

Moray Partnership CLD Plan 2024-2027



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Cover photo: Outfit Moray project funded through Participatory Budgeting

HUB volunteers network



Foreword

If the past few years have taught us anything, it is indeed the power of communities. In Moray, as in the rest of the Scotland, we realised that without commitment from some great community champions, we would take a long time to recover. This is demonstrated in the amazing work that we are seeing through the emergence of Community Hubs which are bringing together communities and groups to support those most in need. We live in a beautiful area which sometimes masks the needs of our communities. Rural poverty is real, and we are seeing more real poverty emerging in our towns and villages. Scottish Index of Multiple Deprivation (SIMD) does not always demonstrate the actual need, and we have gathered statistical evidence to show that Moray is desperately in need of more support.



Jackie Andrews

Chair of the Moray CLD
Strategic Partnership

Head of Academic
Partnerships UHI Moray

All of this in a landscape of declining resource, and when funding does become available, it is short term and only begins to address the needs of individuals in our communities. Partnership working has never been more important, we are seeing a greater need for community learning and development across our region. The Hubs which I referenced earlier, are an excellent starting place, but they are not and should not be, the answer to all our issues. Some communities are pulling together, and we see evidence of improvements in the day to day lives of our most vulnerable, but we need to replicate this across our region, and we can do this by working together to support community aspirations and enabling learning.

This CLD Plan will build on the themes which we identified previously. We have reflected and reviewed the work that we have already started. We have responded to a recent Education Scotland Progress Visit, and we will also take account of the findings of the CLD Review which was published on 17th July 2024.

It is important that we continue our journey to develop the themes of: Learning for Life; Active Citizens and Community Voice; and Developing and Connecting the Workforce.

Executive Summary

Our CLD Plan Priorities 2024 -27

Our Partnership CLD Plan has been produced in line with Ministerial Guidance issued in April 2024 which anticipated that Plans would be '*...carrying forward much of the content of their existing plans and only reflecting significant changes which have impacted communities and learners*'.

The themes in the new Plan are an evolution of the 2021-2024 version with specific outcomes updated to reflect current local priorities.

- The Learning for Life strand is still a key shared priority and will be refreshed in year two once the Independent Review reports back.
- We have merged the two community development themes from 2021-2024 into one.
- We have broadened the Workforce Development strand to address Improvement Actions from the 2023 HMle Progress Visit.
- Responding to climate change has been added to the cross-cutting themes.

Learning for Life

As a partnership, we will work together 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.

We will achieve this by:

- Improving the visibility and access to adult learning opportunities
- Facilitating Learner Link Ups to bring learners and providers together.
- Developing the Youth Work Network and associated projects
- Piloting the Outreach Youth Work and community-based projects

Active Citizens and Community Voice

We will work in partnership with our community groups and organisations to address inequality by progressing the things that are important to them.

We will achieve this by:

- Working in partnership to deliver the priorities in the LOIP Locality Plans (New Elgin and Buckie)
- Supporting Community-Led Action Plans
- Working with key Community Planning Partners and sub-groups to raise awareness of the CPP and increasing meaningful community engagement.
- Developing Digital Hubs in communities
- Improving Data capture, particularly around inequalities
- Maximising external funding opportunities
- Sharing information on CLD groups and activities to support social prescribing and other approaches to increasing community connection.

Developing and Connecting the CLD Workforce

We will work to connect CLD partners across Moray to ensure that the breadth of provision is acknowledged and that those involved in delivery can access training and learning opportunities which support delivery through local, regional and national networks.

We will achieve this by:

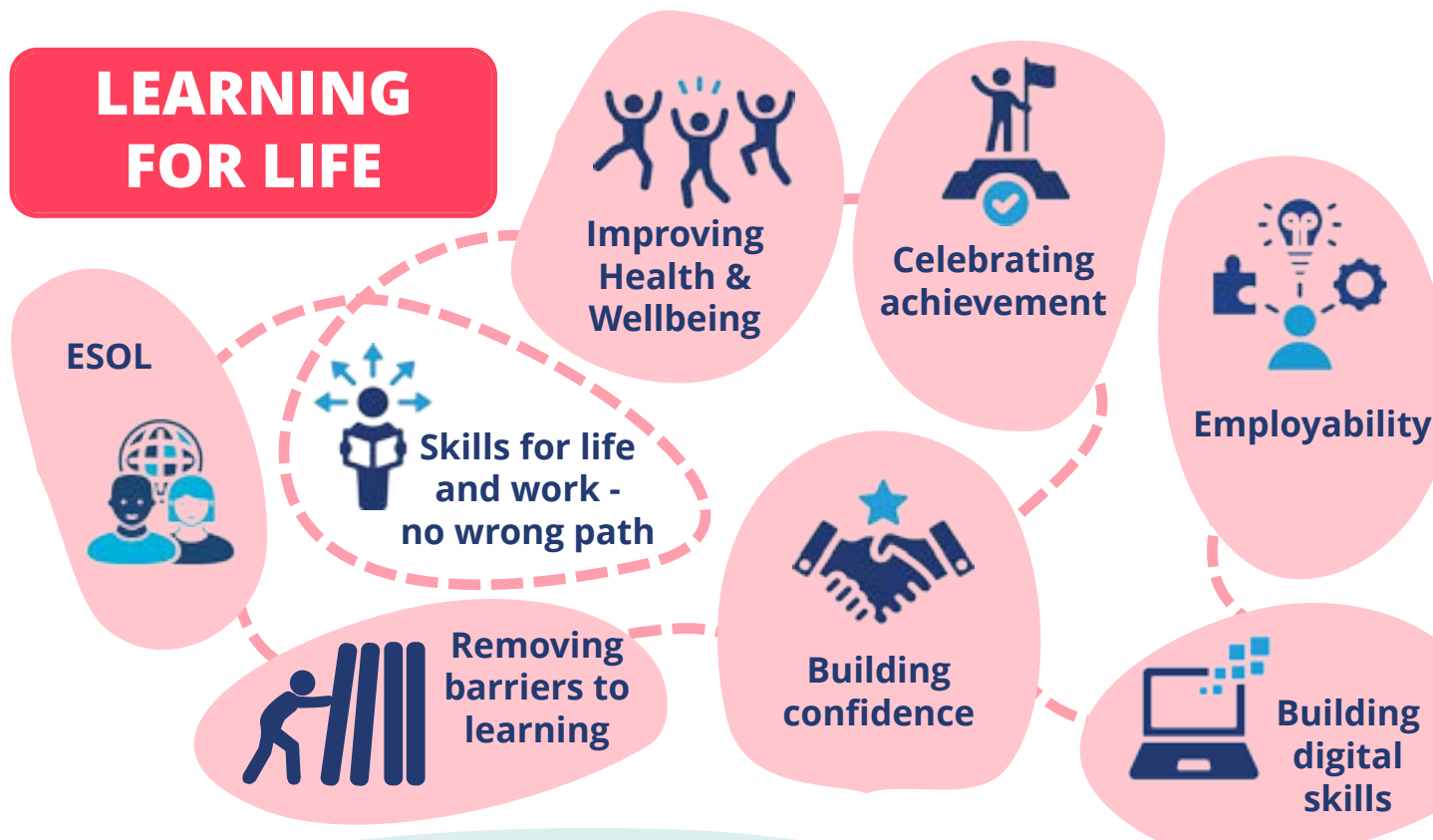
- Acting and delivering on the Learn North practitioner survey findings
- Delivering professional learning opportunities locally including the CLD Winter Festival.
- Actively promoting the CLD Standards Council and associated groups.

Cross Cutting Themes

- Addressing impacts of rurality and poverty.
- Improving mental health and well-being by reducing social isolation.
- Promoting climate justice *

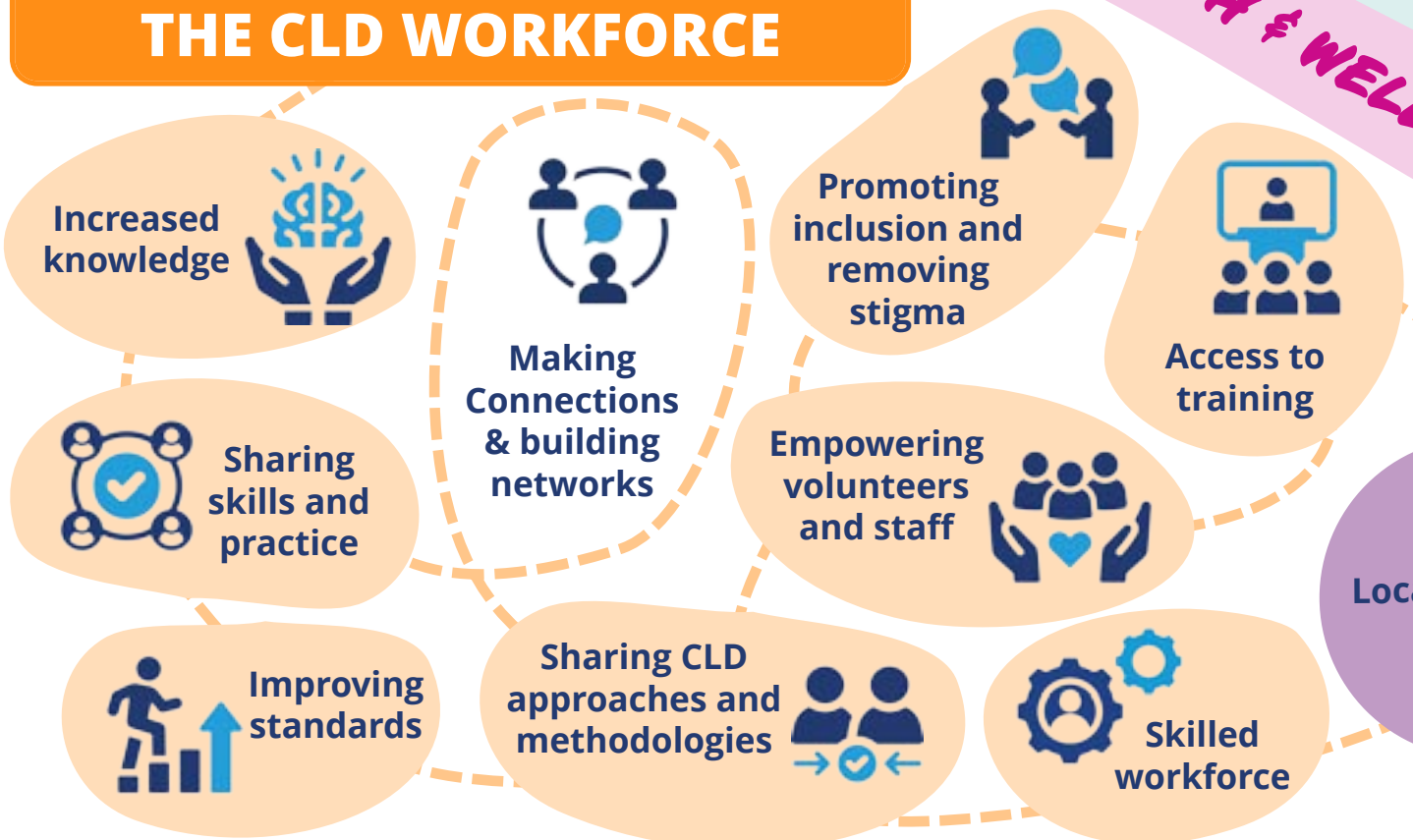
** In the UK, climate justice relates to concerns about the inequitable outcomes for different people and places associated with vulnerability to climate impacts and the fairness of policy and practice responses to address climate change and its consequences*

LEARNING FOR LIFE



ADDRESSING IMPACTS OF RURALITY & POVERTY IMPROVING MENTAL HEALTH & WELLBEING

DEVELOPING & CONNECTING THE CLD WORKFORCE



ACTIVE CITIZENS & COMMUNITY VOICE



WELLBEING BY REDUCING SOCIAL ISOLATION

PROMOTING CLIMATE JUSTICE



Moray Partnership CLD Plan 2024 - 2027

Community Learning and Development (CLD) develops "critical thinking, personal and social skills, widening access to lifelong educational attainment and employment prospects; improving people's health and well-being; and encouraging active citizenship and participatory democracy" (Learning: For All. For Life. - July 2024)



CommunitiesCLD@moray.gov.uk

How we have delivered on the 2021-24 CLD Plan

Key Performance Indicators

2021 - 2024 showing increased levels of CLD activity during the Covid recovery phase



Increase in the number of adults receiving SCQF levelled Awards (from 63 - 337)

Increase in the capacity building support to groups (from 80 - 452)

Increase in young people completing national awards - from covid level of 60 in 2021 to 474 in 2024.



PDA Youth Work Award

15 people from Moray Council YW team, Speyside Youth and Aberlour Youth Point completed their Professional Development Award.



COVID Recovery

The Moray Remembering Together Project involved significant community engagement and participation and is being recognised nationally for partnership working.

Partnership was also evident in the delivery of the 2023 Community Based Adult Learning programme to reconnect people which was facilitated through tsiMORAY.

97 learners took part in 17 face to face sessions and three online.

31 also took part in Outdoor Learning activities



Community Based ESOL provision

This previously unmet need was addressed through an initial needs survey. The Partnership was able to respond quickly to the arrival of Ukrainian New Scots and facilitated third sector online delivery of ESOL sessions and then reinstating community-based provision through CLD – referred to in this good practice case study by Education Scotland.

In 2023 community-based classes engaged

17 learners from 13 countries.

In 23/24 this has increased to

134 learners from 22 countries – but this delivery has been built on temporary funding.



Volunteering

A refreshed Volunteer Policy was approved by Moray Council and was supported by a new Cross-Service Volunteer Forum. Partners continue to use Volunteers Week to promote and celebrate the impact of volunteers in Moray.



Resilience Plans

Over 200k external funding was secured for community groups and Resilience Plans have been developed with Community Councils across Moray. An Annual Resilience conference has taken place and is now a calendar staple.



Adult Learning

Tony Slater – a Moray Adult Learner won national award as Learner of the Year.

"I left school with no qualifications, I had none at all. Maths was just a jumble of numbers; English was just a jumble of words. I just couldn't understand it, and the classroom environment back in those days was difficult for me, so I was really scared to walk in. But as soon as I did, I saw my tutor walking downstairs with a big smile and from there on I never looked back. It's just been solid encouragement, a boost all the time. I just absolutely love it; I could go seven days a week if they would let me."



Participation Rate

this measures where young people go after leaving school and Moray showed the biggest change in the rate nationally with a

3.9% increase to 95.4%

in a positive destination. Partners worked together to identify and door-knock young people whose destination had been unknown.



(Leadership of the development of new local strategic priorities)



as well as being active as individuals in a range of community groups.



The Moray Context

CLD Drivers - HMI Progress Visit Improvement Actions

The CLD Strategic Partnership Group have refreshed the CLD Plan in the context of an October 2023 His Majesty's Inspectorate (HMI) Progress Visit which confirmed that there is effective leadership of CLD and that there is good evidence of impact through the partnership approach of the CLDSP.

Independent Review of CLD

The Scottish Government announced an Independent Review of CLD in December 2023 led by Kate Still.

Moray learners contributed directly to a facilitated Focus Group and as part of the wider online consultation which was due to report its findings in June 2024.

In April 2024, prior to the Review concluding, the Minister released Guidance on the 2024-27 CLD Plans and recognised that new plans would be '*carrying forward much of the content of their existing plans and only reflecting significant changes which have impacted communities and learners*'.

Governance

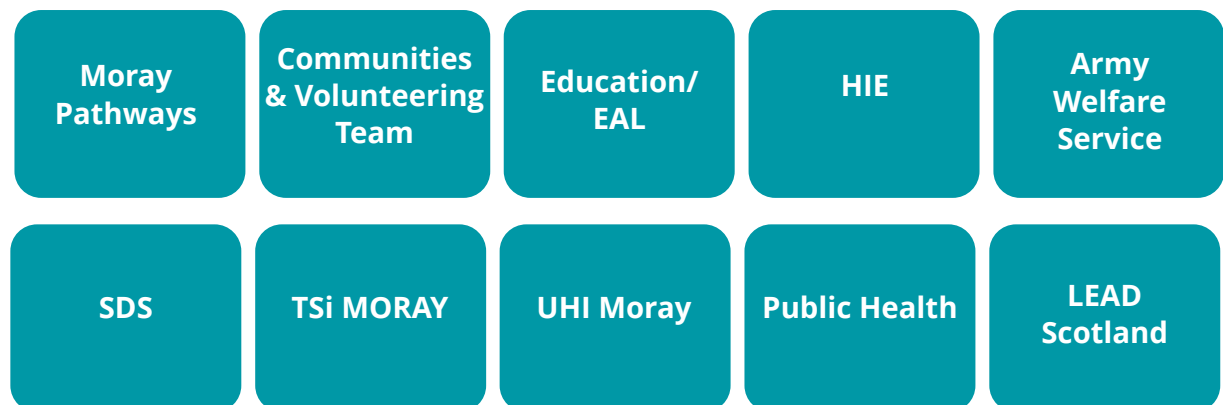
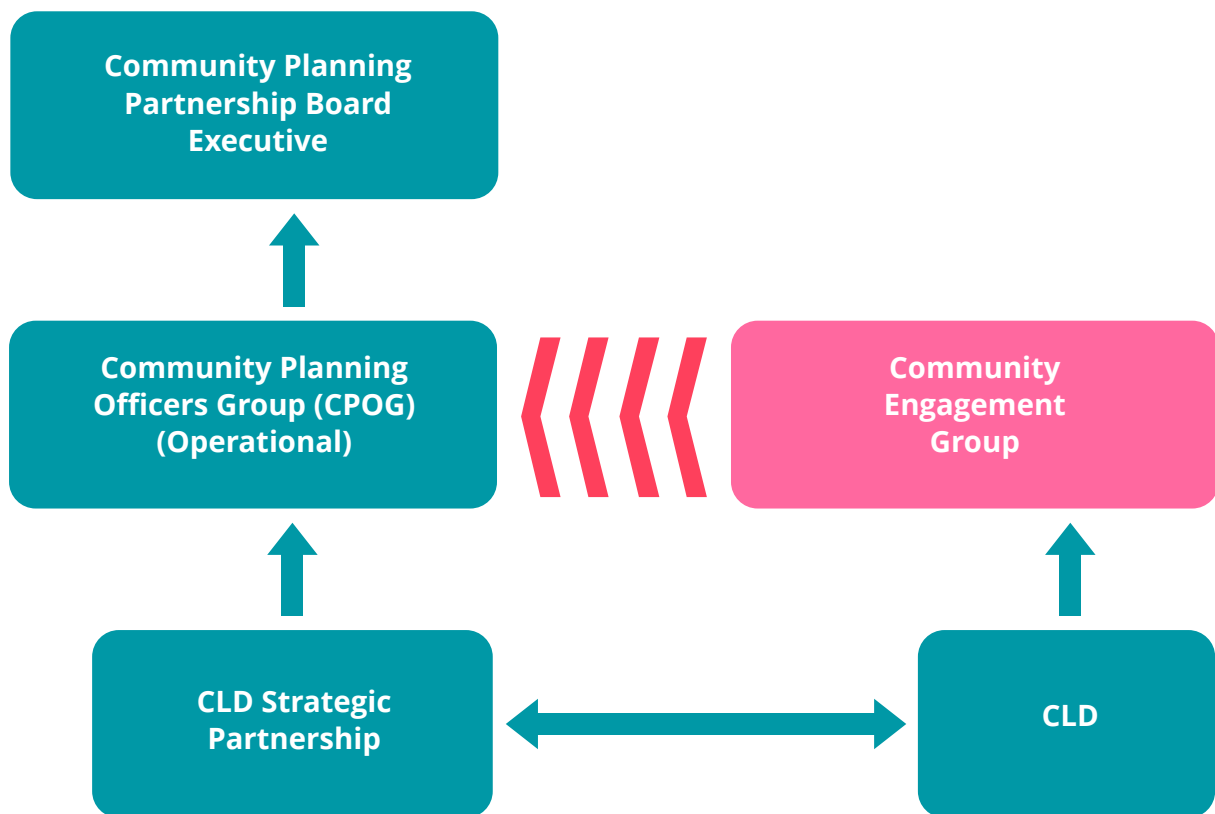
Moray Council has a Communities CLD team which delivers Youth Work, Adult and Family Learning and Community Development through the Community Support Unit team. The CLD Service provides the secretariat and other support required for the CLD Strategic Partnership (CLDSP) to operate effectively as the lead for CLD delivery in Moray as a sub-group of the Community Planning Partnership.

HMI Improvement Action

The main improvement action is to further enhance links with independent youth organisations, community activists/ organisations and adult learners to help shape this new CLD Plan and to fully capture the impact of wider CLD provision.



CLD team peer review session



Moray Wellbeing Hub have been approached and will be taking part in future sessions.

The individual strategic partners have identified some of the key crossovers between their individual service and organisation drivers and how that relates to the CLD Plan as recommended by HMI and requested by elected members.



Strategic Driver	How it connects to the Partnership CLD Plan
Moray Council Corporate Plan	...describes our ambitions for Moray and focuses on tackling inequality in all we do, targeting our services towards that goal and working with partners and communities to achieve it.
Community Planning Partnership	Improve life chances for people in Moray of all ages in communities experiencing the greatest inequality of outcomes. Develop stronger, more resilient, supportive, influential and inclusive communities.
Moray Pathways Partnership Delivery Framework	Improve the income, wellbeing and prospects of our communities with particular focus on improving access and participation from our priority groups: • Long-term unemployed • Physical and mental health conditions, including disabilities • Low income families and lone parents with children experiencing poverty • Underemployed • Young people most at risk of not participating in learning, training or work (e.g. care experienced) • Minority Groups • Veteran Groups
tsiMORAY Delivery Framework	We will continue to focus on the area of work within which we can make the greatest difference, and which is our specialism and key purpose: connecting people creating change, with the aim of continuing to support a thriving, sustainable and inspirational Moray to contribute to the development of a wellbeing economy enabling people, places and planet to prosper.
NHS Grampian A Case for Change	Building and supporting local communities is central to the case for change. Placing communities at the heart of public health can reduce health inequalities, engage those at risk of poor health and empower people to have a greater say in their lives and health. Doing this, builds resilience and cohesion

Strategic Driver	How it connects to the Partnership CLD Plan
HSCM Partners in Care Strategic Plan	NHS - We will encourage and support our citizens to get involved in the local community activities, stay informed about how to manage their health and wellbeing, keep active and support older people to take part.
	Community Volunteering Team - Community resilience and the support of carers, parents, citizens and social networks are fundamental to helping us improve health outcomes. It is about collaborating with people not doing 'to' people
Moray Wellbeing Hub (MWH)	Aiming to increase Moray's mental wealth through empowering living and lived experiences of life challenges, MWH challenge stigma whilst supporting recovery and self-management. We create community and virtual spaces in which everyone feels welcome and inspired to live mentally healthy lives, as well as support existing ones to connect and grow, reaching out across Moray to diverse communities and groups. Our work takes personal experiences and combining them with research and local resources to create sustainable change to realise human rights
Education – Curriculum 2030 Vision	We will maximise the achievements of all children and young people in Moray through development and delivery of a high-quality curriculum; satisfying their desires, talents and the future needs of the world that will surround them.
UHI Moray	Our Vision is that we will be: <ul style="list-style-type: none"> ● A destination of choice for students and staff ● A partner of choice for stakeholders, and ● widely recognised for our role in transforming lives, communities, and practice
Library Service Priority	Provide opportunities to develop skills for life, work, inclusion and employability for people to reach their full potential.
Sport and Culture Service Plan	Active Schools (AS) & Community Sport and Libraries, Learning Centre & Heritage deliver targeted work across Moray to help reduce child poverty and inequalities in health & education.
Highland and Islands Enterprise (HIE)	We will work with communities and businesses of all sizes to help them grow. We promote a green recovery and dynamic wellbeing economy guided by the National Strategy for Economic Transformation and Moray Economic Strategy.

Strategic Driver	How it connects to the Partnership CLD Plan
Children's Services Plan (2023-26)	<p>Across the Community Planning Partnership, there is a wide range of local multi-agency strategies and plans which seek to improve the lives of children, young people and families in Moray in different ways. As previously highlighted, the partnership plans which solely focus on children, young people and families have now been incorporated within our Children's Services Plan. Links have been made with the other local strategies and plans whose scope is either broader than children, young people and families e.g. the Community Learning and Development Plan</p>
Skills Development Scotland	<p>Across Scotland, we support individuals to build their career management, work-based and employability skills, throughout their career journey, from school, into further learning opportunities and employment... We target delivery of this support to those who need it most, ensuring all individuals are enabled to achieve their full potential.</p>
Army Welfare Services Community Support Strategic Plan 2023-2025	<ul style="list-style-type: none"> ● Ensuring our community development teams are connected to relevant local networks, making the most of opportunities presented by other services and partners. ● Working with internal and external stakeholders to develop high quality community facilities and provision which is accessible to all. ● Supporting children, young people and families to make informed decisions and build resilience to manage transitions well. ● Ensuring there are opportunities for children and young people to influence decisions which affect their lives and the services they use.
LEAD Scotland – informed by CLD Plan, LOIP, Employability Delivery Framework and Adult Learning Strategy	<p>Too many disabled people and unpaid carers in Scotland live in poverty; are lonely; lack skills; are unemployed; are digitally excluded; experience discrimination and often lack the agency to change things.</p> <p>We seek to address the need by defining services that deliver the following outcomes:</p> <p>Confident, skilled adult learners / Improved qualification profiles / Digitally connected and confident/Reduce educational exclusion / Socially connected/ Support our economy as citizens, volunteers, workers/ A just transition to net zero for disabled people and unpaid carers/ A fairer Scotland.</p>

How we engaged on the refreshed CLD Plan

The CLD Service produced an HMI Improvement Action Plan which became the basis of the wider Strategic Partnership engagement on the new CLD Plan.

Looking Inwards - The CLD strategic partners began the new plan process in a workshop session in March 2024 where they looked at the relevance of the current plan priorities and any emerging or unmet need. This was then the catalyst for wider stakeholder engagement.



Looking outwards - Taking on board the recommendation to directly engage with more of the wider community and voluntary sector in Moray the CLDSP had a stall at the annual third sector interfaces 'Join the Dots' event which attracted over one hundred third sector delegates. There was good interaction and delegates prioritised emerging themes and suggestions of what needed to change.

Participants could also map their services on a new tsiMORAY community map launched at the event. **This map will become a key resource which to monitor the depth and range of the third sector offer in Moray – directly responding to the HMI recommendations.**

In addition, workshop sessions happened with the core participatory forums facilitated by tsiMORAY, namely.

- Children and Young Peoples Forum
- Health & Wellbeing Forum
- Volunteer Managers Forum
- Development Officers Forum.

A session also took place with the Community Engagement Group in May 2024 who supported the wider engagement process being followed.

The opportunity for informal community engagement feedback to widen the reach of participants also included interaction at events such as:

- Boogie in the Bar session – Health and Social care 50+ event.
- RAF Lossiemouth Family Health and Wellbeing Event.
- Stall at Motorfun Event
- Keith Community Radio interview

Learner Voice - A survey was distributed through learners and networks which delivered 28 adult returns and 15 group returns. Although the numbers were small there was consensus around the themes of the Plan and useful input from groups such as the University of the Third Age (U3A) which further adds to an improved perspective of learning opportunities in Moray.



Work has continued to develop more connection spaces for partner and learner contributions to be an integral part of the CLD Plan delivery over the next three years.

The Adult and Family Learning Team facilitate a Learner Link-up group with wide learner involvement which continue to shape provision. CLD Strategic partners will continue to engage regularly over the life cycle of the new plan, particularly when responding to the findings of the Independent Review.

The Youth Work team produced a youth friendly version of the survey and engaged over 100 young people who responded individually (39) or on the back of group discussions (approx. 65).

Young people spoke about the need for youth friendly spaces and activities for practical life-skills learning opportunities. The Youth Work Network has been relaunched and links together local authority and community and third sector youth organisations to plan and develop work collectively. A key 'ask' is around creating spaces and opportunities for young people to meet, with some interesting partnership projects at an early stage of development.

Political Engagement

Two reports went to the Council Education, Communities and Leisure Services (ECLS) Committee with the second outlining the emerging priorities endorsed by the Community Planning Partnership Board. Elected member feedback aligned with the strategic priorities. There was a specific ask from ECLS to make clear the strategic links from the CLD Plan to other strategic groups which chimes with another HMI Improvement Action to have more 'clarity about how strategic groups link together to better demonstrate their collective impact'.

Other Evidence

The Fairer Moray Forum is a Community Planning Group which has an associated officer level Action Group. There was input to the Fairer Moray Forum Action Group involving around 40 members and follow-up engagement with 49 community-based groups who contributed their experiences to the third "Inequalities in Moray" compilation. These groups connect with and respond on behalf of the hardest to reach and those experiencing poverty locally which informs our social justice target within the plan. The most recent Inequalities report identified over 7,000 people who improved their health and wellbeing because of activities delivered through Mental Health and Wellbeing funding – **evidencing our ability to better report the breadth of CLD provision in Moray as requested by HMI.**

Connecting the strands

The CLD Strategic Partners had two further workshop sessions in May and July to scope out how we could meaningfully reflect that in this new CLD Plan. Partners co-produced the logic models which summarise our approach under each theme of the Plan.

"We met Kate Still who has been tasked by Scottish Government to conduct an independent review of Community Learning & Development across Scotland. At the conference this is what my table prioritised:

1. Increase level of SQA available within community
2. Raise awareness of adult learning
3. Increase diversity of locations time methods of delivery
4. To have more freebies which always work to attract new learners".

Charlotte Rushforth,
Moray Learner Link Up

What we learned and how it informs this Plan

	1	2	3	4	5	6	In Plan
Better signposting/guidance of opportunities	●	●	●	●	●	●	Yes
Places for young people and adults to meet and take part in learning / activities or hang out	●	●	●	●	●	●	Yes
More community -based youth work	●	●	●	●		●	Yes
Life-skills training / activities to be available in communities and free for everyone.	●	●	●	●	●		Yes
Outdoor learning and residential opportunities - for young people and for enhanced mental health.	●		●	●		●	Within YW Network
Evening classes: /more leisure classes and inter-generational learning.	●		●	●			Yes
More awareness needed on mental health and neurodiversity		●	●	●			Yes
Need to have a menu of what provision is available.		●		●		●	Yes
More opportunities to connect with people who are isolated or lonely who are “slipping through the net.”		●	●			●	Yes
Engaging with young people on what is important to them.	●	●				●	Yes
Promote a positive culture about volunteering with local authority in Moray.		●	●				Yes
Fun provision for children & young people with ASN / More activities (affordable) for children/young people/adults with ASN	●	●	●	●		●	Some examples- but largely unmet need
Family learning opportunities to support parents.	●	●		●			Part of AFL remit
Building digital confidence and widening access to IT for those without.	●		●	●			Yes
Mentoring		●					Individual partners addressing but not specifically partnership delivery.
More local events					●	●	
More cultural education about being a global citizen.	●						
Learning exchanges for creative sustainability.	●						
More promotion of health and social care as worthwhile career routes.		●					

KEY 1. Join the Dots events (130 comments) 2. Volunteer Managers Forum 3. Children & Young Peoples Forum 4. RAF H&WB event 5. Elgin Town Centre Survey (410 responses Moray-wide) 6. CLDP YP survey (40 & 50 responses)

Learning for Life Logic Model

Need and Context

- Adult learners have told us that it is not always easy to find out what adult learning opportunities are available.
- The need for community-based youth work activities and facilities has been a long term ask from our communities (identified as an Unmet Need in last Plan)

Policy Context

- An Improvement Action from our HMI Progress Visit in 2023 was to better understand and capture the wider CLD offer across Moray.
- Longer-term digital goal that lifelong learning opportunities can link into emerging apps such as the tsi Community Map
- Ability to respond to recommendations of the Independent Review of CLD

Project objectives

- As a Partnership, we will work together 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.

Impacts

- Increased number of adult learners in Moray.
- People will enhance their sense of well-being and personal resilience at different life transition stages because of becoming lifelong learners.
- Young people access informal learning which is built around their interests and needs, and which develops personal confidence and life- skills.

Inputs

- CLD service to facilitate Learner Link Up and Youth Network.
- CLD Strategic Partners and stakeholders to develop signposting for adult learning offer.
- Four Outreach Youth Workers in place in Elgin, Buckie, Forres and Keith.
- Youth Work Network to meet regularly to expand youth work provision.

Activities

- Four Learner Link-Up sessions held.
- Four Youth Work Network sessions hosted.
- New youth work projects developed through YW Network

Outputs

- User friendly web page developed with adult learners.
- Increased number of adult learners – 10% each year,
- Learner Linkup's provide platform for Learner Voice.
- Outreach YW model piloted in four ASG's in 24/25.
- YW Network meets regularly to respond collectively to issues and opportunities which allow young people to flourish.

Outcomes

- Increase in people able to access the most appropriate adult learning opportunities.
- Young people will feel more confident and connected through taking part in community-based informal learning.
- CLD partners create spaces which promote CHIME – Connectedness, Hope and optimism/ Identity / Meaning and Empowerment.

Evaluation Strategy

KPI data will record numbers of people participating. – in Adult Learning and Youth Work. CHIME AND Youth Work Outcomes will be used as proxies for improved mental health and wellbeing.

Outreach Youth Work Impact will be measured using national Youth Link evaluation criteria for Raising Attainment with young people - Consistent attendance in YW / Consistent participation in YW and / Improved ability to regulate behaviour and emotions in Youth Work / Improved attendance in school / improved participation in school / Improved ability to regulate behaviour and emotions in school.

Activity	Why	Who	Milestones	Monitoring
Facilitate the Learner Link-Up group as a space to engage with and empower adult learners.	<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>	<p>CLD Adult and Family Learning Team facilitation.</p> <p>Input from CLDSP partners as requested.</p> <p>Learners.</p>	<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 organise 3 additional learning sessions per year</p>	<p>Feedback report six monthly to CLD SP.</p>
Extend approaches to promote easier access to adult learning in Moray	<p>Adult Learners tell us it is not always 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> <p>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> <p>CLD</p>	<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>By December 2024</p> <p>By March 2025.</p> <p>Improved awareness of adult learning offer and signposting to providers.</p> <p>Informal feedback sought via Learner Link Up.</p>

Activity	Why	Who	Milestones	Monitoring
Complete partnership delivery of Multiply programme in Moray	<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>	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>Project report completed by 31/3/25</p> <p>Impact/evaluation CLDSP discussion May 2025.</p>
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.	<p>All Youth Work providers and collaborators in Moray</p> <p>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</p>	<p>At least four sessions to be delivered annually hosted by different partners</p> <p>Network to agree and deliver on work plan for first year of CLD Plan.</p> <p>Progressing potential projects to widen delivery options in partnership with other Youth Work providers.</p>	<p>Increased youth work opportunities for young people</p> <p>Increase in projects developed and delivered in partnership.</p> <p>Increased resource sharing for youth work delivery in Moray.</p>
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	CLD Youth Work/ secondary schools /community wardens/ Police Scotland/ Youth Work providers and 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>Evidence of increased attendance at school / learning</p> <p>Distance travelled against Youth Work Outcomes</p>

	1	2	3	4	5	6	In Plan
Better signposting/guidance of opportunities	●	●	●	●	●	●	Yes
More CHIME and trauma informed spaces so individuals are welcomed into a safe space.	●	●		●		●	Yes
Promote volunteering to everyone and be clear about role expectations		●	●		●	●	Yes
IT support sessions for individuals in community facilities	●	●		●			Yes
Signposting of funding opportunities for communities	●	●	●				Yes
Creative practices applied to support participation and community voice.	●	●	●				Yes
We need to reach out to rural and deprived areas. Mobile Information Bus could be used more.	●		●		●		Yes
Awareness of support per area for people needing help to access.		●	●	●			Yes
Better communication with communities & within organisations		●		●			Yes
To consult with our communities what they want from our services.		●					Yes
Ownership of spending by & for the communities, including opportunities for learning exchanges.	●		●				Yes
Ways to provide practical financial support – e.g. hosting bank outreach services.	●	●	●				mobile services developing

KEY

1. Join the Dots events
(130 comments)
2. Volunteer Managers Forum
3. Children & Young Peoples
Forum
4. RAF H&WB event
5. Elgin Town Centre Survey
(410 responses Moray-wide)
6. CLDP YP survey
(40 & 50 responses)

Active Citizens and Community Voice Logic Model

Need and Context

- An Improvement Action from our HMI Progress Visit in 2023 noted the strength of the community and third sector and that 'community organisations will require ongoing capacity building to support those facing challenges in their lives and to meet community needs.'

Policy Context

- The Community Planning Partnership has recommitted to addressing poverty and inequality.
- The refreshed Moray Council Corporate Plan is committed to 'tackling inequality in all we do, targeting our services towards that goal and working with partners and communities to achieve it.'
- The Community Empowerment (Scotland) Act is currently being reviewed.

Project objectives

- We will work in partnership with our community groups and organisations to build stronger resilient communities. We will work in partnership with communities to address inequality by progressing the things that are important to them and by strengthening their voice in the decision-making processes that affect them.

Impacts

- More people in our communities are supported and motivated to join in through well supported engagement activity.
- More of the people who experience the poorest outcomes take part or join the conversation.
- Our communities' ability to address their own needs and aspirations is improved and enabled by support from partners.
- More people volunteer in their communities.

Inputs

- Community engagement and capacity building support in general - including Local Led Economic Development (tsiMORAY), Locality Plans and Community Councils (CSU)
- HIE Moray - investment in anchor orgs.
- Moray Pathways LEP investment in "The Link"
- Communities & Vol Team - volunteering / supporting groups.

Activities

- Continued support to the two LOIP priority areas as part of a wider place-based localities approach (years 1-3)
- Complete work with CEG and CPP Board to enhance community voice in community planning. (Year 1)

Outputs

- Pilot 'The Link' - community hub located in New Elgin
- Support to anchor organisations in Buckie to sustain existing volunteer run hub - and in seeking larger premises.
- New Elgin and Buckie annual reports
- Increased co-ordination and use of existing and emerging online engagement platforms.

Outcomes

- People will feel they have a voice and that their involvement makes a difference.
- Increase in residents engaged in the two LOIP priority areas as reported to CPP.
- CLD Partners increasingly work together to target resources towards agreed priorities/ areas of need.

Evaluation Strategy

KPI data will record numbers of people participating in capacity-building activity as reported by CLD (CSU), tsi Moray, Communities and Volunteering Team, Moray Pathways, Health Improvement Team, HIE Moray.

Activity	Why	Who	Milestones	Monitoring
New Elgin - Continued support to the LOIP priority area.	The Moray CPP identified New Elgin and Buckie as the two Local Outcome Improvement Priority areas and made a 10-year commitment to neighbourhood place-based work from 2019-29.	CLD (CSU/ AL/ YW) Moray Pathways Mum Days group CLD / New Elgin PS	Partnership delivery to pilot community hub facility (The Link) located in New Elgin. (from Sept 24) Continued delivery of Strategic Equity Fund project with P7 cohort at New Elgin PS.	Quarterly reporting – oversight by Steering Group
Buckie - Continued support to the LOIP priority area.		CSU Buckie Area Forum FAB Development Trust Moray Pathways LEP HIE Moray & Community Assets Team	Partnership working to deliver on the priorities in the Buckie Community Plan. Focus on sustaining current Community Hub and working on feasibility of expanding into larger premise.	Quarterly reporting
Working with CPP Board to simplify process for communities to feed into the CPP process.	The CPP Board have held several dialogue-based Development Days. They are planning to work with the Improvement Service to carry out a self-evaluation and are looking to strengthen community voice.	CPP Board (inc HIE) Dialogue Days Facilitation Team Improvement Service Community Engagement Group	Contribute to a CPP Board Development Day to explore refreshed mechanisms to enhance community voice in community planning. Action Plan developed for 25/26	By Feb 2025 April 2025
Place based approaches to community development and capacity building.		CLD SP Research Information Officer	Supporting community led action planning which contribute to reducing inequality. Scoping out work with SCVO and local stakeholders to co-ordinate digital community hubs across Moray	Quarterly Reporting Discover phase – by Feb 2024 Define Phase – 2025 Develop Phase 2025-27

Activity	Why	Who	Milestones	Monitoring
Better capture the impact of community and third sector delivery of CLD in Moray.	Response to recommendations of HMI Progress Visit.	All partners to report on KPI's – 6 monthly.	KPI performance information provided by partners.	Six monthly – for discussion at CLDSP
Maximising new funding opportunities	New and continued external grant funding streams have appeared at short notice with tight deadlines for community take-up	Lead organisations will involve partnership members as appropriate to maximise opportunities	External milestones responded to and targeted groups encouraged and supported to apply.	Quarterly updates to CLDSP.
Using a place based approach to improve health and wellbeing	Connecting individuals to non-clinical supports and services within the community to improve health and wellbeing and to strengthen community connections	Health Improvement Team / HSCM	Development and implementation of agreed Social Prescribing / Community Connector Model	March 2025

Developing and Connecting the CLD Workforce Drivers

Learn North is managed in a voluntary capacity by representatives of organisations involved in community learning and development (CLD) delivery across the widespread geography of the North of Scotland. Moray are members, alongside colleagues from Aberdeen City, Aberdeenshire, Highland, Shetland, Orkney, Western Isles and Argyll and Bute.



In spring 2024 Learn North commissioned a survey of professional learning needs in the North with 151 responses from practitioners and 55 from organisations.

Professional Learning support for Partnership CLD Plans

The aim of the group is to strengthen access to continuing professional learning for staff and volunteers involved in CLD practice (from local authority and community / third sector), to identify where there are gaps in provision of learning opportunities and to design and deliver programmes and activities by working collectively to share resources, avoid duplication and enhance joint approaches.

Based on the survey feedback and analysis Learn North will...

- Improve access to professional learning resources that will enhance digital practice and engagement
- Develop peer review systems 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
- Encourage sharing of initiatives to illuminate good practice in themes of CLD as part of the Winter Festival Programme.

CLD Strategic Partnership – within Moray, the CLDSP continue to meet quarterly to monitor progress with the delivery of this Plan and to address the Improvement Priorities from the HMI Progress Visit and respond to the findings of the Independent Review.

The small capacity building budget of £4,000 available through the CLD service in Moray Council will be used to support this strand of work – although this budget is only confirmed for financial year 24/25. The increased focus on facilitating and developing the Youth Work Network and Learner Link-Up group will continue to strengthen links to the wider CLD sector in Moray.

Associate Assessors

Partners are conscious that there are not any active HMI Associate Assessors (AA) for CLD in Moray at present (there are in the college sector) and are keen that this gap is filled if HMI begin to recruit for these roles. Partners believe that having AAs in Moray will help us in looking outwards and learning from good practice models elsewhere in the country.

Developing and Connecting the CLD Workforce

Need and Context

- Short-term funded contracts mean a constant need for connecting staff and volunteers to training opportunities – at the same time as local authority budget for capacity building and training was reduced by 50%.
- The partnership currently has no active CLD Associate Assessors.
- Progress Visit feedback – improved links with community led delivery and activity.

Policy Context

- The pandemic legacy and cost of living crisis reaffirms the need to respond to individual and community needs linked to poverty.
- Online training opportunities are cost-effective in reaching people where there are rural barriers to participation.
- A CLD staff survey was undertaken across the North to find out staff needs.

Project objectives

- Stronger links made with the wider CLD sector in Moray – community anchor organisations and community led groups and projects.
- Increase access to local, regional and national learning opportunities for staff and volunteers.

Impacts

- The profile and understanding of CLD within Moray will be raised.
- Staff and volunteers will be active members of CLD Standards Council and access members meetings and networks.
- Staff and volunteers will be able to access and input into regional and national training opportunities.
- Moray will learn from provision elsewhere through participation in networks, training and inspection activity.

Inputs

- CLD & tsiMORAY input to Learn North meetings.
- CLDSC grant accessed.
- Learn North represented at national CLD professional learning meetings.
- Delivery of Peer Review annual sessions for the wider Partnership
- Delivery of CLD quality indicator related sessions.

Activities

- Development of Learn North offers informed by the 2024 survey and the learning from Progress Visits.
- Responding to the Review of CLD recommendations through the CLD Strategic Partnership.

Outputs

- Learn North's Learning Festival offer - 20% increase in Moray provision and participation.
- 3 Moray case-studies submitted annually to CLDMS.
- Responding provision related to the Review of CLD findings and AA recruitment.
- 10% increase in Moray CLD SC membership

Outcomes

- Evaluation evidence shows increased understanding of CLD.
- Continued improvements in quality of CLD provision.
- Increased sharing of good practice gleaned from taking part in HMI inspections of other CLD provision in Scotland.
- Movement to alignment with recommendations of the CLD Review

Evaluation Strategy

The CLD Strategic Partnership will continue to meet at least quarterly and will carry out an annual self-evaluation which will include a Peer Review element to share practice and learning.

Activity	Why	Who	Milestones	Monitoring
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 Encourage sharing of initiatives to illuminate good practice in themes of CLD as part of the Winter Festival Programme. 	<p>Learn North to lead on delivering milestones.</p> <p>CLD and tsi MORAY leads to ensure Moray practitioners can fully participate.</p>
Moray Capacity Building Activity	Moray Council have a small budget of 4k annually to build staff and wider community capacity.	CLD lead	<p>Initial learning offer to be designed with partners and delivered by March 2025.</p> <p>2025-26 funding not yet confirmed.</p>	Quarterly report as part of CLD Activity Updates on website.
Promote opportunities from qualified Moray staff to act as HMI Associate Assessors for CLD.	<p>Moray does not currently have any active HMI Associate Assessors.</p> <p>HMI have indicated that they will be seeking to recruit in the future and the CLD SP could benefit from this.</p>	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.	<p>Number of applications from Moray.</p> <p>Number accepted onto AA programme.</p>

Monitoring Progress

The CLD Strategic Partnership will continue to use the national **Key Performance Indicators** from CLD Managers Scotland to provide quantitative trend information.

The National KPI information will be collected as before – with individual CLD Strategic Partners being a key source of data alongside gathering data on the wider CLD provision in Moray. Reference has been made previously to the additional data generated through the Inequality in Moray case studies.

This process of capturing more of the impact of CLD in Moray will continue to address the main Improvement Action above from the HMI recommendations after their 2023 Progress Visit.

“The overall picture of CLD performance is not yet fully captured by CLD partners. CLD partners need now to consider how they can best work together to demonstrate their collective impact and progress over time.”

HMI Progress Visit Report
Dec 2023

Adult Learning

- KPi1** Number of adults engaged in CLD activity.
- KPi2** Number of adults receiving completed nationally recognised awards through CLD activity (SCQF levelled and awards such as Adult Achievement Award including sectional certificates)
- KPi3** Number of adults gaining wider achievement awards, local awards and those not nationally recognised, through CLD activity (e.g., Health Issues in the Community & Keystone Award)
- KPi4** Number of adults engaged in family learning through CLD activity.
- KPi5** Number of children/young people engaged in family learning through CLD activity.

Youth Work

- KPi6** Number of young people engaged in family learning through CLD activity.
- KPi7** (i) Number of young people receiving completed nationally recognised awards through CLD activity.
(ii) Number of young people receiving sectional certificates towards above Awards (sectional certificates only to be included if full award not completed)
- KPi8** Number of young people gaining wider achievement awards, local awards and those not nationally recognised, through CLD activity.

Health and Wellbeing *

- KPi9** Number of adults with improved mental health and wellbeing outcomes through CLD activity
- KPi10** Number of young people with improved mental health and wellbeing outcomes through CLD activity

Community Engagement

- KPi11** Number of community groups receiving capacity building support through CLD activity
- KPi12** Number of adults and young people taking part in influence and engagement activity through CLD – (including community planning / participatory budgeting / local and national consultations / co-production and influencing service design).
- KPi13** Number of adults and young people reached and engaged with through one-off promotional events / drop-ins / community events / engagements / etc.

** In relation to the KPI re improved Health and Wellbeing we will work together to find a way to translate the **CHIME framework** (Connection, Hope, Identity, Meaning, Empowerment) which has come out of mental health recovery research (LINK) to help us translate how we deliver in relation to improved wellbeing and person-centered approaches. In Youth Work we will use the **Health and Wellbeing Outcomes** developed by YouthLink Scotland to evidence the impact of CLD provision on young people. The Adult and Family Learning Team within CLD carry out a brief “Fit Like?” survey with learners each quarter – with the most recent one indicating that learning has a positive impact on the mental health and well being of 93% of respondents.*

Independent Review of CLD

The governance process to have the CLD Plan approved by the Community Planning Partnership to meet the Statutory Requirement to publish by 1st September 2024 means that this plan has been produced **without access to the findings or recommendations of the review** which delayed reporting because of the 2024 General Election.

The key recommendations of the review are now sitting with Ministers – and are ostensibly reliant on a joint approach between Scottish Government and The Convention of Scottish Local Authorities (COSLA). If as proposed there is a new national CLD Strategic Leadership Group formed to develop a clear lifelong learning narrative and delivery framework then this will be included in our mid term review of this CLD Plan as per the Ministerial Guidance issued in April 2024 that:

‘... once the independent Review of CLD is published, education authorities are encouraged to consider whether it is appropriate for their area to undertake a more substantial learner and partner consultation and update their plan accordingly.... for the remaining two years of the plan cycle’.

Buckie Adult Learners celebration event



Looking to the future - potential issues/unmet needs

The last CLD Plan was written at a time when the country was coming out of lockdown and there was a deliberate focus on reconnecting communities. The trend evidence shows that these planned intentions have largely been met. In addition, areas of unmet needs have also been addressed because of new funding streams which emerged. This responsiveness to changing realities will be required again by CLD partners in Moray.

This 2024-27 CLD Plan is being produced prior to the recommendations of the Independent Review of CLD being shared and in a context of severe budget challenges in Moray Council and increased financial uncertainty for community and third sector partners. These and other considerations are explored in the PESTLE analysis below.



Political

- Impacts of UK, national and local elections.
- Responding to increase in Asylum Seekers to be allocated to Moray as part of the Home Office Wider Dispersal Policy.
- National changes in political policy and strategy (both UK and SG) create impact and expectation at local level in communities and CLD requirements for example – early release of prisoners, refugees, DWP policies in relation to employability –
- Regional and local changes in policy and strategy create impact and expectation at local level eg Putting People First (Health), locality planning etc
- **New Scots Integration Strategy Delivery Plan (24-27)** – regional strategic approach to ESOL delivery proposed.



Economic

- Significant savings still required at Moray Council and challenges around third sector funding streams. It is becoming ever more challenging for third sector organisations to attract/receive funding with even agreed multiyear funding also at risk.
- Delivery of CLD in Moray has grown with increasing demand – but often based on short-term temporary funding. (ESOL, MULTIPLY)
- Participatory Grant making is recognised as being an effective way to work with communities and communities of interest and is likely to continue.
- Audit Scotland have identified a need to accelerate the use of PB in Moray Council, but dedicated support posts have been removed.
- Moray Local Action Group exists to encourage community innovation and support community led local development. Annual funding supports community led projects and innovation
- Year on year reductions in Army Welfare Service Community Support budget and limited funding streams eligible to apply for.



Sociological

- Increasing levels of ASN in schools and growing demands for wider CLD provision for peer support and service delivery. Increasing levels of ASN within military families – impact on accessing supports timeously (families may only be in Moray for 2 years). **Unmet need so far** for inclusive CLD/community provision
- The latest household survey results 2022 revealed a worrying decline in volunteer participation among Scotland's adults – this impacts not only on CLD activities but also has a wider economic impact
- The lack of childcare, increase in unpaid carers responsibilities and increase in the age for accessing pensions impact on individuals' ability to volunteer – they may now be childminding for family members
- The impact of poverty and individuals' ability to access CLD activities – Moray low wage economy.
- Shortage in Qualified CLD staff and funds to access training. – hopefully this will improve in coming years with new UHI course.
- Significant increase in people requiring mental health and CAMHS (Child and Adolescent Mental Health Services) services plus addiction support services. Unmet need.



Legal

- Impacts of Independent Review of CLD.
- There is currently no statutory minimum requirement for the delivery of CLD in local authorities.
- Review of Community Empowerment (Scotland) Act to report in 2024.
- Fairer Scotland Duty update 2025
- New HMI inspection process to be created and implemented.



Technical

- Time of significant change in key national bodies Education Scotland and HMI alongside major reviews which will impact on medium term strategies for Education.
- Potential of increased digital connectivity approaches in Moray.
- As AI continues to evolve and develop CLD teams have a key role in working with and supporting communities in adjusting to new technologies.



Environmental

- tsiMORAY playing a lead role around climate change engagement with facilitation of Moray Climate Action Network and delivery of Just Transition funding programmes.
- Resilience Planning in communities to respond to extreme weather events will continue to be a feature for Community Councils and other groups.
- The Just Transition Participatory Budgeting programme provides an opportunity for communities and individuals to have a say in how monies are spent in communities in relation to our journey to net zero
- Transport features as a barrier for many people in Moray – but limited scope for CLD to directly address

Contact details

If you need information from the Moray Council in a different language or format, such as Braille, audio tape or large print, please contact:

Ma dh'fheumas sibh tuilleadh fiosrachaidh bho Chomhairle Mhoireibh ann an cànan no cruth eile, leithid ann am Braille, air teip-fhuaime no ann an cruth-clò mòr, nach cuir sibh fios gu:

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Ja Jums vajadzīga informācija no Marejas domes (Moray Council) citā valodā vai formātā, piemēram, Braila rakstā, audio lentā vai lielā drukā, sazinieties ar:

اگر آپ کو مورے کونسل سے کسی دیگر زبان یا صورت میں معلومات درکار ہوں مثلاً "بریلے، آڈیو ٹیپ یا بڑے حروف، تو مہربانی فرما کر رابطہ فرمائیں:

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Notes



Co-produced by Moray CLD Strategic Partnership
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www.moray.gov.uk/MorayCLD