

# Community Learning & Development Midlothian Partnership Priority Themes 2021/2024

Covid 19  
Recovery  
&  
Engagement

Social  
Interaction,  
Health,  
Wellbeing  
&  
Poverty

Climate  
Change  
&  
Outdoor  
Spaces

Pathways to  
Learning,  
Personal  
Development  
&  
Employment

Digital & Resilient  
Communities of the Future

## Enhancing our Workforce and Volunteer skills

Blended learning, climate change, supporting health and wellbeing of others and poverty awareness.

Digital - creating online digital media, using online apps to engage learners, social media, online management tools and using digital applications.

## **This plan sets out how we will:**

- Support the development of staff and volunteers through excellent training and personal development opportunities.
- Support services and community groups to become more resilient for the future.
- Gather more views to influence the CLD partnership offer for future years.
- Increase the number of people who can take part by removing barriers to participation.
- Increase digital participation.
- Promote a strong focus on prevention, early intervention and reducing inequalities.
- Improve opportunities for good health and wellbeing through joint working, grant funding and use of outdoor spaces.
- Provide a mixed learning offer - online, blended and face to face.
- Support young people, adults and families to improve their life chances through the development of skills for learning, life and work.
- Enhance our shared partnership endeavour by further embedding the Compact Track values in our work.
- Assist communities to meet local needs and develop their capacity including the effective use of volunteers.
- Increase the voice of learners and citizens to influence improvement in learning and development in our community.
- Make innovative use of outdoor spaces.
- Support communities to recover from Covid19, with an initial focus on health and wellbeing.
- Also produce a communication plans to support implementation, provide feedback to communities and celebrate success.

## **By undertaking these actions together we will continue to make:**



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## Foreword

**By Cllr Jim Muirhead, Chair, Community Planning Board and Dr Lesley Kelly, Chair, Community Planning Working Group.**



We are delighted to introduce the Midlothian Community Learning and Development Plan for 2021-2024. The Plan sets out the key priorities of community planning partners active in learning and development in Midlothian.

Community Learning and Development (CLD) enables people to identify their own individual and collective goals, to engage in learning and take action to bring about change for themselves and their communities. A wide range of activities are included in this plan, and it reflects works by partners in the statutory, education, and third sectors.

The past two years have brought challenges that we have never encountered before, as partners have dealt with the impact of Covid-19 on learning and local communities. Methods of learning have changed, with digital learning being embraced by many people, and we do not fully know what the world will look like moving forward.



The emphasis in the plan is on responding to the challenges of the pandemic, and building on the developments that have taken place over the last year in learning, volunteering, and community development. Through the work of local CLD practitioners, we will support our local communities to thrive, and our learners, both young and old, to develop the skills they need to navigate our changing world.

Our thanks are due to all the partners who contributed to the development of this plan. We hope you will enjoy reading it.

Cllr Jim Muirhead, Chair, Community Planning Board

Dr Lesley Kelly, Chair, Community Planning Working Group

## A Document Aide

There are a number of acronyms, abbreviations or terms unique to the field of community learning and development used in this document. There are also key agencies and partnerships which link to this area of work which can be difficult to understand. Below is a quick guide to assist you with this:

- The Single Midlothian Plan or Local Outcome Improvement Plan (LOIP) is the statutory plan that the Council and its partners are required to produce due to statutory legislation. It governs the work we do.
- Community Planning, sometimes called the Midlothian Community Planning Partnership, is a group of local agencies and community representatives who work together for the benefit of their communities. They have to do this as it is contained within the Community Empowerment Act 2015. They have themes within the plan and sub groups to take forward the agreed improvement actions. CPWG is the short title for the operational group in Community Planning and stands for the Community Planning Working Group and Lesley Kelly is the chair of this group. The strategic community planning group is the Community Planning Board who scrutinises the work and performance of the partnership, Cllr Jim Muirhead chairs this group.
- Community Learning and Development (CLD) is a term that can be used in various ways. It can be used either to describe a professional group of qualified staff who have a Degree in Community Learning or Development or to describe a way of working which has a set of values and principles which guide it.
- TSI stands for Third Sector Interface which is the partnership between Midlothian Voluntary Action (MVA), Volunteer Midlothian (VM) and the Social Enterprise Alliance Midlothian (SEAM).
- CLLE is the Communities, Lifelong Learning and Employability Service which is part of Midlothian Council and delivers youth work, adult and family learning, community capacity building and employability.
- Public Health in Midlothian sits within Health and Social Care and works to address health inequalities and support health within communities.
- Third Sector is a collective term used to describe community groups, social enterprises and voluntary groups who deliver services. Some have paid staff. Most have a Board of Directors or Management Committee.
- Community Capacity Building or Community Development is when community groups are supported to develop, secure resources and take collective action on issues or improve their community.
- Positive Destinations is a term used to describe where young people go after leaving school which can be volunteering, college, training, a job etc.
- Compact is an agreement based on guidance from Scottish Government between the Council and the third sector.
- Midlothian Federation of Community Councils is a network group.
- MTRaP (Midlothian Transport, Road and Paths) is a sub group of the Midlothian Federation of Community Councils (MFCC) and works to secure improvements for paths and roads.

## Background and Information

Welcome to our three-year plan for the delivery of learning and development in the community of Midlothian. This plan has been produced by the Community Planning Partners to set out the steps we will take together to respond to:

- Local public, staff and stakeholder consultation undertaken on current and future priorities for learning and development in the community.
- National legislation, government's commitments, policies and strategies affecting Midlothian and the services we provide. (Lifelong learning framework, adult learning strategy, youth work strategy, raising attainment, curriculum for excellence, community empowerment, national standards for community engagement, place standard, 20 minute neighbourhoods, participatory budgeting, outdoor learning, family learning, employment and skills, mental health support, digital engagement.)
- Local evidence of previous performance, policies, resources and challenges.

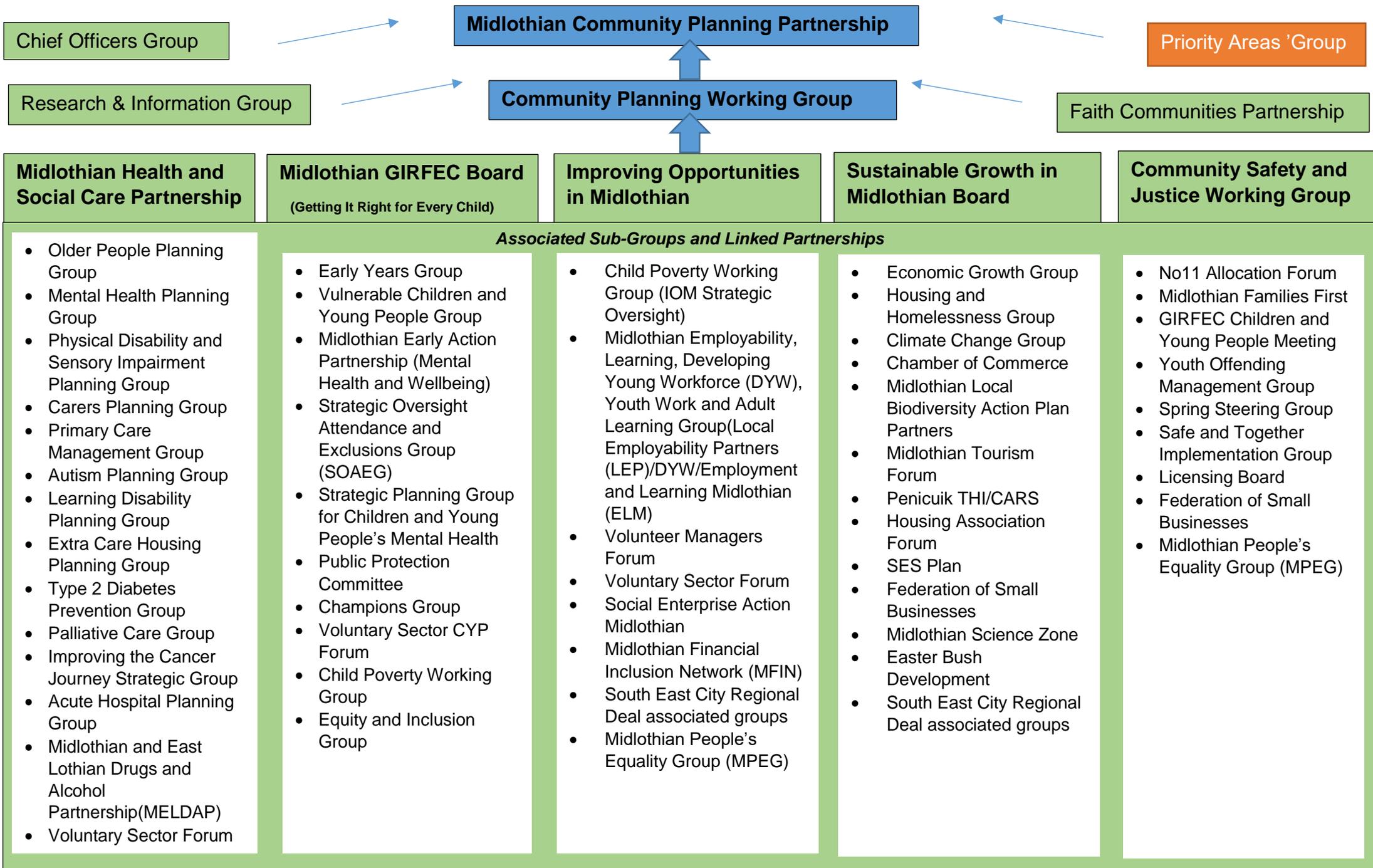
Our ambition is to provide the best support we can to build community capacity, resources and increase skills for learning, life and work. The learning and development in our community plan includes the work of Midlothian Council, the Third Sector Interface (TSI) and other community planning partners such as public health. We wish to demonstrate the impact of our shared endeavour of all partners rather than of a single agency or service.

The Community Learning and Development Strategy and Plan actively complements the Midlothian Route Map through and out of the Crisis which includes: economic renewal, accelerated capital programme for housing and the school estate, education recovery plan, hub and spoke place service delivery, health and social care transformation and digital by default, remote working and Carbon Neutral by 2030 approaches to the workplace and active travel.

[https://www.midlothian.gov.uk/news/article/2977/council\\_approves\\_route\\_map\\_out\\_of\\_covid-19](https://www.midlothian.gov.uk/news/article/2977/council_approves_route_map_out_of_covid-19)

Those council services, third sector, communities and stakeholders responsible for delivering on the promises and actions in this plan report to the Community Planning Working Group (CPWG) through the Improving Opportunities in Midlothian (IOM), theme of Community Planning in Midlothian. This plan is firmly rooted in Community Planning governance arrangements.

# Midlothian Community Planning Partnership Structure



## Why we need a Community Learning and Development Partners' Plan.

Scottish Government issued the Strategic Guidance for Community Planning Partnerships: Community Learning and Development (CLD) in 2012. This was underpinned by legislation 'CLD, The Requirements of the Community Learning and Development (Scotland) Regulations', which placed a duty on local authorities to fulfil a lead role in developing and implementing a 3 year CLD Plan in collaboration with other public sector providers and the third sector.

CLD activity focuses on early intervention, prevention and tackling inequalities to:

- Improve the life chances of all ages, including young people, through learning, personal development and active citizenship
- Build stronger, more resilient, supportive, influential and inclusive communities.

CLD activities are widely acknowledged to include:

- Youth work, family learning and early intervention work with children, young people and families
- Community based adult learning, including adult literacy and numeracy, English for speakers of other languages (ESOL) and family learning
- Tertiary sector delivery of community based adult learning and widening access through outreach work.
- Learning for vulnerable and disadvantaged groups, for

example those with disabilities, care leavers, offenders

- Volunteer development
- Community development which includes building the capacity of communities to meet their own needs and engaging and influencing decision makers

We have evaluated the impact of the 2018 - 2021 Plan and used this information to develop the new plan for 2021 - 2024. We have consulted with major stakeholders and acknowledge that the challenges of the pandemic have had a major impact on individuals and communities. The new CLD Plan will focus initially on responding to these challenges and building on the developments that have taken place over the last 15 months. This will enable CLD services to support our local communities to thrive, and our learners, both young and old, to develop the skills they need to navigate our changing world.

### Partnership Working

It is important to emphasise that although the Regulations state that responsibility for the development of this plan sits with the local authority, the plan is about the work and priorities of all CLD partners, including the role played by the Third Sector Interface (TSI).

Our ambition as a partnership is to provide the best support we can to build community capacity and increase skills for learning, life and work. The learning and development in our community plan includes the work of Midlothian Council, the Third Sector Interface (TSI) and other community planning partners such as public health.

We wish to demonstrate the shared endeavour of all partners rather than of a single agency or service

Midlothian Council and the Third Sector Interface (TSI) have a Compact agreement which embraces a shared set of values, summarised as 'TRACK':

**Togetherness:** the sectors will work together to design and deliver services for the people of Midlothian. Public sector decisions affecting the operation and/or resourcing of third sector organisations will not be made without engagement with the sector. Similarly, funding bids by third sector partners which affect the operation/ resourcing of public services will not be made without engagement with the relevant public sector partners.

**Respect:** we will offer each other mutual respect and parity of esteem, valuing the knowledge, skills and constraints within both sectors, at all levels.

**Accountability:** we will work with each other openly and with mutual accountability.

**Creativity:** we will seek creative approaches to opportunities and challenges.

**Kindness:** we are committed to putting kind, socially inclusive interactions at the heart of all our work, trusting our partners to make meaningful connections, creating space for partners to come together,

and addressing people's needs holistically.

The full document can be found [here](#)

Midlothian Council has a Volunteering Policy endorsed by the Midlothian Third Sector Interface (TSI).

The development of the Community Learning and Development Partners' Plan has included consultation, engagement and data analysis over the past 3 years.

This has included:

- gathering information and evidence on achievements and identifying areas for improvement
- identifying demographic information, key priorities and local outcomes
- self-evaluation information
- consultation with service users, staff and volunteers
- Covid consultation
- key partners and stakeholders have the opportunity to comment on and further contribute to the Plan
- We also use the Midlothian Profile and Strategic Assessment to inform and guide our work.  
[Community Planning in Midlothian | Midlothian Council](#)
- Local Neighbourhood Plans and Profiles directly inform the CLD offer and improvements.  
[Neighbourhood plans and profiles | Midlothian Council](#)

## Skilled Workforce

Learning and development providers must demonstrate continuing professional development of volunteers, sessional, part time or full-time paid staff. Midlothian Council Communities Lifelong Learning and Employability (CLLE) service and the Third Sector Interface (TSI) offer a co-ordinated annual training programme for staff and volunteers. The South East & Central Consortium (SE&CC) has also been providing Continuing Professional Development (CPD) opportunities. In addition, the Tertiary Sector has been supporting the workforce skill development through a variety of means including co-delivery of HNC Working with Communities and the new skill boost courses (health and social care/childcare).

A recent survey of the CLD workforce highlighted key actions, many a result of the pandemic, on how people had to adapt to online and digital solutions whilst engaging differently with individuals and communities.

**Community learning and development (CLD) activity in Midlothian** is a key contributor to the social and economic development of our region for young people, adults, families and communities. The CLD workforce of paid staff and volunteers in youth work, adult learning and community capacity building are skilled, competent and ethical – working in a way which **reflects a core set of values**. These are:

- **Self Determination, Inclusion, Empowerment and Working Collaboratively**
- **Promotion of learning as a lifelong activity**

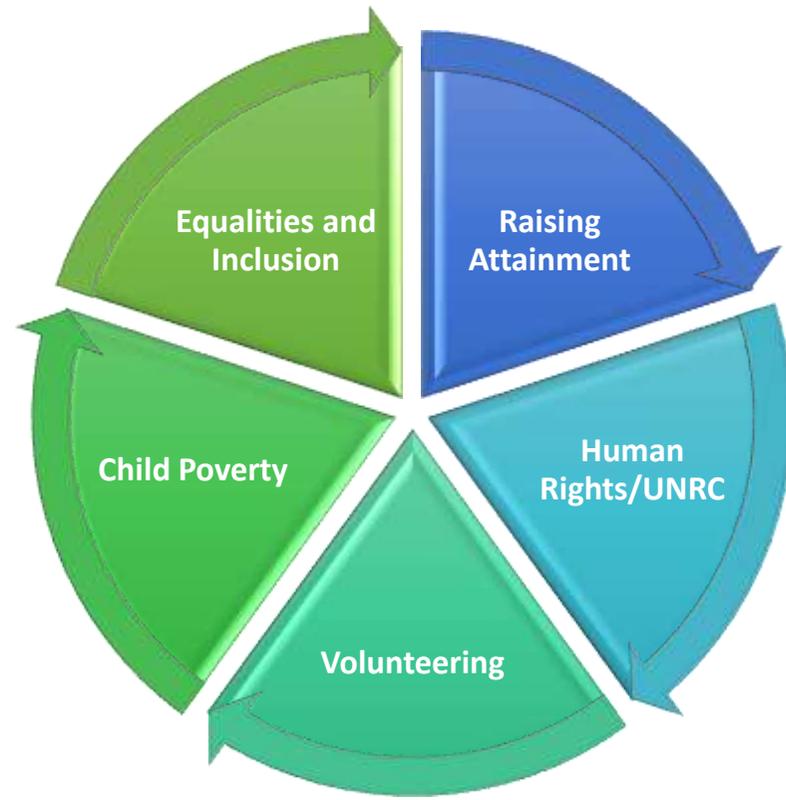
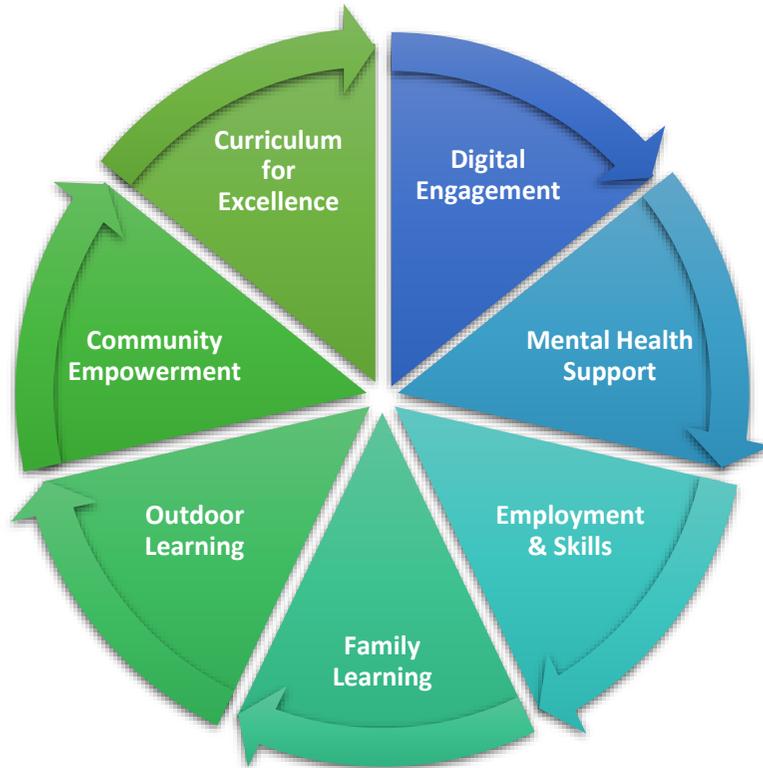
CLD is a field of professional practice that enables people to identify their own individual and collective goals, to engage in learning and take action to bring about change for themselves, their families and their communities. CLD uses a range of formal and informal methods of learning and social development with individuals and groups in their communities. CLD programmes and activities are developed in dialogue with communities and participants, working particularly with those excluded from participation in the decisions and processes that shape their lives. (CLD Standards Council for Scotland: [What is Community Learning and Development \(CLD\)? | CLD Standards Council for Scotland](#))

CLD ‘plays a central part in ensuring individuals, families and communities across Scotland reach their potential through lifelong learning, mutual self-help and community organisation - and that the available support and opportunities are community-led, built around people's aspirations.’ CLD professionals should have the following competences:



## National and Regional Policy Drivers

We need to ensure we are working to and within the National and Regional Policy Drivers:



## What do we know about Midlothian?

# What do we know about Midlothian?

(Data from - 2019/20 mainly)



Midlothian is 352 sq miles  
93,150 population  
13.8% projected population growth  
19% of the population predicted to be under 16  
45 to 64 year olds largest % of population although 75+ age group increasing



Scottish Index Multiple Deprivation (SIMD)

115 data zones, 7 within 15% most deprived and 1 within 5% most deprived.  
Health  
24.2% of the adult population have a limiting long term condition.  
19.1% of the population were prescribed drugs for depression, anxiety or psychosis.



Employability

3,000 employees furloughed in July 2021.  
46,700 aged 16+ in Midlothian were deemed economically active.  
1500 were unemployed.  
91% of young people who left school between Sept 19 and Sept 20 are in positive destination.



Midlothian's Population below the Scottish average for 2 levels of SQA qualifications:

24,200 with SVQ Level 4 qualifications.

34,100 with SVQ level 3 qualifications.

5300 people with no qualifications.



Wages

£556.80 average weekly pay if living in Midlothian.  
£38.20 less than Scottish Average.  
£552 if full time working with a Midlothian Employer £40 a week less than Scottish Average.



Employees

31,000 employees working with Midlothian based businesses.  
64% full time  
32.3% part time.  
Activity Levels  
87% of adults say they are active for 30 mins at least once per week.



Local Businesses

87.2% (2180) employed 9 people or less.  
10.8% (270) employed between 10 and 49.  
1.6% ( 40) employed between 50 and 249.  
0.2% (5) employed more than 250.

## Community Learning and Development Achievements



Over 5,000 young people engaged in CLLE activities in 2019/20.

273 young people took part in CLLE operated Duke of Edinburgh 19/20.

770 young people participated in work experience in 19/20.

100 young people supported with tailored learning programmes plus 56 at the CLLE Croft Street Hub 19/20.

Summer 2021 supported volunteering for young people by Volunteer Midlothian.



CLLE provided 586 learning opportunities in 19/20.

314 CLLE learners were from an ethnic minority 19/20.

551 CLLE learners were from SIMD 20% 19/20.

The Compact and Council Volunteer Policy were produced.

The Third Sector Kickstart was created.

ESOL, Literacy and Numeracy CLLE learners were supported through the pandemic.



1335 adults attended CLLE free classes 19/20.

202 people accessed ESOL/Literacy/Numeracy Support 19/20.

1543 CLLE learners secured qualifications in 19/20.

1384 adults participated in CLLE mainstream adult learning in 19/20.

Federation of Community Councils and MTRaP supported.

Successful online volunteer ceremony held.

Virtual best practice guidance and support given for community groups.



Created a learning and community hub at Penicuik Town Hall.

Delivered over £1 million worth of employability programmes.

Supported 26 expressions of interest in community asset transfers with 5 completing.

Supported child poverty and Armed Forces Covenant actions.

Supported online governance, change making and funding for community groups.

## Working with Our Local Communities through Covid 19

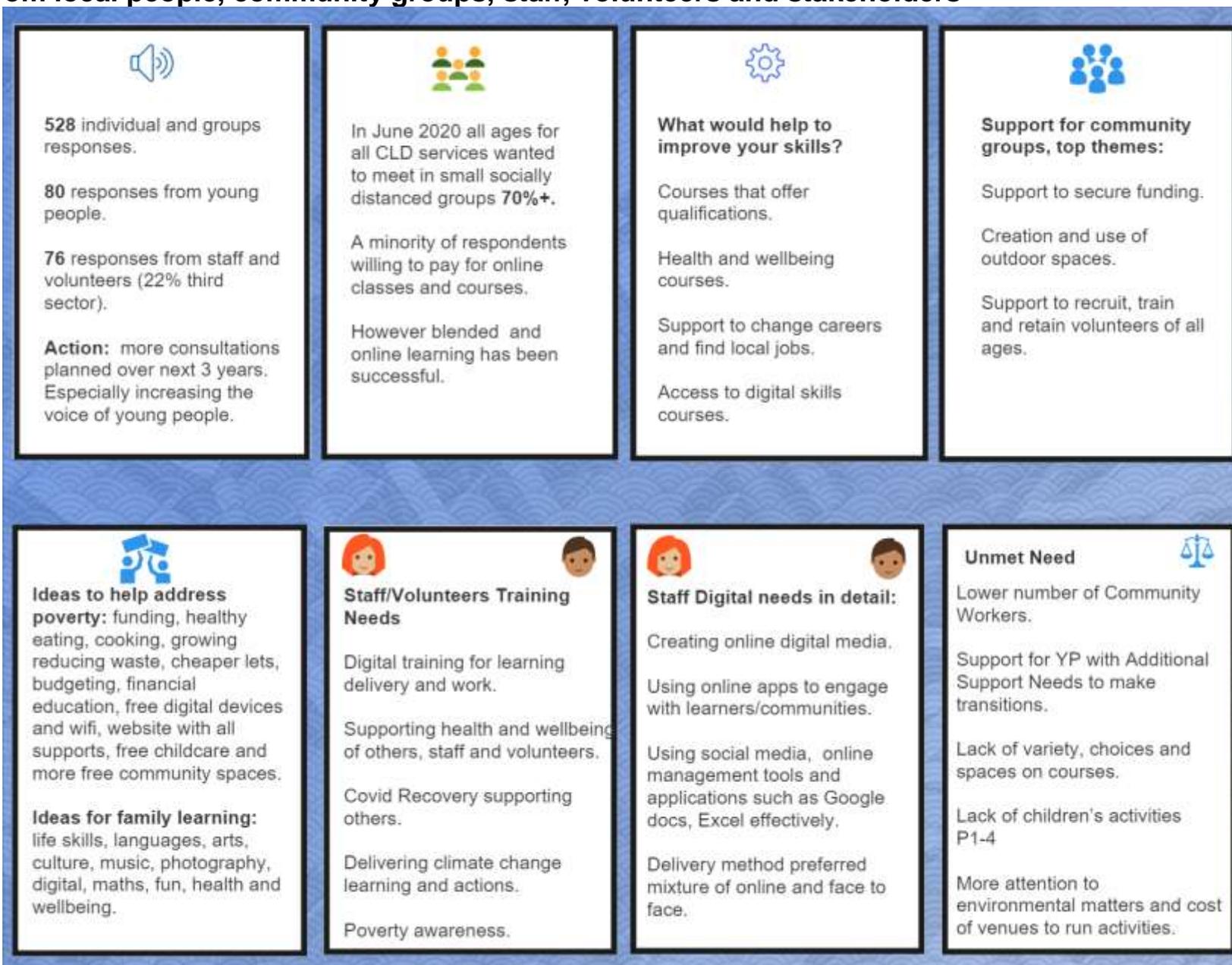
Staff from the local authority including Communities, Lifelong Learning and Employability (CLLE), Public Health, Midlothian Third Sector Interface e.g. Red Cross worked with Covid19 Community Resilience Groups. From April 2020 to June 2020 the following was achieved:

- 559 volunteers supported activities.
- 1,160 referrals for support were received.
- 555 emergency food parcels were distributed.
- 909 food and key essential shopping trips took place.
- 20,719 meals were prepared and delivered by community members.
- 1,034 prescriptions were delivered.

During Winter 2020 Midlothian Council, including CLLE and the third sector, co-designed and operated the Midlothian Food and Key Essential Fund. Resulting in:

- 5,140 applications for food vouchers and fuel support over 11 weeks.
- 107 applications were received per working day with a total of 4,500 vouchers distributed.
- 89% of issued funding to 4 post codes EH22, EH23 EH26 and EH19.
- Approximately 75 % of funding issued to households with children.
- Approximately 53% of funding issued to single parent families.
- 73% of applicants have only applied once.
- 2,099 applicants seeking a call back from Dalkeith and Penicuik Citizen Advice.
- 68% of applicants received fuel payments.

## Feedback from local people, community groups, staff, volunteers and stakeholders



# 80 Young People through Street Work told us.....

1



**to increase:** volunteering opportunities, more support with mental health, young driver education, more physical activities, informal youth club drop ins and more after school activities.

They would prefer these to take place outside or in community buildings after school or in the evenings.

2



## Suitable Online Activities

Video, art activities,  
peer support,  
zoom classes,  
gaming,

some young people had poor wifi access and

a lot of young people are fed up of being online.

3

## Conversations post Covid19 .

Talk with us about support to get a positive destination, our health and especially our mental health and keeping safe online.

4



**We need support to find a job through work placements and mock job interviews.**

5



## Challenging issues for the next 12 months

Preparing for exams and the future,  
transition to High School,  
finding a job and  
home learning.

Source

## Unmet Need, Opportunities and Challenges Going Forward

Over the last three years there has been a significant reduction in financial grants and staffing within the CLD sector in Midlothian. However there has been a significant increase in funding for employability related work. Partners were also successful in securing National Lottery's Early Action Fund to build capacity to implement system change around young people's mental health.

Local people and partners have identified the following areas which may be challenging going forward and where need may not be met:

- There is a small number of professionals available to support community capacity building with communities and groups therefore we are prioritising the Central Dalkeith/Lower Woodburn area in terms of increasing capacity building resources and seeking external support to assist with the review of Neighbourhood Planning.
- Youth Volunteering opportunities have significantly declined during Covid and it is difficult to identify suitable opportunities. It is also challenging to connect with young people to promote opportunities as this was previously achieved through school assemblies.
- Work experience and school based volunteering has not operated during Covid and will need to be addressed moving forward but will be challenging as two year groups have missed out on this opportunity.
- Isolation and mental health is also a challenging area going forward as Covid has removed, or reduced, the support opportunities available such as social peer support groups and volunteering opportunities.
- Supporting local groups and services to access community spaces in a variety of settings taking into account covid risk assessments.
- CLLE resources have been reduced over the last three years resulting in more targeted work to those 12 + and a reduction in the range of universal learning opportunities is a direct consequence of this. However good work has taken place to attract resources for those most vulnerable, for example care experienced young people.
- There are an increasing number of young people with additional support needs who require support to transition from one service to another and into a positive destination.
- There is scope for more English for Speakers of Other Languages (ESOL) classes to be taught. Some levels are oversubscribed and there has been a waiting list of potential learners. Our partners are CLLE and Edinburgh College.
- There is also demand for more specific ESOL learning groups – for example a women's group, age similar groups and demand for specific courses in ESOL for Employability. Additional funding for ESOL Employability work has been secured.
- Some Adult Literacy and Numeracy (ALN) learners were unwilling, or unable, to access online classes. A recent rise in referrals and a possible return to face to face classes could be an unmet need unless we can recruit more ALN tutors.

## CLD and Partners' Contribution to Covid19 Recovery and Engagement

Priority Area/Link to SMP	Outcome	Action/Task	Performance Indicator	Key partners	Timescale
Improving Opportunities Midlothian (IOM) - increase the number of adults with qualifications and increase positive destinations for young people.	CLLE engagement returns to 2019 levels over a three year period.	<p>Co-design CLLE provision with learners and promote effectively to increase engagement levels. Include increased provision for ESOL.</p> <p>Promote activities and support widely via noticeboards, targeted leafletting etc. increase number of online courses, face to face and blended in partnership with Midlothian Libraries.</p> <p>Pilot family learning opportunities in new subject areas as indicated by survey results.</p> <p>Conduct annual survey to inform refresh of CLD plan with learners and stakeholders. Undertake</p>	<p>7,000 engagements with CLLE – annual improvement over 3 years (baseline 20/21 2,000 target 21/22 4000)</p> <p>Target 435 (2019 levels) adults and children participate by 2024. (Baseline 2020/21 was 6).</p>	Communities, Lifelong Learning and Employability (CLLE), Edinburgh College & Midlothian Library Service.	2021/2024

Priority Area/Link to SMP	Outcome	Action/Task	Performance Indicator	Key partners	Timescale
		<p>further consultation with young people. Involve young people on decision making funding panels and in the co-design of Community Planning Day.</p> <p>Increase youth activities relating to volunteering, driver education, mental health, physical activities, and youth clubs and after school activities.</p> <p>Maintain targeted provision for vulnerable young people including those with care experience.</p>	<p>Pilot 4 new activities per year</p> <p>Maintain provision</p>	<p>CLLE/Volunteer Midlothian(VM)</p>	
<p>IOM - increase the number of adults with qualifications and increase positive destinations for young people.</p>	<p>Learners from 40% SIMD access CLLE provision</p>	<p>Increase the number of CLLE learners from 40% SIMD most deprived.</p>	<p>1,000 from 40% SIMD (21/22) increase over 3 years</p>	<p>CLLE</p>	<p>2021/24</p>

<b>Priority Area/Link to SMP</b>	<b>Outcome</b>	<b>Action/Task</b>	<b>Performance Indicator</b>	<b>Key partners</b>	<b>Timescale</b>
N/A	Increased take up of College courses by Midlothian Residents affected by Covid19.	Provide skills boost courses, introduction to college courses and commercial courses.	Tracking the number of students recruited from Midlothian and secure positive destinations.	Edinburgh College and partners	2021/22
IOM - third sector organisations and volunteers have improved skills, resources and knowledge to achieve positive change.	Community groups are supported to build capacity, secure funding and assets.	40 community groups supported	40 per year	CLLE/TSI	annual

A communications plan will be developed to support the roll out of the plan, provide feedback to communities and celebrate successes.

## CLD and Partners' Contribution to Improving Social Interaction, Health, Wellbeing and Poverty Levels

Priority Area/Link to SMP	Outcome	Action/Task	Performance Indicator	Key partners	Timescale
IOM - health inequalities in Midlothian are reduced.	People access courses which improve health and wellbeing	Increase the number of health and wellbeing courses offered by CLLE	5 courses offered per year	CLLE	2021/2024
IOM - health inequalities in Midlothian are reduced.	People more confident in preparing healthy food and managing their finances.	Increase number of courses in financial management and healthy eating	5 courses per year offered	CLLE	2021/2024
IOM - health inequalities in Midlothian are reduced.	Young People's capacity to promote positive mental health is improved.	Youth funding panel is established and youth led Test of Change delivered	Panel established and 6 led test of changes	Midlothian Early Action Partnership (MEAP)	2021/2022
Adult Health and Care - Contribute to the implementation of a local physical activity strategy by working with older people, people with disabilities and those at greatest risk of inequalities	People are more physically active	Work with Ageing Well to support older people  Deliver Weight Management Programmes to help address and prevent obesity and type 2 diabetes  Support community development	Total number of people attending activity groups hosted by Ageing Well each year. Target: 20,000, baseline 22,000 (2018/19)  Number of people referred to Weight Management Triage	HSCP, Third Sector and community organisations, Midlothian Council	2021/2023

Priority Area/Link to SMP	Outcome	Action/Task	Performance Indicator	Key partners	Timescale
		pilots/projects with a focus on physical activity	Target: 200, baseline 109 (2015/16)		
Adult Health & Care -Develop approaches to prevent or address isolation and reduce the detrimental impact on physical and mental health	People feel more socially connected and active.	Support community groups to restart and adapt following lock down, particularly for older people and those with additional support needs.  Run 'Groups Restarting' session for community organisations looking to reopen their premises/restart their groups  Support community development pilots/projects with a focus on mental health through grant funding.	Target 830 older people/people with additional support needs using local services, facilities and activities through participation in 1:1 or group sessions (baseline 825 – 2017/18)  2 training sessions	HSCP, Third Sector and community organisations, Midlothian Council, CLLE.  CLLE/TSI/HSCP	2021/22  2021/22

<b>Priority Area/Link to SMP</b>	<b>Outcome</b>	<b>Action/Task</b>	<b>Performance Indicator</b>	<b>Key partners</b>	<b>Timescale</b>
N/A	People are supported after a bereavement and know where to get help.	Good Grief training and train the trainer training.  Promote and maintain information on local and national support.	Staff completed train the trainer. Information shared e.g. via Third Sector Updates and maintained on the Council's Website	HSCP, Third Sector and community organisations, Midlothian Council/CLLE	2021/24
N/A	Communities and learners have increased access to Edinburgh College Midlothian Campus for CLD activity.	Promotion and outreach amongst CLD providers	Number of CLD activities and users held in the Midlothian Campus	Edinburgh College, TSI, Council, youth groups and small community groups	2021/24
N/A	Newbattle Abbey College has provided families with the opportunity to come together to access the outdoors, promote social interaction with others and in turn have a positive impact on health and wellbeing.	Local people access the 125 acre heritage site at Newbattle Abbey College.  Promote the Forest College which provides opportunities for individuals of all ages to benefit from the outdoor experience.	Forest College updates and reports	Newbattle Abbey College	2021/24
IOM – the number of households and children living in	Families financial circumstances are improved through	10 families have an intensive family support agreement.	55 families supported	CLLE and Barnardos	2021/24

Priority Area/Link to SMP	Outcome	Action/Task	Performance Indicator	Key partners	Timescale
poverty are reduced.	the intensive family support project and Parental employability support fund.	45 parents received support through the parental employability support fund.			
IOM – the number of households and children living in poverty are reduced.	The Child Poverty Act sets out four statutory, income-based targets (all after housing costs) to be achieved by 2030 <ul style="list-style-type: none"> <li>• Less than 10% of children in relative poverty;</li> <li>• Less than 5% of children in absolute poverty;</li> <li>• Less than 5% of children are in combined low-income and material deprivation;</li> <li>• Less than 5% of children are in persistent poverty</li> </ul>	Facilitate the child poverty steering group, operational group and action plan.  Produce updated child poverty report for leaders and decision makers.  <a href="http://midlothian.gov.uk">Child Poverty Action Reports   (midlothian.gov.uk)</a>	16/17 – 24% Mid 17/18 – 25% Mid 18/19 – 23% Mid 19/20 – 23.9% Mid  19/20 - 24% Scotland  Ward Level 18/19 14% Penicuik 11% Bonnyrigg 35% Dalkeith 23% Mid East 26% Mid South 11% Mid West	CPP/IOM/Child Poverty Working Group/Partners/CLLE	2021/24

**CLD and Partners' Contribution – Pathways to Learning, Personal Development and Employment**

Priority Area/Link to SMP	Outcome	Action/Task	Performance Indicator	Key partners	Timescale
IOM - Increase the number of adults in employment and the qualification levels of adults in Midlothian.	Number and levels of qualifications held by local people increased including those 5,000 with no qualifications.	Increase number of courses offering qualifications locally.	Number of qualifications gained by CLLE learners 21/22 target 750	CLLE	2021/2024
		Maintain high levels of 1:1 employability support through CLLE provision	500 per year	CLLE, employers and Local Employability Partners (LEP)	2021/2024
		Opportunities at all levels for adults to begin or improve their learning journey, enhance their personal development and wellbeing, and support their ability to gain employment. This would include the Social Sciences: Associate Degree	N/A	<ul style="list-style-type: none"> <li>Newbattle Abbey College / Progress Through Learning Midlothian (PTLM)</li> </ul>	2021/2024

Priority Area/Link to SMP	Outcome	Action/Task	Performance Indicator	Key partners	Timescale
		(HNC) with Queen Margaret University (SCQF level 7), Access to Higher Education (SWAP) programmes in Primary Education, Arts and Social Sciences, and Celtic Studies (SCQF level 6), Rural Skills (SCQF level 4), Preparation for Further Education (SCQF level 4), Adult Achievement Awards (SCQF level 2-6) and Forest and Outdoor Learning Awards (SCQF levels 2-6 & 8).			
IOM - participation measures for young people over 16 increase	Young People secure a positive destination	Increase the number of young people securing a positive destination and maintain the	95% (baseline 91%)	CLLE, Schools and Skills Development Scotland (SDS)/Edinburgh College	2021/2024

<b>Priority Area/Link to SMP</b>	<b>Outcome</b>	<b>Action/Task</b>	<b>Performance Indicator</b>	<b>Key partners</b>	<b>Timescale</b>
		unknowns under 100.	Under 100 unknowns		
IOM - participation measures for young people over 16 increase	Successful completion of CLLE operated Foundation Apprenticeships and Modern Apprenticeships.	Secure contracts and operate CLLE FA and MA	MA 70% completion  FA 85% completion	CLLE, SDS and Employers/Edinburgh College	2021/2024
IOM - participation measures for young people over 16 increase	Increase the number of young people securing a positive destination	Co-ordinate the Third Sector Kick start Gateway  Support training element of Midlothian Council Kickstart	Kickstart places filled and successfully completed.	TSI/CLLE/Edinburgh College	2021/22
IOM - participation measures for young people over 16 increase	Increase the number of young people securing a positive destination	Operate a competitive funding round for youth guarantee funding	Impact reporting statistics quarterly	CLLE and Local Employability Partnership	2021/2024
IOM - participation measures for young people over 16 increase	Increase the number of young people securing Saltire Awards	Increase the number of young people securing	Achieve pre Covid19 numbers as per 2019.	Volunteer Midlothian and Youth Work Providers	2021/2024

Priority Area/Link to SMP	Outcome	Action/Task	Performance Indicator	Key partners	Timescale
		Saltire Volunteering Awards			
IOM - family learning	Increase the numbers of adults and young people participating in family learning to improve skills for learning, life and work.	<p>Contribute to delivery of the new family learning strategy</p> <p>Increase the numbers of adults and young people participating in family learning</p>	Achieve 2019 family learning engagement levels within CLLE	CLLE	2021/2024

**CLD and Partners' Contribution – Digital and Resilient Communities of the Future**

Priority Area/Link to SMP	Outcome	Action/Task	Performance Indicator	Key partners	Timescale
IOM - increase access to digital learning opportunities across partners.	Midlothian residents have improved digital skills	<p>Individuals access support to develop essential digital skills in 1-2-1 and group work settings</p> <p>Individuals have access to basic and advanced digital skills training Pathways for improving digital skills are developed (from basic to FE/HE)</p> <p>Signposting to digital opportunities is improved Awareness is raised of assistive technology</p> <p>Utilising Library ICT facilities and services.</p>	<p>Connect Online targets to be confirmed</p> <p>Midlothian Council targets to be confirmed.</p>	<p>Midlothian Council CLLE and Edinburgh College</p> <p>Volunteer Midlothian Connect Online</p> <p>Digital Steering Group Partners including Midlothian Library Service</p>	2021/22

<b>Priority Area/Link to SMP</b>	<b>Outcome</b>	<b>Action/Task</b>	<b>Performance Indicator</b>	<b>Key partners</b>	<b>Timescale</b>
IOM - increase access to digital learning opportunities across partners.	More residents of Midlothian have access to a suitable device and are able to connect online.	Digital Steering Group will engage with Connecting Scotland and other initiatives to distribute devices to individuals  Better information on accessing devices etc. Collaboration  Lending libraries of devices will be developed	Number of refurbished devices    Loaning library of 12 devices to be piloted in Temporary accommodation.	Midlothian Council CLLE, Edinburgh College  Midlothian HSCP  Volunteer Midlothian Connect Online  Key partners are Health & Social Care, Midlothian Council - Homelessness, Digital learning and CLL With YOU	2021/2024          Timescale 21/22.
IOM - third sector organisations and volunteers have improved skills,	Communities benefit from increased resources.	Sustain support to small, local community groups to apply for funding.	Number of organisations supported.	TSI/CLLE	2021/2024

<b>Priority Area/Link to SMP</b>	<b>Outcome</b>	<b>Action/Task</b>	<b>Performance Indicator</b>	<b>Key partners</b>	<b>Timescale</b>
resources and knowledge to achieve positive change.	Communities are supported to improve economic and health circumstances, increase qualifications and protect the environment.	Co-design and operate the 3 year large and small grants schemes from Midlothian Council	N/A funding evaluation report on impact of funded projects	CLLE, TSI and third sector groups	2021/2024
Resilient Communities of the Future	Communities influence, drive and deliver improvements in their community	Review Neighbourhood Planning	New system proposed and agreed	CLLE, Community Planning and local communities	2021/2024

## CLD and Partners' Contribution to Midlothian being Carbon Neutral by 2030

Priority Area/Link to SMP	Outcome	Action/Task	Performance Indicator	Key partners	Timescale
Climate Emergency: Priority 3 - Climate Emergency Awareness Raising and Community Engagement	Increased access to resources for staff, volunteers and community groups to run climate change sessions/projects including supporting the creation of an information hub.	Support and influence the creation of a climate change information hub for staff, volunteers and community groups.  Progress related projects.	Minimum of one hub created and 4 information boards.	Library Service, CLLE/TSI	2021/2023
	Climate change related volunteers opportunities increased.	Increase and promote opportunities for volunteering relating to climate change including Council Staff Volunteering.	3 new opportunities created per year	Volunteer Midlothian	2021/2024
	Confidence and knowledge levels in staff, volunteers and community groups increased to run climate change related activities or projects.	Increase staff, community groups and volunteers capacity to embedded and run climate change related projects through training.	2 training sessions offered per year  Confidence and knowledge levels increased by 50%.	CLLE/TSI/ Climate change thematic group	2021/2024

<b>Priority Area/Link to SMP</b>	<b>Outcome</b>	<b>Action/Task</b>	<b>Performance Indicator</b>	<b>Key partners</b>	<b>Timescale</b>
	Funding secured for climate change projects	Research, promote and secure additional funding for climate change related CLD projects.	2 applications submitted per year and 1 successful per year	CLLE/TSI and climate change thematic group and partners	2021/2024
	Increased use of outdoor spaces for learning and community activities	Support community groups and CLL providers to maximise use of outdoor spaces to support resilience of opportunities.	No formal indicator – feedback from staff and stakeholders about new spaces created. Track linked funding applications.	CLLE/TSI and climate change thematic group and partners	2021/2024

## CLD and Partners' - Enhancing Our Workforce and Volunteer Skills

Priority Area/Link to SMP	Outcome	Action/Task	Performance Indicator	Key partners	Timescale
IOM – Midlothian skilled and confident workforce including volunteers.	Staff and volunteers confident in priority areas identified through training needs survey	<p>Deliver two training courses in: digital, health and wellbeing, Covid19 recovery, climate change, blended learning and poverty awareness.</p> <p>Digital CPD includes: creating online digital media, using online apps, social media, online management tools and digital applications</p> <p>Increase the number of digital and face to face training opportunities</p>	14 opportunities offered including 10 from TSI training programme.	CLLE/TSI/Adult Health and Social Care	2021/2024

<b>Priority Area/Link to SMP</b>	<b>Outcome</b>	<b>Action/Task</b>	<b>Performance Indicator</b>	<b>Key partners</b>	<b>Timescale</b>
Work with CPP, in particular community & third sector partners, to identify opportunities for integrated working that supports people to stay healthy and independent (SMP Adult Health and Care)	Staff, volunteers and services work closely together to support people to stay healthy and independent.	Deliver Voluntary Sector Summits.	Number of Voluntary Sector Summits. Target: 2 in 2021 and 3 per year thereafter. Baseline 3 (2019)	CLLE/TSI/Health and Social Care	2021/2024
Support the Midlothian Way approach where local people access consistent services which are trauma informed, address inequalities and have good conversations at their core.	Staff are trauma informed, have good conversations focused on what matters to people and address inequalities	Deliver training courses in trauma informed communities and good conversations.  Deliver and promote inequalities bite size series.	Train 144 people in Good Conversations  Deliver a programme of at least 4 bite size inequalities focused sessions per quarter.	CLLE/TSI/Health and Social Care	2021/2023
IOM - Midlothian has a skilled and confident workforce including volunteers.	Staff are upskilled and professionally developed through accredited training.	Justice Team to continue to develop a suite of certified training awards and qualifications for	All 3 Community Payback Order supervisors trained	Community Justice /CLL/ SQA	2021/2022

<b>Priority Area/Link to SMP</b>	<b>Outcome</b>	<b>Action/Task</b>	<b>Performance Indicator</b>	<b>Key partners</b>	<b>Timescale</b>
		individuals on unpaid work.			
IOM - Midlothian has a skilled and confident workforce including Volunteers.	Staff are educated and upskilled in Community Justice	Publish a Community Justice E-learning toolkit for all Council staff.	20% of relevant partnership staff completing e-toolkit	Community Justice/	2022/23
IOM - Midlothian has a skilled and confident workforce.	Staff are trauma informed in practice	Deliver training courses in trauma for all staff	100% of staff trained	HSCP/Justice SW/	2021/22

## Appendices

### Appendix One

#### CLD Guidance and Policy Context

***The Education Act 1980, section 2 (amended in 2013) states that there is a statutory duty to provide adequate and effective community learning and development.***

Learning and Development activity in the community, regardless of who provides it, supports primarily disadvantaged or vulnerable groups and individuals of all ages to engage in learning, personal development and active citizenship with a focus on bringing about change in their lives and communities. The term – community learning and development - refers to a distinctive process of engagement and support within a learning content that is negotiated with learners. In June 2012, the Scottish Government issued the Strategic Guidance for Community Planning Partnerships: Community Learning and Development, which tasks each local authority to provide a plan outlining how community learning and development will be delivered in that area.

#### **CLD regulations revised guidance Dec 2020.**

New national CLD guidance was issued on 7 Dec 2020, this sets out the expectation for education authorities to:

- ***Co-ordinate the provision of community learning and development with stakeholders;***
- ***Describe the actions that will be taken to provide and coordinate community learning and development between 1 September 2021 and 31 August 2024;***
- ***Describe the actions of partners for the provision of community learning and development from 1 September 2021 to 31 August 2024;***
- ***Describe any needs for providing community learning and development that will not be met between 1 September 2021 to 31 August 2024.***

*“Development of the CLD plan will require a collaborative approach to the delivery of CLD in Scotland’s schools, colleges, third sector organisations and communities.*

*This will require the education authority to coordinate the delivery of CLD practice from across the local authority area and consult with partners and learners in schools, colleges, third and voluntary sector organisations and communities with a particular emphasis on people who are vulnerable or marginalised.*

*To ensure that education authorities meet their statutory requirements to secure CLD provision in their area (**Regulation 2**), education authorities must publish a revision to their CLD plan by September 2021 (**Regulation 4**) which covers the following*

three years (2021-24) and is based on consultation with representatives of target individuals and groups and CLD providers (**Regulation 3**).

*The Scottish Government expects education authorities to take account of a variety of priorities when planning to secure adequate and efficient CLD services”*

On COVID the new guidance states:

*“CLD workers have been widely recognised as key workers during the pandemic, continuing to engage with young people, families, adult learners and community organisations, particularly in our most disadvantaged communities. The Scottish Government recognise that CLD practitioners will have a vital role to play in rebuilding from the pandemic and responding to the new challenges ahead.*

*There is an expectation that education authorities will take appropriate steps to:*

- *Ensure that adequate and efficient CLD support is made available to assist disadvantaged communities to recover from the Covid-19 pandemic;*
- *Consider the impacts on disadvantaged learners and communities as part of an ongoing assessment and reflect any changes in the planning and review process in 2021-22;*
- *Embed priorities for recovery and renewal of local CLD services within Local Outcomes Improvement Plans (LOIP)\* and other relevant local plans.”*

*\*In Midlothian, the LOIP is the Single Midlothian Plan (SMP), which is both the CPP and Council strategic plan*

In preparing this plan, we have also undertaken a review of current policies in order to provide a context which shows how the plan meets the wider requirements and expectations set out by Scottish Government, Education Scotland, and Midlothian’s community planning partnership.

### **National priorities.**

The new guidance sets out expectations for all CLD plans as follows:

*“The priorities for the delivery of CLD throughout the life span of the CLD plan (2021-24) should include, but not be limited to:*

- *Priorities set out in LOIPs and other national policies, whilst taking account of an evidence base most relevant to CLD provision;*
- *Working with partners in schools, colleges, third sector organisations and community planning partnerships to ensure services are adequate and efficient;*
- *Identifying priority groups and target the most vulnerable and marginalised learners in schools, colleges and communities to engage with CLD services;*
- *Protecting and improving health and wellbeing outcomes for young people, adults and families;*
- *Creating additional opportunities and support for learning, employability and creating local wealth;*

- *Recognising and taking appropriate action to support those most disproportionately affected by digital poverty ensuring they have the necessary tools, skills and support to access digital learning and services;*
- *A commitment to incorporate the United Nations Convention on the Rights of the Child (UNCRC) into policy across CLD services;*
- *Taking account of the need for community based adult learning, youth work and English for Speakers of Other Languages (ESOL) learning and embedding in provision across the local authority area.”*

## **1. Summary of policies, local position and areas for development**

In the last three years significant national policy initiatives and legislation have changed, which impact on the delivery of learning and development in our communities.

The current national outcomes for work with young people, adults and communities are detailed below.

The priorities identified through various reviews were reflected in the previous Midlothian Learning and Development in the Community action plan for 2018 – 2021.

Key continuing legislative areas relate to: community engagement, learning, literacy, numeracy, English for speakers of other languages, community empowerment, work with young people, adults, families and communities, employability, fair work, inequality, community justice, social enterprise, area regeneration, staff development and child poverty.

Through the community planning working group (CPWG) and Improving Opportunities Midlothian, we as a partnership are already working strongly together to ensure that the needs of the local community and national policies are prioritised and are central to the learning and development work taking place in our Midlothian communities.

The Learning and Development in our Communities Plan sits under the CPP’s Improving Opportunities for the people of Midlothian (IOM) theme.

### **IOM 3 year outcomes**

- Poverty levels ( including Child poverty) in Midlothian are reduced
- Health inequalities are reduced and the health of people in Midlothian is improved
- The public is informed and engaged in service development and delivery.

## **Annual priorities 2021-22**

- The number of households in poverty across Midlothian is reduced
- The number of children living in households in poverty is reduced
- Participation measures for young people over 16 increase
- The qualification levels of people in Midlothian increases
- The number of people who are economically active increases
- The annual turnover of third sector organisations and volunteering rates increase
- Health inequalities for people in Midlothian are reduced

## **Appendix Two**

### **Appendix 2a**

Scottish Government policies and commitments on climate change can be found here

<https://www.gov.scot/policies/climate-change/>

Scottish Government policies on employability can be found here:

<https://www.gov.scot/policies/employment-support/>