Community Learning and Development Partners’
Strategic Plan for Midlothian 2021 to 2024

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 an Carbon Neutral by 2030 approaches to the workplace and active travel.


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

Midlothian Community Planning Partnership

Community Planning Working Group

Midlothian Health and Social Care Partnership

Midlothian GIRFEC Board
(Getting It Right for Every Child)

Improving Opportunities in Midlothian

Sustainable Growth in Midlothian Board

Community Safety and Justice Working Group

Associated Sub-Groups and Linked Partnerships

- Older People Planning Group
- Mental Health Planning Group
- Physical Disability and Sensory Impairment Planning Group
- Carers Planning Group
- Primary Care Management Group
- Autism Planning Group
- Learning Disability Planning Group
- Extra Care Housing Planning Group
- Type 2 Diabetes Prevention Group
- Palliative Care Group
- Improving the Cancer Journey Strategic Group
- Acute Hospital Planning Group
- Midlothian and East Lothian Drugs and Alcohol Partnership (MELDAP)
- Voluntary Sector Forum

- Early Years Group
- Vulnerable Children and Young People Group
- Midlothian Early Action Partnership (Mental Health and Wellbeing)
- Strategic Oversight Attendance and Exclusions Group (SOAEG)
- Strategic Planning Group for Children and Young People’s Mental Health
- Public Protection Committee
- Champions Group
- Voluntary Sector CYP Forum
- Child Poverty Working Group
- Equity and Inclusion Group

- Child Poverty Working Group (IOM Strategic Oversight)
- Midlothian Employability, Learning, Developing Young Workforce (DYW), Youth Work and Adult Learning Group (Local Employability Partners (LEP)/DYW/Employment and Learning Midlothian (ELM))
- Volunteer Managers Forum
- Voluntary Sector Forum
- Social Enterprise Action Midlothian
- Midlothian Financial Inclusion Network (MFIN)
- South East City Regional Deal associated groups
- Midlothian People’s Equality Group (MPEG)

- Economic Growth Group
- Housing and Homelessness Group
- Climate Change Group
- Chamber of Commerce
- Midlothian Local Biodiversity Action Plan Partners
- Midlothian Tourism Forum
- Penicuik THI/CARS
- Housing Association Forum
- SES Plan
- Federation of Small Businesses
- Midlothian Science Zone
- Easter Bush Development
- South East City Regional Deal associated groups

- No11 Allocation Forum
- Midlothian Families First
- GIRFEC Children and Young People Meeting
- Youth Offending Management Group
- Spring Steering Group
- Safe and Together Implementation Group
- Licensing Board
- Federation of Small Businesses
- Midlothian People’s Equality Group (MPEG)
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](https://www.cldstandards.org.uk/what-is-cld))
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?

### (Data from - 2019/20 mainly)

<table>
<thead>
<tr>
<th><strong>What do we know about Midlothian?</strong></th>
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<tbody>
<tr>
<td><strong>Midlothian’s Population</strong></td>
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<tr>
<td>Below the Scottish average for 2 levels of SQA qualifications:</td>
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<tr>
<td>24,200 with SVQ Level 4 qualifications.</td>
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<tr>
<td>34,100 with SVQ level 3 qualifications.</td>
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<tr>
<td>5300 people with no qualifications.</td>
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<tr>
<td><strong>Wages</strong></td>
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<tr>
<td>£556.80 average weekly pay if living in Midlothian.</td>
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<tr>
<td>£38.20 less than Scottish Average.</td>
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<tr>
<td>£552 if full time working with a Midlothian Employer £40 a week less than Scottish Average.</td>
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<tr>
<td><strong>Employees</strong></td>
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<tr>
<td>31,000 employees working with Midlothian based businesses.</td>
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<td>64% full time</td>
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<td>32.3% part time.</td>
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<td><strong>Activity Levels</strong></td>
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<tr>
<td>87% of adults say they are active for 30 mins at least once per week.</td>
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<td><strong>Local Businesses</strong></td>
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<tr>
<td>87.2% (2180) employed 9 people or less.</td>
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<td>10.8% (270) employed between 10 and 49.</td>
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<td>1.6% (40) employed between 50 and 249.</td>
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<td>0.2% (5) employed more than 250.</td>
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### Community Learning and Development Achievements

<table>
<thead>
<tr>
<th>Achievements</th>
<th>Details</th>
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<tbody>
<tr>
<td>Over 5,000 young people engaged in CLLE activities in 2019/20.</td>
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<tr>
<td>770 young people participated in work experience in 19/20.</td>
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<tr>
<td>100 young people supported with tailored learning programmes plus 56 at the CLLE Croft Street Hub 19/20.</td>
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<td>Summer 2021 supported volunteering for young people by Volunteer Midlothian.</td>
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<td>CLLE provided 586 learning opportunities in 19/20.</td>
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<td>314 CLLE learners were from an ethnic minority 19/20.</td>
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<td>551 CLLE learners were from SIMD 20% 19/20.</td>
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<tr>
<td>The Compact and Council Volunteer Policy were produced.</td>
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<td>The Third Sector Kickstart was created.</td>
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<td>ESOL, Literacy and Numeracy CLLE learners were supported through the pandemic.</td>
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<td>1335 adults attended CLLE free classes 19/20.</td>
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<tr>
<td>202 people accessed ESOL/Literacy/Numeracy Support 19/20.</td>
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<td>1543 CLLE learners secured qualifications in 19/20.</td>
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<td>1384 adults participated in CLLE mainstream adult learning in 19/20.</td>
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<td>Federation of Community Councils and MTRaP supported.</td>
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<td>Successful online volunteer ceremony held.</td>
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<td>Virtual best practice guidance and support given for community groups.</td>
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<tr>
<td>Created a learning and community hub at Penicuik Town Hall.</td>
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<tr>
<td>Delivered over £1 million worth of employability programmes.</td>
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<td>Supported 26 expressions of interest in community asset transfers with 5 completing.</td>
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<td>Supported child poverty and Armed Forces Covenant actions.</td>
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<tr>
<td>Supported online governance, change making and funding for community groups.</td>
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</table>
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 CLLEand 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

528 individual and groups responses.
80 responses from young people.
76 responses from staff and volunteers (22% third sector).

Action: more consultations planned over next 3 years. Especially increasing the voice of young people.

In June 2020 all ages for all CLD services wanted to meet in small socially distanced groups 70%+. A minority of respondents willing to pay for online classes and courses. However blended and online learning has been successful.

What would help to improve your skills?
- Courses that offer qualifications.
- Health and wellbeing courses.
- Support to change careers and find local jobs.
- Access to digital skills courses.

Support for community groups, top themes:
- Support to secure funding.
- Creation and use of outdoor spaces.
- Support to recruit, train and retain volunteers of all ages.

Ideas to help address poverty: funding, healthy eating, cooking, growing reducing waste, cheaper lets, budgeting, financial education, free digital devices and wifi, website with all supports, free childcare and more free community spaces.

Ideas for family learning:
- Life skills, languages, arts, culture, music, photography, digital, maths, fun, health and wellbeing.

Staff/Volunteers Training Needs
- Digital training for learning delivery and work.
- Supporting health and wellbeing of others, staff and volunteers.
- Covid Recovery supporting others.
- Delivering climate change learning and actions.
- Poverty awareness.

Staff Digital needs in detail:
- Creating online digital media.
- Using online apps to engage with learners/communities.
- Using social media, online management tools and applications such as Google docs, Excel effectively.
- Delivery method preferred mixture of online and face to face.

Unmet Need
- Lower number of Community Workers.
- Support for YP with Additional Support Needs to make transitions.
- Lack of variety, choices and spaces on courses.
- Lack of children’s activities P1-4
- More attention to environmental matters and cost of venues to run activities.
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.
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

<table>
<thead>
<tr>
<th>Priority Area/Link to SMP</th>
<th>Outcome</th>
<th>Action/Task</th>
<th>Performance Indicator</th>
<th>Key partners</th>
<th>Timescale</th>
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<tbody>
<tr>
<td>Improving Opportunities Midlothian (IOM) - increase the number of adults with qualifications and increase positive destinations for young people.</td>
<td>CLo LE engagement returns to 2019 levels over a three year period.</td>
<td>Co-design CLo LE provision with learners and promote effectively to increase engagement levels. Include increased provision for ESOL. 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. Pilot family learning opportunities in new subject areas as indicated by survey results. Conduct annual survey to inform refresh of CLD plan with learners and stakeholders. Undertake</td>
<td>7,000 engagements with CLo LE – annual improvement over 3 years (baseline 20/21 2,000 target 21/22 4000)</td>
<td>Communities, Lifelong Learning and Employability (CLLE), Edinburgh College &amp; Midlothian Library Service.</td>
<td>2021/2024</td>
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<tr>
<td>Priority Area/Link to SMP</td>
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<td>further consultation with young people. Involve young people on decision making funding panels and in the co-design of Community Planning Day. Increase youth activities relating to volunteering, driver education, mental health, physical activities, and youth clubs and after school activities. Maintain targeted provision for vulnerable young people including those with care experience.</td>
<td>Pilot 4 new activities per year</td>
<td>CLLE/Volunteer Midlothian (VM)</td>
<td>2021/24</td>
</tr>
<tr>
<td>IOM - increase the number of adults with qualifications and increase positive destinations for young people.</td>
<td>Learners from 40% SIMD access CLLE provision</td>
<td>Increase the number of CLLE learners from 40% SIMD most deprived.</td>
<td>Maintain provision</td>
<td>CLLE</td>
<td>2021/24</td>
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<tr>
<td>Priority Area/Link to SMP</td>
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<tr>
<td>N/A</td>
<td>Increased take up of College courses by Midlothian Residents affected by Covid19.</td>
<td>Provide skills boost courses, introduction to college courses and commercial courses.</td>
<td>Tracking the number of students recruited from Midlothian and secure positive destinations.</td>
<td>Edinburgh College and partners</td>
<td>2021/22</td>
</tr>
<tr>
<td>IOM - third sector organisations and volunteers have improved skills, resources and knowledge to achieve positive change.</td>
<td>Community groups are supported to build capacity, secure funding and assets.</td>
<td>40 community groups supported</td>
<td>40 per year</td>
<td>CLLE/TSI</td>
<td>annual</td>
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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

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<th>Priority Area/Link to SMP</th>
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<th>Key partners</th>
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<tbody>
<tr>
<td>IOM - health inequalities in Midlothian are reduced.</td>
<td>People access courses which improve health and wellbeing</td>
<td>Increase the number of health and wellbeing courses offered by CLLE</td>
<td>5 courses offered per year</td>
<td>CLLE</td>
<td>2021/2024</td>
</tr>
<tr>
<td>IOM - health inequalities in Midlothian are reduced.</td>
<td>People more confident in preparing healthy food and managing their finances.</td>
<td>Increase number of courses in financial management and healthy eating</td>
<td>5 courses per year offered</td>
<td>CLLE</td>
<td>2021/2024</td>
</tr>
<tr>
<td>IOM - health inequalities in Midlothian are reduced.</td>
<td>Young People’s capacity to promote positive mental health is improved.</td>
<td>Youth funding panel is established and youth led Test of Change delivered</td>
<td>Panel established and 6 led test of changes</td>
<td>Midlothian Early Action Partnership (MEAP)</td>
<td>2021/2022</td>
</tr>
<tr>
<td>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</td>
<td>People are more physically active</td>
<td>Work with Ageing Well to support older people</td>
<td>Total number of people attending activity groups hosted by Ageing Well each year. Target: 20,000, baseline 22,000 (2018/19)</td>
<td>HSCP, Third Sector and community organisations, Midlothian Council</td>
<td>2021/2023</td>
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<tr>
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<tr>
<td>Adult Health &amp; Care - Develop approaches to prevent or address isolation and reduce the detrimental impact on physical and mental health</td>
<td>People feel more socially connected and active.</td>
<td>Support community groups to restart and adapt following lock down, particularly for older people and those with additional support needs.</td>
<td>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)</td>
<td>HSCP, Third Sector and community organisations, Midlothian Council, CLLE.</td>
<td>2021/22</td>
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<td></td>
<td>Run ‘Groups Restarting’ session for community organisations looking to reopen their premises/restart their groups</td>
<td>2 training sessions</td>
<td>CLLE/TSI/HSCP</td>
<td>2021/22</td>
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<td>Priority Area/Link to SMP</td>
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<tr>
<td>N/A</td>
<td>People are supported after a bereavement and know where to get help.</td>
<td>Good Grief training and train the trainer training.</td>
<td>Staff completed train the trainer. Information shared e.g. via Third Sector Updates and maintained on the Council’s Website</td>
<td>HSCP, Third Sector and community organisations, Midlothian Council/CLLE</td>
<td>2021/24</td>
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<tr>
<td>N/A</td>
<td>Communities and learners have increased access to Edinburgh College Midlothian Campus for CLD activity.</td>
<td>Promotion and outreach amongst CLD providers</td>
<td>Number of CLD activities and users held in the Midlothian Campus</td>
<td>Edinburgh College, TSI, Council, youth groups and small community groups</td>
<td>2021/24</td>
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<tr>
<td>N/A</td>
<td>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.</td>
<td>Local people access the 125 acre heritage site at Newbattle Abbey College.</td>
<td>Forest College updates and reports</td>
<td>Newbattle Abbey College</td>
<td>2021/24</td>
</tr>
<tr>
<td>IOM – the number of households and children living in</td>
<td>Families financial circumstances are improved through</td>
<td>10 families have an intensive family support agreement.</td>
<td>55 families supported</td>
<td>CLLE and Barnardos</td>
<td>2021/24</td>
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<tr>
<td>poverty are reduced.</td>
<td>the intensive family support project and Parental employability support fund.</td>
<td>45 parents received support through the parental employability support fund.</td>
<td></td>
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</table>
| 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  
• Less than 10% of children in relative poverty;  
• Less than 5% of children in absolute poverty;  
• Less than 5% of children are in combined low-income and material deprivation;  
• Less than 5% of children are in persistent poverty | Facilitate the child poverty steering group, operational group and action plan.  
Produce updated child poverty report for leaders and decision makers.  
[Child Poverty Action Reports](midlothian.gov.uk) | 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**
<table>
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<tr>
<th>Priority Area/Link to SMP</th>
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<tbody>
<tr>
<td>IOM - Increase the number of adults in employment and the qualification levels of adults in Midlothian.</td>
<td>Number and levels of qualifications held by local people increased including those 5,000 with no qualifications.</td>
<td>Increase number of courses offering qualifications locally.</td>
<td>Number of qualifications gained by CLLE learners 21/22 target 750 500 per year</td>
<td>CLLE, employers and Local Employability Partners (LEP)</td>
<td>2021/2024</td>
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<td></td>
<td>Maintain high levels of 1:1 employability support through CLLE provision</td>
<td>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</td>
<td>N/A</td>
<td>CLLE, employers and Local Employability Partners (LEP)</td>
<td>2021/2024</td>
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<tr>
<td></td>
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<td></td>
<td></td>
<td>Newbattle Abbey College / Progress Through Learning Midlothian (PTLM)</td>
<td>2021/2024</td>
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<td>Priority Area/Link to SMP</td>
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<tr>
<td>IOM - participation measures for young people over 16 increase</td>
<td>Young People secure a positive destination</td>
<td>Increase the number of young people securing a positive destination and maintain the 95% (baseline 91%)</td>
<td>CLLE, Schools and Skills Development Scotland (SDS)/Edinburgh College</td>
<td>2021/2024</td>
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<tr>
<td>IOM - participation measures for young people over 16 increase</td>
<td>Successful completion of CLLE operated Foundation Apprenticeships and Modern Apprenticeships.</td>
<td>Secure contracts and operate CLLE FA and MA</td>
<td>MA 70% completion&lt;br&gt;FA 85% completion</td>
<td>CLLE, SDS and Employers/Edinburgh College</td>
<td>2021/2024</td>
</tr>
<tr>
<td>IOM - participation measures for young people over 16 increase</td>
<td>Increase the number of young people securing a positive destination</td>
<td>Co-ordinate the Third Sector Kickstart Gateway&lt;br&gt;Support training element of Midlothian Council Kickstart</td>
<td>Kickstart places filled and successfully completed.</td>
<td>TSI/CLLE/Edinburgh College</td>
<td>2021/22</td>
</tr>
<tr>
<td>IOM - participation measures for young people over 16 increase</td>
<td>Increase the number of young people securing a positive destination</td>
<td>Operate a competitive funding round for youth guarantee funding</td>
<td>Impact reporting statistics quarterly</td>
<td>CLLE and Local Employability Partnership</td>
<td>2021/2024</td>
</tr>
<tr>
<td>IOM - participation measures for young people over 16 increase</td>
<td>Increase the number of young people securing Saltire Awards</td>
<td>Increase the number of young people securing</td>
<td>Achieve pre Covid19 numbers as per 2019.</td>
<td>Volunteer Midlothian and Youth Work Providers</td>
<td>2021/2024</td>
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<tr>
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<tr>
<td>IOM - family learning</td>
<td>Increase the numbers of adults and young people participating in family learning to improve skills for learning, life and work.</td>
<td>Contribute to delivery of the new family learning strategy</td>
<td>Achieve 2019 family learning engagement levels within CLLE</td>
<td>CLLE</td>
<td>2021/2024</td>
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CLD and Partners’ Contribution – Digital and Resilient Communities of the Future
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<tr>
<th>Priority Area/Link to SMP</th>
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<th>Action/Task</th>
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<tbody>
<tr>
<td>IOM - increase access to digital learning opportunities across partners.</td>
<td>Midlothian residents have improved digital skills</td>
<td>Individuals access support to develop essential digital skills in 1-2-1 and group work settings. Individuals have access to basic and advanced digital skills training. Pathways for improving digital skills are developed (from basic to FE/HE). Signposting to digital opportunities is improved. Awareness is raised of assistive technology. Utilising Library ICT facilities and services.</td>
<td>Connect Online targets to be confirmed. Midlothian Council targets to be confirmed.</td>
<td>Midlothian Council CLLE and Edinburgh College Volunteer Midlothian Connect Online Digital Steering Group Partners including Midlothian Library Service</td>
<td>2021/22</td>
</tr>
<tr>
<td>Priority Area/Link to SMP</td>
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<tr>
<td>IOM - increase access to digital learning opportunities across partners.</td>
<td>More residents of Midlothian have access to a suitable device and are able to connect online.</td>
<td>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</td>
<td>Number of refurbished devices Loaning library of 12 devices to be piloted in Temporary accommodation.</td>
<td>Midlothian Council CLL, Edinburgh College Midlothian HSCP Volunteer Midlothian Connect Online</td>
<td>2021/2024 Timescale 21/22.</td>
</tr>
<tr>
<td>IOM - third sector organisations and volunteers have improved skills,</td>
<td>Communities benefit from increased resources.</td>
<td>Sustain support to small, local community groups to apply for funding.</td>
<td>Number of organisations supported.</td>
<td>TSI/CLLE</td>
<td>2021/2024</td>
</tr>
<tr>
<td>Priority Area/Link to SMP</td>
<td>Outcome</td>
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<td>Performance Indicator</td>
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<tr>
<td>resources and knowledge to achieve positive change.</td>
<td>Communities are supported to improve economic and health circumstances, increase qualifications and protect the environment.</td>
<td>Co-design and operate the 3 year large and small grants schemes from Midlothian Council</td>
<td>N/A funding evaluation report on impact of funded projects</td>
<td>CLLE, TSI and third sector groups</td>
<td>2021/2024</td>
</tr>
<tr>
<td>Resilient Communities of the Future</td>
<td>Communities influence, drive and deliver improvements in their community</td>
<td>Review Neighbourhood Planning</td>
<td>New system proposed and agreed</td>
<td>CLLE, Community Planning and local communities</td>
<td>2021/2024</td>
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## CLD and Partners’ Contribution to Midlothian being Carbon Neutral by 2030

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<tbody>
<tr>
<td>Climate Emergency: Priority 3 - Climate Emergency Awareness Raising and Community Engagement</td>
<td>Increased access to resources for staff, volunteers and community groups to run climate change sessions/projects including supporting the creation of an information hub.</td>
<td>Support and influence the creation of a climate change information hub for staff, volunteers and community groups. Progress related projects.</td>
<td>Minimum of one hub created and 4 information boards.</td>
<td>Library Service, CLLE/TSI</td>
<td>2021/2023</td>
</tr>
<tr>
<td>Climate change related volunteers opportunities increased.</td>
<td>Increase and promote opportunities for volunteering relating to climate change including Council Staff Volunteering.</td>
<td></td>
<td>3 new opportunities created per year</td>
<td>Volunteer Midlothian</td>
<td>2021/2024</td>
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<tr>
<td>Confidence and knowledge levels in staff, volunteers and community groups increased to run climate change related activities or projects.</td>
<td>Increase staff, community groups and volunteers capacity to embedded and run climate change related projects through training.</td>
<td>2 training sessions offered per year</td>
<td>Confidence and knowledge levels increased by 50%.</td>
<td>CLLE/TSI/ Climate change thematic group</td>
<td>2021/2024</td>
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<tr>
<td>Priority Area/Link to SMP</td>
<td>Outcome</td>
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<td></td>
<td>Funding secured for climate change projects</td>
<td>Research, promote and secure additional funding for climate change related CLD projects.</td>
<td>2 applications submitted per year and 1 successful per year</td>
<td>CLLE/TSI and climate change thematic group and partners</td>
<td>2021/2024</td>
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<td></td>
<td>Increased use of outdoor spaces for learning and community activities</td>
<td>Support community groups and CLL providers to maximise use of outdoor spaces to support resilience of opportunities.</td>
<td>No formal indicator – feedback from staff and stakeholders about new spaces created. Track linked funding applications.</td>
<td>CLLE/TSI and climate change thematic group and partners</td>
<td>2021/2024</td>
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# CLD and Partners’ - Enhancing Our Workforce and Volunteer Skills

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<th>Priority Area/Link to SMP</th>
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<th>Action/Task</th>
<th>Performance Indicator</th>
<th>Key partners</th>
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<tbody>
<tr>
<td>IOM – Midlothian skilled and confident workforce including volunteers.</td>
<td>Staff and volunteers confident in priority areas identified through training needs survey</td>
<td>Deliver two training courses in: digital, health and wellbeing, Covid19 recovery, climate change, blended learning and poverty awareness. Digital CPD includes: creating online digital media, using online apps, social media, online management tools and digital applications. Increase the number of digital and face to face training opportunities</td>
<td>14 opportunities offered including 10 from TSI training programme.</td>
<td>CLLE/TSI/Adult Health and Social Care</td>
<td>2021/2024</td>
</tr>
<tr>
<td>Priority Area/Link to SMP</td>
<td>Outcome</td>
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<tr>
<td>Work with CPP, in particular community &amp; third sector partners, to identify opportunities for integrated working that supports people to stay healthy and independent (SMP Adult Health and Care)</td>
<td>Staff, volunteers and services work closely together to support people to stay healthy and independent.</td>
<td>Deliver Voluntary Sector Summits.</td>
<td>Number of Voluntary Sector Summits. Target: 2 in 2021 and 3 per year thereafter. Baseline 3 (2019)</td>
<td>CLLE/TSI/Health and Social Care</td>
<td>2021/2024</td>
</tr>
<tr>
<td>Support the Midlothian Way approach where local people access consistent services which are trauma informed, address inequalities and have good conversations at their core.</td>
<td>Staff are trauma informed, have good conversations focused on what matters to people and address inequalities</td>
<td>Deliver training courses in trauma informed communities and good conversations. Deliver and promote inequalities bite size series.</td>
<td>Train 144 people in Good Conversations Deliver a programme of at least 4 bite size inequalities focused sessions per quarter.</td>
<td>CLLE/TSI/Health and Social Care</td>
<td>2021/2023</td>
</tr>
<tr>
<td>IOM - Midlothian has a skilled and confident workforce including volunteers.</td>
<td>Staff are upskilled and professionally developed through accredited training.</td>
<td>Justice Team to continue to develop a suite of certified training awards and qualifications for All 3 Community Payback Order supervisors trained</td>
<td></td>
<td>Community Justice /CLL/ SQA</td>
<td>2021/2022</td>
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<td>Priority Area/Link to SMP</td>
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<tr>
<td>IOM - Midlothian has a skilled and confident workforce including Volunteers.</td>
<td>Staff are educated and upskilled in Community Justice</td>
<td>Publish a Community Justice E-learning toolkit for all Council staff.</td>
<td>20% of relevant partnership staff completing e-toolkit</td>
<td>Community Justice/</td>
<td>2022/23</td>
</tr>
<tr>
<td>IOM - Midlothian has a skilled and confident workforce.</td>
<td>Staff are trauma informed in practice</td>
<td>Deliver training courses in trauma for all staff</td>
<td>100% of staff trained</td>
<td>HSCP/Justice SW/</td>
<td>2021/22</td>
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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/