
Activity	Year 1	Year 2	Year 3	Performance Target	Partners
<b>Digital skills for learning</b>	Skills rapidly learnt consolidated; Gaps identified and supported.	Confident use of digital mediums in delivering blended learning;  Digital champions identified and trained	Digital Champions respond to needs of communities and partnership opportunities	Digital skills need met in annual appraisals  8 champions identified	Communities (CLD) YW Manager: 1,3
<b>Increasing understanding of a rights based approach with CLD providers in Moray.</b>	Partnership capacity building programme includes access to rights based learning opportunities to raise awareness of CLD as a rights based activity.	Partnership capacity building programme includes rights based learning opportunities to raise awareness of CLD as a rights based activity.	Partnership capacity building programme includes rights based learning opportunities to raise awareness of CLD as a rights based activity.	CLD partners understand and use a rights based approach with communities and individuals	Sub – group of CLD Strategic Partnership.
<b>Career pathway and progression routes to further skill and grow the CLD workforce</b>	Work with CLDSC, North and Northern Alliances plus CLDMS to deliver CLD generic inductions on-line.  Moray workforce survey completed and priorities identified.	First steps accredited learning delivered of PDA in Adult Learning and PDA in Family Learning through the Northern Alliance.  Training programme adapted to respond to workforce feedback and to respond to CLD Plan priorities.	Range of CPD opportunities in Moray and evidence of a clear progression pathway for unqualified staff.	CLD recognised and promoted as a career choice by all partners – and qualifications actively sought out in recruitment processes.  Staff and volunteers have access to accredited learning opportunities.  10% increase in CLDSC membership in Moray.	Communities (CLD) - Strategic Partnership Officer with Sub – group of CLD Strategic Partnership.
<b>Partnership approach to training offer to community groups and organisations</b>	Workforce subgroup expanded to create the Capacity Building Training Calendar delivered annually	Learning offer builds on evaluation responses	Learning offer builds on evaluation responses	Learning offer is linked to identified needs and meeting CLD Plan priorities and cross-cutting themes.	Sub – group of CLD Strategic Partnership.

### Theme 5: Governance - CLDSP Improvement Actions

Activity	Year 1	Year 2	Year 3	Performance Target	Partners
<b>Provide quarterly statistics linked to KPI's to CLDSP for monitoring purposes</b>	4 quarterly reports to CLDSP, CPOG and LOIP <b>Targets set after 2<sup>nd</sup> quarter.</b>	Targets sustained in reporting & recovery issues addressed/amended	Targets surpassed in reporting	Increases on benchmark data created in Q1 and Q2 of the new plan. Samples confirm target audience achieved	Communities (CLD) - Strategic Partnership Officer
<b>Improve sequencing of meetings to streamline reporting on LOIP</b>	Meetings structured to ensure partnership scrutiny of LOIP reports prior to submission.	Improved reporting through formal routes.  Partnership case studies produced regularly to outline progress and achievements.	CLD Plan review informed by robust performance data.  Refreshed CLD Plan created with key stakeholders.	CLD Strategic partnership are able to report on performance and to demonstrate the impact of improved partnership working.	Communities (CLD) - Strategic Partnership Officer
<b>Revisit the risk mapping every 6 months to identify gaps and needs</b>	Communities identified where provision has not re-opened and contact made  Analysis of availability and community access to	Capacity building support offered to re-engage, working with communities	Scrutiny may highlight unmet need or partnership agreements	CLD regulations are met and information contributes to formation of next Partnership CLD Plan.	Chair – CLD Strategic Partnership.
<b>Agreement to adopt case-studies/other mediums to evidence impact of work by partnership</b>	Moray Strategic CLD Partnership develops Word press website to store and highlight partner case studies on effective delivery.	Increased transparency and access to information around the CLD Plan and the work being done in Moray.	Moray has an information bank of testimonies of impact and is able to report on this locally and nationally.	Moray CLD Strategic Partnership is able to demonstrate the impact of improved partnership working on performance.	Communities (CLD) - Strategic Partnership Officer
<b>Leadership focus with the new HGIO4?</b>	New members induction to CLD completed;  CLDSP focus on 2 QI's & learning embedded	CLDSP scrutiny on further 2 QI's & learning embedded	CLDSP scrutiny on further 2 QI's & learning embedded	Working knowledge of the new framework applied by partners in other settings	Communities (CLD) - Strategic Partnership Officer

<b>To develop a partnership approach to quality assurance</b>	Programme developed and piloted linked with North Alliance.	Neighbouring colleagues & partners peer evaluate provision	Neighbouring colleagues & partners peer evaluate provision	Moray practice benefits from supportive external scrutiny and opportunities for peer learning.	Communities (CLD) - Strategic Partnership Officer
<b>Addressing impacts of poverty in Moray</b>	<p>Participate in Challenge Poverty Week to review case-studies for CLD practice issues.</p> <p>Put in place measures to support learners and activists and signpost them to partner and wider CLD provision.</p>	Partners are reaching people who experience poverty and widening access to programmes and services.	Partners are effectively reaching people who experience poverty and widening access to programmes and services.	Partners are increasing the involvement of people who experience poverty and helping them to access learning and community development opportunities	CLD Strategic Partnership