

Our CLD Plan Priorities 2021-24

Our Partnership CLD Plan is a three year plan but with a particular focus in the first year on how we respond to the lessons of the pandemic and our emerging understanding of who has been affected most by it.

We will be shifting the balance of delivery to provide more face to face support and to create opportunities to help people reconnect within their communities. We will also continue to improve and enhance our virtual offer. One of the positive lessons from the last 18 months has been the way in which many of our communities and individual learners have adapted to the virtual world.

As a strategic CLD Partnership, we too have adapted and have successfully gravitated to online meetings, keeping partners connected and engaged. This refreshed Partnership CLD Plan has been shaped and informed by the partners from their own perspectives and understanding and in response to the input and feedback from existing learners, community organisations and the wider public.

Our vision is captured below:

We have an effective Community Learning and Development (CLD) Partnership in Moray who are committed to helping our communities recover from the impacts of the pandemic.

We realise that not everyone has been affected in the same way and we want to target our support to those who would benefit most from our collective inputs.

All of our activity is consistent with the national CLD Outcomes (see appendix 2) and the Community Planning Partnership focus of the Local Outcome Improvement Priorities (LOIP), and contribute to:

- Improving life chances for people in Moray of all ages in communities experiencing the greatest inequality of outcomes.
- Developing stronger, more resilient, supportive, influential and inclusive communities

Priorities – We have identified four strands to our Partnership CLD Plan, which are underpinned by a number of cross-cutting themes:

- Learning for Life (improving access to learning).
- Active citizens and active communities.
- Participation and Community Voice.
- Workforce Development.

Cross Cutting Themes

- Addressing impacts of rurality and poverty.
- Improving mental health and well-being.
- Addressing social isolation and helping people to reconnect.

This section shows our simple Theory of Change; explains the priorities and includes a summary of the Plan themes captured in a one page graphic.



Priority 1 – Learning for life – improving access to learning

Theory of change

Learning is life-long and happens in many different ways and settings.

We recognise that some people face more barriers to accessing learning, and that this has an on-going impact on their life chances.

We will work to remove barriers to learning so that people are more likely to reach their potential, leading to improved health, well-being, employability and quality of life.

Improved life chances for people experiencing greatest inequality of outcomes

- Skills for life and work (eg. Essential Skills, ESOL, accreditation; soft skills, Employability etc.)
- Digital skills
- Family and inter-generational learning
- Support for young people to get into work or volunteering.
- More community based adult learning opportunities.
- Moray Pathways to improved employability.

Priority 2 – Active citizens and communities

Theory of change

As a partnership we are committed to improving our ability to engage with our communities because we believe that it leads to better outcomes.

We will work in partnership with our community groups and organisations to progress the things that are important to them and their communities.

Stronger, more resilient, supportive, influential and inclusive communities

- Valuing volunteering
- Continuing to support community action groups
- Training to help groups grow and develop.
- Neighbourhood approach to develop community owned plans
- Developing Community Resilience Plans

Covid-19 recovery cross cutting themes

- Addressing the impact of rurality and poverty in Moray.
- Improving Mental health and well-being.
- Addressing social isolation and helping people reconnect.

LOIP themes

- Improved life chances for people of all ages – experiencing greatest inequality of outcomes.
- Developing stronger, more resilient, supportive, influential and inclusive communities.

Priority 3 – Participation and community voice

Theory of change

People who have more agency over their lives are better able to influence change.

We want to make it normal for Moray residents to be engaged in discussions about local services and issues – and that residents feel that they can contribute to improved outcomes.

We will work with our communities to co-design our processes so that they are inclusive and accessible from the start.

Stronger, more resilient, supportive, influential and inclusive communities

- Building on existing networks and forums to enhance inclusive community engagement.
- Further roll out of Participatory Budgeting.
- Develop Moray as a leader in inclusive participation which actively involves those who face most barriers.
- Increase opportunities for young people to meet and discuss issues of importance to them.

Priority 4 – Workforce development

Theory of change

There is a strong link between professional learning and improving services and as a partnership we are committed to developing our own capacity.

We will work to deliver quality training and development pathways within our communities by accessing learning opportunities and support through local, regional and national networks.

Stronger, more resilient, supportive, influential and inclusive communities

- Digital skills for learning.
- Networking and training to further develop confidence in facilitating engagement.
- Increasing understanding of a rights based approach
- Career pathway and progression routes to further skill and grow the CLD workforce.
- Partnership approach to training offer to community groups and organisations.

Learning for Life

We will work to remove barriers to learning so that people are more likely to reach their potential, leading to improved health, well-being, employability and quality of life.

- More people in Moray can access learning opportunities.
- Learning opportunities are available in a variety of formats to widen access across Moray.

Participation and Community Voice

We will work with our communities to co-design our processes so that they are inclusive and accessible from the start.

- More people get involved in community activity for the first time.
- CLD partners are more effective at engaging with and involving local people.

Active Citizens and Communities

We will work in partnership with our community groups and organisations to progress the things that are important to them and their communities

- Local people are actively involved in local decision making and in identifying local priorities.
- More people feel they have a say and that their involvement makes a difference.

Workforce Development

We will work to deliver quality training and development pathways by accessing learning opportunities and support through local, regional and national networks.

- We have a skilled and confident CLD workforce in Moray.
- More community groups and organisations are able to access training and learning opportunities.

