Shetland Community Learning and Development Plan 2015 – 2018

"The purpose of Community Learning and Development (CLD) is to empower people, individually and collectively, to make positive changes in their lives and in their communities, through learning"

(Scottish Government)

Contents

1. The Requirements for a Community Learning and Development Plan

'The Requirements for Community Learning and Development (Scotland) Regulations 2013' place a statutory duty on Councils to produce a 3 year plan which outlines how Community Learning and Development (CLD) will be delivered in the local authority area. Each local authority should have a clearly defined framework for planning and delivering CLD, through partnership, as a key element of its reformed public services.

This legislation has been introduced to:

- Ensure communities across Scotland, particularly those which are disadvantaged, have access to CLD support they need.
- Strengthen the coordination between the full range of CLD providers.
- Reinforce the role of communities and learners in the assessment, planning and evaluation processes.
- Make Community Learning and Development's role and contribution more visible.

"CLD has a powerful impact on the lives of learners and communities, supporting them to identify and work towards change. Whether that change takes place in an individual's life, helps to create a resilient and enterprising community or contributes to better public services in a changing landscape, Scotland has a need for successful learners, confident individuals, responsible citizens and effective contributors of all ages, working together throughout life to build a shared future.

The focus on supporting the learning and development of communities is timely given the increasing body of evidence that building on individual and community strengths – an assets approach, allowing people to feel in control of their own lives – is essential in tackling deep-rooted social problems. In this time of diminishing budgets, we are clear that better partnership working at local level and a focus on preventative work is required if we are to improve the quality of public services provided in Scotland and ensure their future sustainability."

Aileen Campbell
Minister for Children and Young People
12 May 2014

- How Shetland Islands Council's Community Planning and Development and Youth Services will coordinate its own provision of CLD with others providers of CLD in the area.

- What action Shetland Islands Council's Community Planning and Development and Youth Services will take to provide CLD over the period of the Plan.

- What action other providers will take to provide CLD in the local authority area over the period of the Plan.

- Target groups and individuals most likely to benefit from CLD provision, their needs and the extent to which these are already being met.

- Any barriers to the efficient and adequate provision of CLD and any needs or gaps that will not be met over the period of the Plan.

- Improvement Actions to be implemented post September 2015, to comply with The Requirements for Community Learning and Development (Scotland) Regulations 2013.

2. What is Community Learning and Development?

Purpose and Focus of CLD

The Scottish Government issued Strategic Guidance for Community Planning Partnerships in 2012, setting out the main purpose of Community Learning and Development (CLD) as:

- Empowering people individually and collectively, to make positive changes in their lives and in their communities, through learning.

The Guidance requires that a specific focus should be placed on:

- Improving life chances for people of all ages, through learning, personal development and active citizenship;

- Building stronger, more resilient, supportive, influential and inclusive communities.

Principles of CLD

The principles that underpin practice are:

- **Empowerment** – increasing the ability of individuals and groups to influence matters affecting them and their communities;

- **Participation** – supporting people to take part in decision making;

- **Inclusion, equality of opportunity and anti-discrimination** – recognising that some people need additional support to overcome barriers they face;

- **Self-determination** – supporting the right of people to make their own choices;

- **Partnership** – ensuring resources, skills and capabilities are used effectively.

In January 2004 the Scottish Executive published Working and Learning Together to Build Stronger Communities which set three national priorities for Community Learning and Development:

- **Achievement through learning for adults** - Raising standards of achievement in learning for adults through community based lifelong learning opportunities incorporating the core skills of literacy, numeracy, communications, working with others, problem solving and information and communications technology (ICT).

- **Achievement through learning for young people** – Engaging with young people to facilitate their personal, social and educational needs and enable them to gain a voice, influence and a place in society.

- **Achievement through building community capacity** – Building community capacity and influence by enabling people to develop the confidence, understanding and skills required to influence decision making and services.

3. Assessment of CLD Needs

CLD Audit

An audit of CLD activity in Shetland was carried out in 2014. A range of partners in the voluntary and statutory sector, including learners and representatives of community organisations were interviewed and completed questionnaires. This provided baseline information on some of the CLD activities and services currently being delivered, and has helped inform where CLD priorities and resources need to be focused in the future - see Appendix 1.

Audit findings were re-examined by partners in June 2015, and a sample of learners and representatives of community groups throughout Shetland consulted on the Draft CLD Plan 2015-2018 via a series of focus group meetings.

This process will be built on and developed post September 2015, to ensure individuals, households and communities across Shetland, particularly those who are disadvantaged, have opportunities to get involved in the planning and evaluation of CLD activity and that they have access to CLD support they need.

Local and national policy and research has also informed the development of the Plan and its priorities – see Appendices 2 and 3. These include:

- CLD Strategic Guidance (2012)

- Adult Literacies in Scotland 2020: Strategic Guidance

- Community Empowerment (Scotland) Bill

- Community Grants Review, SIC Community Planning and Development, 2015

- Review of Adult Learning Evening and Day Classes, 2014/15.

- Shetland Youth Strategy, 2014.

- Shetland Single Outcome Agreement, 2012 - 2015

CLD Audit - Summary of Findings

Our Strengths	Our Challenges
Resilience – most communities make good use of their assets, some fragile communities have well developed plans to tackle issues Range of **Community Development Groups** undertaking high level community regeneration work	Some communities are **fragile -** remoteness, transport, access issues, changing demographics. Feelings of not being listened to. Loss of community cohesion and interest in local democracy. Capacity issues in some communities, including volunteer burnout. Sustainability of community owned buildings and physical assets – supporting communities through difficult decisions and times.
Health statistics are mainly positive, life expectancy is better than average. Range of **well developed social welfare** organisations providing support.	**Health inequalities -** obesity; substance misuse and mental ill health are our 3 biggest health issues. Tackling loneliness and isolation in ageing population, and continuing to raise awareness and improve mental health. Increasing physical activity amongst young people.
We have **higher average earnings** than Scotland	**Widening gap between the income of people on minimum wage or benefits and average income** **Limited employment opportunities in rural areas** - encouraging centralisation**.** Impact of Welfare reform and changes to public sector services on most vulnerable **High cost of living** for essential items, particularly in remote communities. Increase in numbers getting into difficulty with **payday loans and personal debt.** **Increasing demand** for 'food parcels' and emergency support through Salvation Army
Shetland communities are developing **local solutions to high energy costs**	**Fuel poverty is exceptionally high**, highest in Scotland and our climate can be harsh
High take up of broadband Range of **digital inclusion projects** being delivered throughout Shetland	**Increasing exclusion of those who cannot afford a computer,** broadband or do not have sufficient IT skills - more services are delivered via the internet. Poor broadband service in some areas hampering those already disadvantaged.

High educational attainment **Early interventions** such as **Bookbug** outreach making a positive impact	**Some employers report that employees have poor communication, numeracy and 'employability' skills** Increasing demand for high levels of essential skills in the workplace – people returning to work often need support to refresh their skills and improve confidence Some young people have 'switched off' from school and need support to re-engage with learning **Gap between highest attaining school leavers and lowest 20%** is widening Some parents don't play, talk and read with their children, or have literacy difficulties themselves, some are not able to support children's homework, this impacts on later attainment
High take up of lifelong learning Wide range of formal and informal learning opportunities available via partners	**Target and reach those who can benefit most from learning,** particularly the most disadvantaged who are least likely to take part Get more people online, improve financial capability, and improve literacies and life skills Develop needs led learning in local communities, building local skills and capacity
High numbers of skilled and committed volunteers	Volunteers support a huge range of activity with increasing responsibilities. Danger of burn out. Increasingly challenging to retain and recruit new volunteers to maintain community groups.
Low crime	Crime is concentrated in specific areas and 7.9% of offenders re-offended in 2010
Population is increasing	**Our population is ageing** and the number of working age people is decreasing and is likely to put greater strain on social and health services. Depopulation in some areas leading to feelings of isolation and vulnerability – specifically in smaller isles. Many older people face isolation and ill health. Maximise the participation of older people for as long as possible.
High quality of life	For some this is not the case. **Some young people, adults and families are struggling, feel stigmatised, excluded and isolated.**

High levels of employment and some agencies providing high intensity support to get people in to work **Shetland Employability Pipeline** developed, resourced and operational	Unemployed people, those on low incomes and some school leavers often have complex barriers to progression and employment. Some areas of Shetland have much higher levels of employment deprivation than others, i.e.: fewer jobs opportunities. Under- employment: need to ensure training is delivering the workforce needed by employers / businesses into the future Childcare – availability of, and cost – is a key barrier to employability, particularly in rural areas
We're **improving the way we involve communities** in shaping services and influence decision making	Reaching those who want to be involved but face barriers to participation. To work in partnership across service areas to maximise engagement, and reduce duplication. Consultation fatigue in some communities – need to rebuild trust.
High levels of car ownership **Community Transport Task Force established**	Access to services and social contact can be limited if you have no personal transport, particularly for vulnerable people Public transport does not suit and meet all local needs. Local transport solutions to address local needs – support to build capacity of community to express needs
Strong sense of community and caring about each other	**High levels of stigma** attached to poverty, mental health, low literacy, unemployment, offending behaviour, substance misuse – labels can stick in rural areas
Wide range of community assets – high levels of **skilled volunteers**, and large number of **community buildings** are owned, managed and run by voluntary organisations	**Retaining current levels of voluntary activity**, some groups are finding this increasingly difficult. Reduction in Council grant funding will impact on sustainability of community assets. Community owned buildings are vulnerable and communities facing tough decisions Volunteer fatigue as efforts go into raising core funds rather than developing and delivering activities and services Red tape and legalities daunting for some community groups
Shetland has a **good track record of bringing in external funding**	**Increased need to look out with Shetland for funding**, with a reduction in that available via the local authority. Increased competition for external funding is likely to make this more difficult. Increase financial self-sufficiency of community organisations.

4. CLD Plan Priorities 2015 – 2018

Priority	Description	Delivering on Shetland Partnership Outcome
Building Stronger Communities	To build stronger, more resilient, supportive, influential and inclusive communities we need to build on individual and community strengths, support volunteering development, increase community involvement and influence, improve community engagement, target the hard to reach, develop skills and confidence in finding local solutions to local needs.	Shetland stays a safe place to live and we have strong, resilient and supportive communities.
Employability	To improve life chances for people of all ages we need to help remove barriers to learning and work, to equip individuals with confidence, skills for life to progress into education, training and employment.	Shetland has sustainable economic growth with good employment opportunities and our people have the skills to match, good places to stay and the transport people and businesses need.
Essential Skills	To enable individuals to make positive changes in their lives we need to help improve essential skills: literacy, numeracy, skills for life, digital inclusion, skills for work, financial capability and English for speakers of other languages.	
Health and Wellbeing	To increase well being and prevent ill health we need to maximise opportunities for individuals to experience positive social and community connections, to be active for as long as possible, to be involved and included, and to have access to lifelong learning.	We live longer and healthier lives.
Key Transitions	To cope with the many changes experienced throughout life, some people will need additional support: leaving school, moving into adulthood, return to work, moving	Shetland is the best place for children and young people to live.

People are supported to be active and independent through adulthood and |

	into older ages, experiencing ill health, becoming a parent, changes in family circumstances.	into older age. We live longer and healthier lives.
CLD Workforce Development	To achieve good CLD outcomes we need to equip volunteers and staff with skills and confidence to respond to local needs.	**PLEASE NOTE: workforce = anyone involved in the delivery of CLD outcomes either in a paid or voluntary capacity**
All 6 priorities	Will deliver on:-	We have tackled inequalities by ensuring the needs of the most vulnerable and hard to reach groups are identified and met and that services are targeted at those most in need.

Delivery of CLD Plan Priorities

CLD partners will deliver on CLD priorities and contribute to our Community Plan priorities by:

- Engaging with, listening to and responding to communities and individuals at all stages in the process.

- Targeting those most in need due to their personal, social, cultural or economic circumstances.

- Working in close partnership with each other and with communities.

- Promoting and sharing examples of best practice.

- Getting best value through sharing and pooling our resources.

- Publicising and marketing learning and development opportunities effectively.

- Creating a 'learning culture' which promotes the benefits of learning.

- Delivering high quality services which are evaluated regularly through ongoing self-evaluation and external inspection.

- Developing the CLD Partnership workforce.

- Supporting individuals and communities to help them deal effectively with the challenges they face.

- Providing experiences for participants which last a lifetime and lead them to become: successful learners; confident individuals; responsible citizens; effective contributors.

5. Coordination of CLD Activity

'The Requirements for Community Learning and Development (Scotland) Regulations 2013' place a legal requirement on local authorities to provide clear leadership and direction, and to drive the action needed to ensure we maximise the contribution of CLD partners in the reform of public services.'

Shetland Islands Council will coordinate its CLD provision with others by:

- Providing leadership and direction around the ongoing development, monitoring and review of the Shetland CLD Plan 2015-2018.

- Coordinating the development of a detailed Action Plan with partners – post September 2015 - with targets and indicators to measure the difference being made by this Plan.

- Coordinating the reporting, monitoring and review of targets and outcomes via the Shetland Fairer / CLD Partnership which reports directly to Shetland Partnership.

- Establishing where necessary, short life working groups to deliver a joined up and coordinated response to meeting identified CLD actions and priorities.

Shetland Islands Council CLD Activity

Shetland Islands Council's CLD activity is delivered by Youth Services (Children's Services), and Community Development (Community Planning and Development, Development Service). The following table details the staffing resources available to both services to undertake this work.

Staff No. (FTE)	SIC Youth Service
1	Youth Services Team Leader
4	Youth Development Workers
4	Bridges Support Workers
3	Part Time Youth Workers
1	Clerical Staff
1	Employability Pipeline Officer
	SIC Community Development
1	Community Development Team Leader
3	Community Involvement and Development Officers
3	Adult Learning and Development Officers

The **Youth Work Service** will deliver on:

- Accreditation and wider achievement

- Positive destinations for 16-19 year olds

- Supporting transitions

- Youth engagement and participation

The **Community Development Service** will deliver on:

- Adult literacy, numeracy and English for speakers of other languages

- Digital inclusion

- Skills for life, including financial capability

- Community based adult learning programmes, including inter-generational work and family learning

- Promoting, facilitating and supporting community development

- Building on the assets and the potential of individuals, families and communities to meet their own needs and to engage and influence decision makers

- Supporting and developing the capacity of voluntary and community organisations to deliver services in response to local needs.

6. CLD Partners

There are many partners involved locally in the delivery of CLD outcomes – see Appendix 1. All have a role in assessing need, planning, delivering, and evaluating CLD activity. Voluntary Action Shetland (VAS) has a key role in ensuring third sector organisations have a voice and ongoing involvement, while Community Councils, with a strong understanding of local needs and issues, can help shape and facilitate better outcomes within their communities.

Key partners include:

- Shetland Islands Council – Community Development, Youth Services, Transport Planning, Housing, Children's Services, Sport and Leisure, Library, Schools Service, Economic Development

- Voluntary Action Shetland

- Shetland College

- Skills Development Scotland

- NHS Shetland

- Highlands and Island Enterprise

- Community Councils

- Community groups, Development groups, Social enterprises, Learning partnerships, Community associations, Community Halls, Third Sector organisations etc

7. Target Groups

Scottish Government policy is consistent in its messages to local authorities about the need to ensure individuals, households and communities, particularly those that are disadvantaged have access to the support they need; and that this work should be prioritised with the most disadvantaged and vulnerable people in the community.

Evidence suggests the main inequality in Shetland is socio-economic or related to low income and poverty. Poverty is not just about money, other things such as illness or disability, low quality and insecure housing, adverse outcomes at school, diminished rights and the means to exercise them, gender, ethnicity, faith and sexuality, isolation, loneliness and stigma can lead to inequality.

Feedback from partners, research and intelligence tells us that the following are most likely to benefit from CLD provision during the period of the Plan:

- Children and young people, particularly those who are not able to access opportunities and feel part of their community

- Older people and people with a disability, particularly those who are unable to access opportunities to reduce loneliness and isolation

- Unemployed or underemployed people

- People on a low income

- New migrants with limited English language

- People in or at risk of isolation – geographic, social, economic

- People who are inactive, in poor health or at risk of ill health

- Vulnerable parents / families

- People returning to work / learn

- Volunteers supporting the delivery of CLD outcomes

- People with low literacy and numeracy

- People who are digitally excluded

8. Barriers to the efficient provision of CLD

The Regulations require that we identify barriers to the efficient and effective provision of CLD and any gaps that will not be met over the period of the plan.

- **Reductions in local grant aid** (SIC and Charitable Trust) will impact significantly on community groups, communities, individuals and opportunities. It will be more difficult to lever in match funding from external sources without some local contribution.

- **Volunteers are stretched and fatigued**. Many organisations are experiencing difficulty in recruiting and retaining volunteers. If all efforts are directed towards raising funds, this may be a further barrier to volunteer recruitment and activity development.

- **Rurality** – impact of a range of policy and decisions on rural communities cannot be under estimated. Lifeline services and how these integrate to meet local needs is the priority for many rural, fragile and small island communities.

- **Focus on prevention**. This presents a challenge at a time when resources (staff, volunteers and funding) are significantly reduced, both in the statutory and voluntary sectors. Appropriate and well resourced early CLD interventions can reduce the longer term need for input by a range of public services.

- **Transport –** high internal and external costs and timetabling of public transport present major challenges for many and can hamper development. Those without access to a car often face multiple barriers to inclusion and improving their life chances.

- **Childcare** – lack of availability and cost of childcare is preventing many individuals moving in to learning, training and employment and fulfilling their potential.

- Next generation **Broadband roll out.** Until this has been addressed it will be difficult to fully deliver on digital inclusion outcomes.

- **GAPS** – No obvious gaps have been identified in the development of this Plan which will not be met over the period 2015 - 2018. However as it is developed, updated and implemented with partners post September 2015, any gaps will be added and reported on.

9. Improvement Actions

This plan is the first building block in a process which aims to ensure individuals, households and communities across Shetland, particularly those who are disadvantaged, have access to the CLD support they need. It will strengthen the coordination between CLD partners; reinforce the role of communities and learners in the assessment, planning and evaluation processes; and make Community Learning and Development's role and contribution more visible.

To this end, a number of improvement actions have been identified, which will be implemented post September 2015:

- Establish new Fairer Shetland / CLD Strategic Partnership or equivalent – reporting to Shetland Partnership

- Coordinating the development of a detailed Action Plan with partners, with targets and indicators to measure the difference being made by this Plan

- Collect robust data to measure outcomes, better understand local needs and inform future practice

- Convene working groups as required to deliver on specific areas of the plan and coordinate planning amongst partners across CLD Plan areas, e.g. workforce development

- Pilot Local Area Forums or equivalent in a number of communities to ensure ongoing meaningful engagement with and a voice for communities and learners

- Shetland Commission on Tackling Inequalities – established to develop recommendations to decrease inequalities in Shetland and investigate their negative impacts

- Develop a Participation Strategy for community consultation

10. Measuring Impact and Reporting Performance

Measuring Impact

The National Performance Framework and the Single Outcome Agreement provides community planning partners with a shared set of outcomes and clear guidance on what should be measured.

Her Majesty's Inspectorate of Education (HMIE) now part of Education Scotland also publish a set of indicators - "How Good is Our Community Learning and Development 2" - which provide a framework to self evaluate the impact our actions are having on ensuring that adults, young people and communities in Shetland are given the opportunity to become more confident, successful, effective and responsible.

A range of other planning and evaluations tools are also used by partners:

How Good is Our Community Learning and Development 2 (HMIe)
http://www.educationscotland.gov.uk/Images/hgio2cld_tcm4-684586.pdf

How Good is Our Third Sector Organisation
http://www.educationscotland.gov.uk/Images/HGIOTSO_tcm4-863840.pdf

LEAP (Learning, Evaluation and Planning framework)
http://www.gov.scot/Resource/Doc/205982/0054748.pdf

VOiCE (Visioning Outcomes in Community Engagement)
http://www.voicescotland.org.uk/media/resources/dl_booklet___key_questions_web.pdf

Rickter (Outcomes monitoring tool)
http://www.socialimpactscotland.org.uk/understanding-social-impact/methods-and-tools/the-rickter-scale/

Reporting Performance

Work began in 2014 to review the work of the Fairer Shetland / Community Learning and Development Strategic Partnerships. Both are concerned with an increasingly overlapping agenda and largely made up of the same representatives. These partnerships have now merged, providing CLD with direct reporting mechanisms under the SOA. The partnership will be further reviewed and renamed during 2015 to reflect the 2016-2020 Single Outcome Agreement (SOA) and the outcomes of the Shetland Commission on Tackling Inequalities.

APPENDIX 1 – CLD Audit

Please note: the following is a summary of information provided by partners who participated in the CLD Audit. It is not an exhaustive list, and simply provides a flavour of the activity being delivered which supports CLD outcomes.

Organisation	What we currently do	Opportunities for future
Bigton Community Enterprise	Run Bigton Community Shop with employment and volunteering opportunities in the community including adults with disabilities. Dementia friendly remit.	Aspirations to work widely in the community with other local organisations to provide more and better services in the area.
Bressay Development Association	Redevelopment of Bressay addressing population decline, transport issues, employment opportunities and developed services. Provide a regular heavy bulk waste uplift service.	Working in partnership to acquire the Bressay School for the community and provide a cafe with job opportunities in the isle. Carried out a transport audit to assess transport needs in Bressay.
Citizens Advice Bureau (CAB)	We offer free, confidential and impartial generalist advice on issues including welfare rights, debt and money advice, consumer and legal issues, employment, housing and immigration. Advice is available through drop in sessions at our main office Lerwick and by phone / email. We offer outreach sessions at Lerwick Health Centre and other venues and can offer home visits if appropriate. We train /support volunteers to deliver our generalist advice and employ specialist case workers in Welfare Rights, Debt Advice etc.	From 31 March 2016, CAB has no funding for core debt advice. Unless funding is identified, the only debt advice service in Shetland will cease. Debt issues represented 30% of the issues we advised on in 14/15 and debt is likely to be a growing problem in Shetland given the high cost of living and the introduction of Universal Credit. Need to work with partners to identify funding to enable our vital core debt advice service to continue. Work with partners to ensure continued development of outreach provision and effective referral links with health professionals support groups so that our services are accessible to those in most need. Through our Money Advice Service, we plan to pilot targeted financial education programmes working with partners such as schools and supported housing. Work with partners to increase our volunteer base and ensure it is representative of the wider community.
COPE Ltd	Provision of employment and employment skills development opportunities for adults with disabilities/vulnerable adults. Run five social enterprise businesses in Shetland and Orkney: Orkney Soap Company, Shetland Soap Company, COPE Catering, COPE	Develop links with the public and the 3rd sector through enterprise activities. Do more to assist participants on to successful future employment. Develop volunteer involvement. Provide more long-term placements, when financially viable. Looking at gaining a quality award and possibly becoming an ASDAN

	Trees and Shrubs, and the Shetland Scrap Store.	provider.
Dementia Services	Dementia Services. Dementia cafes (Memory Lane Cafes). Musical Memories Group, Dance Group, Sports Reminiscence Group and Carers Group. Dementia awareness training/talks.	A new Memory Lane Cafe is to open in the South Mainland. Capacity building within the wider community; ensure there are opportunities for anyone to participate. Developing links with other agencies. Intergenerational work: volunteer recruitment and development, fundraising, encouraging younger people to be involved. Promotion, get on Facebook and start a newsletter.
Disability Shetland	ASN Holiday Club – primary and secondary, Saturday Club, Youth Clubs and Swimming Club for children, Wednesday Club, Yoga Club, Swimming Gala, Bowls competition and Annual Dance for adults with disabilities.	Funding has been applied for to run an activity day to highlight how those with a disability can participate in sport for the commonwealth. Continue to develop youth club provision.
Fair Isle Community Association	Developing a new community company that will tackle population decline, transport issues, address skills shortages, housing provision, communications and job creation. This will be done through the Fair Isle Plan for Action.	Developing partnership working with key stakeholders. Recruit and employ a development worker. Secure funding to take forward identified projects.
Family Mediation	Child focussed mediation service: when parents are separating. Mediation service for 16-17 year olds who present as homeless. General mediation service for working age adults. Mediation service for older people moving into care with family. Professional information sharing forums.	Develop a contact service with trained mediator, to provide supported contact/supported hand over. Housing/homeless provision mediator. Education/mediation awareness raising. Broadening an existing early intervention homelessness support service for young people aged 14+. 'Happy household' – early intervention model for reducing conflict.
Fetlar Development Ltd	Focussed on repopulating the island of Fetlar, by promoting and supporting economic and social development. Current projects include: a micro heat and power distribution scheme incorporating renewable power; a community growing project to incorporate locally made polycrubs; tourism accommodation ; gateway housing and investigation into a micro spinning mill. Collaborative projects include bringing a fibre broadband network to the island in partnership with "North Isles 4 Community Broadband" and investigating a joint North Isles investment in a commercial renewable development.	No comments
Girl Guiding Shetland	Guiding units in different parts of Shetland. Age range is 5-25, for girls only.	Scope to play a bigger role within community and for intergenerational and partnership working. Opportunities for 14-25 age groups. Some geographical

		areas with no units, so scope to support new units in these areas. Use of technology is moving forward, e.g. Volunteering opportunities, aged 14-65.
Gulberwick Together	Badminton Club for young people. Introduction to computing and the internet for older people. Gulberwick picnic and a Fun and Activity Week. Gulberwick Together Newsletter, Website and Facebook page. Meet local elected member sessions. Identifying local needs and issues, and taking action to address them.	Continue to grow the newsletter, using new technology. Increase opportunities for participation in local activities. Explore availability of community broadband project, deliver IT sessions within the community and maximise and increase social media involvement. Provide more for/with the young people in the community; encourage building of connections and foster the volunteers of the future. Provide more for the older people; encourage more social contact for example through having teas and a chat.
Highlands and Islands Enterprise	Strengthening Communities is a strong dimension of HIE's work. Community account management programme - we provide a range of support to communities such as Fair Isle, Unst, Fetlar and Northmavine which enable inclusive growth and tackle fragility.	Focus on working with fragile areas to realise their ambitions and overcome challenges. Invest in building community capacity and confidence. Empower communities to acquire, manage and exploit community based assets for community benefit. Enable sustainable growth in the social economy through strong social enterprises.
Mind Your Head	Education and general awareness raising on how to improve mental health and wellbeing. Fun run. Youth volunteering. Campaigns on: tackling stigma, men's mental health, suicide prevention awareness and promote and signpost.	Looking to develop a support service for young people and community self-help. Developing more community and work place training around mental health in response to community demand.
Moving On	Provide 1:1 support for young people aged 16+ years with mental health issues. Group work experience for young people aged 16+ years old. Transition support service for 16-25 year olds. Provide 1:1 support for young people into employment, education or training. Support for employers for them to enable support placements/work opportunities. Raising awareness and offering free information/advice.	European Social Funding available – utilise this funding. Group work/job crew could be developed. Intensive 1:1 Support could be developed. Exploring other areas of Scotland to find examples of good practice. Specific target groups – criminal, drug and alcohol issues.
NHS Shetland - Health Improvement	SCOTT programme, Adult and Family Counterweight - working on weight management with individuals, families and schools. Delivery of oral health programme, Childsmile, and oral health training for adults. Developing a mental health programme for use in schools. Delivery of Applied Suicide Intervention Skills Training, Mental Health First Aid training, Mental Health for Managers training and Self-harm awareness training. Providing	Health checks for smaller workplaces, at a bigger range of workplaces. Health checks and smoking cessation sessions for migrants. Offer chair based exercise training to a wider market. Northmavine has been identified as an area of need – a plan must be developed to address this need. Consultations to be carried out in all areas of Shetland. Increase volunteering opportunities, by providing training for volunteers and linking with other agencies. Increase community presence. Workforce training on Motivational

	health checks in the workplace. Training on behaviour change, alcohol and drugs in the workplace and smoking cessation. Falls prevention training for care centre staff	Interviewing.
Northmavine Community Development Company (NCDC)	Work with the community to advance regeneration and community development in Northmavine. Current work: managing community-owned assets and the development of projects in line with our community development plan. Priority themes: housing, renewables and social enterprise/business. NCDC has two trading arms - nortenergy and Hillswick Shop Ltd. nortenergy markets the 'polycrub' a polytunnel developed for the Shetland climate. The company owns two small windturbines that supply energy to two local businesses and provide income to nortenergy. Hillswick Shop Ltd provides employment and services in the community. Both companies pass back any profits to NCDC, to be used for the benefit of Northmavine. NCDC also undertakes supported employment, supports local groups, individuals, businesses, undertakes services to generate income for the company and works directly with NHS Health Improvements	Future work includes the development of a viable waste management/recycling project, research into a possible community broadband project and the redevelopment of a derelict building, owned by NCDC, into a sustainable business/creative hub. The company also aims to develop products and services in the community to increase the income generated by NCDC and create more local jobs.
North Staney Hill Community Association	Work for and with the community to improve and develop the local area. Take forward community views and liase with agencies / Council to bring about change. Over 50s activities programme. Hall entertainment programme. Digital photos and scrapbooking taster sessions.	Build relationships with residents in new shcemes through newletters, events and holding children and family activities. Devise projects in partnership with Bridges which specifically target young people in the area. Set up a Facebook page. Hold events and classes in conjunction with the Shetland College.
North Yell Development Council	Current projects include: - Wind generation project. Tidal energy project; a possible world first for a community owned tidal generation project. Expansion to industrial estate – to create community involvement, to bring income and employment to the community.	Income through the wind farm. Employment through the industrial estate. Tidal energy project provides the opportunity to get involved in emerging industry. Some of the public service cuts may present opportunities for the community. Improve the main road to Cullivoe to encourage tourism. Involvement of children in the projects.
OPEN Peer Education Project	OPEN workshops in: Sexual Health and Relationships, Drugs Awareness, Sexual Health Clinic, Young Parenting and Mental Health. Involvement of young adults aged 16-25 in the	Raise awareness in harm reduction. Involve young parents and young people aged 16-25 as peer educators in the project. Provision of workshops for children and families and young people aged 12-25. Partnership with voluntary

	development and delivery of the project's work. Work in partnership with organisations working with young people.	and statutory sectors.
Parent Link Shetland	Provision of Parenting Courses. Developing a network of volunteers in Shetland, to signpost people to Parent Link. Volunteer Development, Facilitator Development and Volunteer Network Development.	Continue to deliver courses in communities to build networks and friendships, and to help people to feel part of communities. Development of more courses for a wider age range, including antenatal classes. Recruitment of volunteers. Provision of crèche facilities.
Restorative Justice	Provide independent restorative justice and youth mediation services for all young offenders, generally 18 years old or less, where the Council's Social Work service has screened and assessed all referrals for suitability and where both have agreed to mediation.	Family group conferencing. Supported tenancies for care leavers, vulnerable adults and people with mental health issues. Create contact with prison service to assist with reintegration.
Royal Voluntary Service	Work with socially isolated and/or vulnerable people. Lunch clubs at Islesburgh and Cunningsburgh, and social clubs for older people. Social activities in Fernlea Care Home. Good Neighbours Transport Service for older people. Recovery and resilience service. Responder service.	Recruitment of young volunteers, age 14+. Could offer Saltire Awards for this volunteering work. Maintain links with the Bridges Project. Introduce lunch clubs in different areas of Shetland. Increase provision in Care Homes. Encourage people to access RVS services. Awareness raising of the RVS services; create more of a presence. Identify links with other organisations. Work more closely with Senior Citizens and the Red Cross. Increase RVS volunteer base, particularly working age people. Employ a cook, if funding is sourced.
Sandveien Neighbourhood Centre	Running of junior and senior youth clubs. Facilities for groups to meet on a weekly basis. Sound Choices Steering Group – participatory budgeting project.	More community outreach to find out what local community want from the centre. Building links with Adult Learning - developing learning opportunities to meet local needs. Offer use of computers for unemployed people to complete their benefits requirements. Set up a website and create a social media presence. Recruitment of committee members / volunteers. Identify alternative sources of income to ensure the centre has a sustainable future.
Sandwick Social and Economic Development Company	Developing local services in the Sandwick area while working in partnership with local organisations, eg: operate Hoswick Visitors Centre and cage; run the Mousa Visitor Centre and waiting room.	Developing visitor attractions with a long term view to maintaining and increasing employment opportunities in the area.

Shetland Arts	Monthly arts discussion group for families. Delivery of Vision Art/Craftmaker Award Scheme. Knitting group. Networking events in association with visiting artists. Craft mentoring for groups, individuals and organisations. Support Shetland Wool Week. Meet you Maker events. Supporting local craft makers. Supporting and curating exhibitions. Projects in partnership with other agencies e.g. Shetland ForWirds.	Bank of skilled craftmakers who could deliver workshops. Link with partners for project work. Events to engage people e.g. taster events and netwrking. Intergenerational working in craft, to draw in both younger and older people. Support the development of textiles. Opportunity to link with agricultural shows. Residential courses. Opportunities to exchange skills informally. More regular one-off events, to suit people from more remote areas of Shetland.
Shetland Battalion Boys Brigade	Boys Brigade group for boys aged 5-25 years, with units throughout Shetland. Volunteers and Youth Worker training.	Scope to have more sections/geographical locations. Connect Boys Brigade into the wider community. Linking into the curriculum – accreditation. Undertake training with Youth Services.
Shetland Befriending Scheme	One-to-one befriending for children, young adults and over 60s. Training of volunteers to build skills for future employment	There is a gap for those who need befriending between the ages of 25-60 years old
Shetland Carers	Creative Breaks – for families with disabled children/children with learning needs. Short Breaks – respite for both carers and those being cared for. Young Carers support group, as well as one to one support. Support for Young Adult carers. Carers group for older age group. Keep a database of older carers, to keep in touch with them. Development of a Carers Centre, Carers Outreach Groups and a Virtual Carers Centre.	Priority to get out into communities more often, to provide informal contact, information sharing and accessing existing support. Developing work in schools to help remove stigma and provide support. Launch of Virtual Carers Centre and training in the community. Develop volunteering opportunities.
Shetland College	Provision of a wide range of further and higher education, and vocational training opportunities, at our rural learning centres. Provision of core skills and essential skills learning pathways at LK campus and at rural learning centres. Provide Higher qualifications and an Employability & enterprise Programme as part of Shetland's Learning Partnership work streams.	Training and development for care-at-home providers and recipients. Closer links with secondary schools through the SLP, and through school and college led initiatives as greater levels of partnership working are developed.
Shetland Community Bike Project	Provision of work experience for S4 and S6 pupils. Voluntary placements. Community job Scotland Placements for 16-19 year olds. Training for 20-24 year olds. Volunteer placements for working age adults and older people. Recycling and fixing bikes.	Extending placements for working age adults/older clients with substance misuse issues to 9 months to a year. To undertake a needs analysis and extend the bike project into another area of social enterprise (not bikes).

	Social enterprise.	
Shetland Recreational Trust	Holiday activity programme for children. Swimming lessons for young people. Coaching certificate for lifeguarding, athletics and gymnastics. APEX lifetime exercise programme for adults. Cardiac rehabilitation, exercise after stroke, neurology class. Healthy aging classes/clubs for older people. Facilitation of clubs, and working in partnership with clubs.	Parkour. Cancer rehabilitation. Mental health/link up. Promote exercise and fitness in schools. Utilise the educational value of the facilities. Support for customers between 25-40 years old who need additional support. Drop off for teenage girls.
SIC - Active Schools	Classroom paced activity sessions. Extracurricular lunch clubs/after school clubs. Young mums. Sports for hard to reach. Healthy working lives. Top up programme swimming. Coach education. Developing integrated activities in 3 schools. P7s working with care homes.	No comments
SIC - Annsbrae	Provision of supported work placements for working age adults. Provision of training with partners, to raise awareness of mental health issues.	Coffee mornings and dinner/tea clubs to help reduce the stigma of mental health and improve integration with the community. Work with Adult Learning to improve skills and communication.
SIC - Bruce Family Centre	Run parents groups, Dads group, Triple P Parenting Program sessions, pre-school home visiting service, play van, home link teachers.	No comments
SIC – Community Development	Help to improve reading, writing, numeracy skills and English for speakers of other languages. Skills for life, including financial capability and digital inclusion. Community based adult learning programmes, inter-generational work, family learning and evening classes. Promoting, facilitating and supporting community development. Building on the assets and the potential of individuals, families and communities to meet their own needs and to engage and influence decision makers. Supporting and developing capacity of the community / organisations to deliver services in response to local needs.	Develop partnerships to deliver learning targeting harder to reach families / those in transitions. Develop literacy/ESOL outreach. Review of evening and day classes programme. Deliver more targeted learning. Build capacity of volunteer tutors. Develop volunteers to support delivery of literacies learning. Develop family learning and inter-generational work. Workforce development to build capacity of volunteers. Coordinated support for groups in funding transitions. Evidence outcomes and impacts across CLD partners – coordination of data gathering to influence practice. Increased participation in local democracy - roll out of participatory budgeting.
SIC – Economic Development	LEADER Programme – funding support for rural community based projects. Grant support for business start-up and development projects aimed at improving diversity and	New LEADER programme 2014-2020 coming online in 2015. Shetland Telecom – promoting digital inclusion by provision of superfast broadband services on Council owned network with an aim to achieve coverage throughout Shetland

	developing skills. Business Gateway – help to prospective business owners to acquire skills to be successful.	(2017)
SIC - Eric Gray Resource Centre	Forward Directions 16-25: supporting individuals with ASD and young people needing structured support on leaving school. Achieve Programme: 2 year course 2 days per week at the college. ASDAN Provision. As for Forward Directions: developing skills to live independently. Gold Group for older people. ROSPA training. Group Works: open groups available for anyone with a disability.	Programme to support individuals on work placements, for individuals with higher needs than Moving On can support. Drop-in Centre for ASD and Aspergers Clients, Community Staff and other agencies; to provide advice and run as a resource centre for the community. New building needed to accommodate clients with complex needs.
SIC - Housing Outreach	The Hub Project and Focussed Futures – to stabilise young people who have come out of care. Provide tenancy support for working age adults and older people. Information sessions at schools, prior to children leaving. 'Grow Your Own' project – learn how to grow your own herbs and vegetables.	Target people on the autistic spectrum who are homeless.
SIC - Shetland Library	Public library; school libraries; mobile libraries; e-services and outreach. Information and enquiry service. Programmes to engage young people eg: Summer Reading Challenge. Early years / family engagement (Bookbug). Adult reader development, eg: events; book groups, reading lists including LGBT. Bookbug training, Click Shetland service: drop-in support with IT. Free computer access with staff support and free Wifi. E-service outreach outreach, eg: EBook workshops.	Increase engagement with early years programme among isolated families. Develop early years and community access in school libraries, Develop e-service advice and help from mobile libraries. Improve online access to Library sites and services.
SIC - Neighbourhood Support Workers	Dogwatch Campaign. Wardens/deterrents to encourage better behaviour. Land Rover Club with Bridges. Supporting vulnerable young people in their homes. Supporting vulnerable communities, and community safety.	Continue to develop on work with vulnerable young people. Scope for encouraging and developing volunteer participation and involvement. Develop work with older vulnerable people.
SIC - Schools Service	Youth voice. Cultural work in schools. Dialect work. Club XL. Leonardo Project - work experience between Shetland and Norway.	Accreditation – youth achievement awards. Provide further learning opportunities (develop skills for learning, life and work). Coordinated timetables and curriculums to enable pupils to access opportunities offered by tertiary education establishments, employers and voluntary organisations. Shetland Learning Partnership Project. Align curricular models, timetabling and staffing arrangements across high schools and further education to

		maximise opportunities. Link employers to curriculum developments for the Senior Phase.
SIC - Youth Services	Young mums group. Bridges winter leavers, Club XL, Asdan groups and Xcharge group. YL Ambassadors. " Come hae a grain o maet with me" – intergenerational. Support a range of youth groups. Young Enterprise.	Transition/activity agreements out of school – understand roles, outcome focus. Connecting communities/partnership approaches. Tackling stigma around LGBT.
Shetland Pre-School Play	Umbrella organisation for pre-school setting providing: support and advice, CPD, peripatetic management, development of settings including legislation changes, wages service, company secretary service, PVG, toy library for settings and parents / carers of ASN children. Training for staff and volunteers of pre-school settings. Play days Play, Talk and Read and Bookbug sessions in partnership with others.	Strengthen and support volunteer committees. Continued work with Bruce Family Centre and other partners.
Skerries Development Association	Working towards population growth through developing more housing, employment, access and social opportunities in Skerries.	Develop working partnerships to tackle transport issues. Develop tourism enterprises to attract more visitors including a successful Friday Teas initiative. Develop community assets to provide essential housing and employment.
Taing House	Provision of 18 Residential places, 10 Day care places and Respite Care for older people. Day care activities include: knitting, baking, exercise, bingo, choir and outings. Activities for residents, including church services and baking.	Outside agencies or people to do different projects/activities with the residents and day care users, e.g. the dance project in partnership with active schools. Establishing links with Alzheimer Scotland and the Dementia team would be useful.
The Salvation Army	Provision of emergency food parcels / household items. Work in schools: assemblies, RMPS and Godly Play sessions. Christmas gifts for children. Mindfulness sessions, bereavement support. Attending Emergency planning forum. Support to service providers./ Working with British Red Cross and others. Awareness raising about poverty and social justice.	Raise profile and awareness of Salvation Army and social justice. Develop relationship with social work and improve communication.
Transition Turrifield	Provision of fresh food to local population. Learning resource for children and young people. Provide work experience for adults in a rural croft environment. Volunteering opportunities.	Building sustainability throughout Shetland by encouraging/training/supporting and developing similar projects.
Unst Partnership	Aid employability and skills development for Unst residents. Promotion of Unst as a place to live and work. Facilitating	Take advantage of gaps in provision to create services that are designed specifically for Unst. Creation of a better waste reduction and recycling system

	projects that benefit the community and help individuals and groups in the community to develop projects. Investigating the potential of a community buy out of the vacant Bistro premises. Investigating a community broadband scheme for the North Isles. Provision of allotments for community hire/use.	for Unst, which will create volunteering and employment opportunities.
U3A	Provision of activity groups for older people. Groups are run by group members and include Philosophy group, Book group, Bridge and Lunch groups, Photography and Sea & Ships group.	Increased membership. New groups. U3A has piloted a 'Going Out' group, as going somewhere alone can be quite intimidating for older people. This is an area that could be developed. Encouraging more native Shetlanders to join.
Voluntary Action Shetland	Support and enable third sector, voluntary charities and groups with all aspects of setting up / running an organisation, eg: governance, facilitating group work, training, OSCR returns, accounts, policies and procedures, legislation. Build capacity to obtain community assets and secure sustainability.	Explore consolidation of similar groups and organisations. Work more collaboratively to avoid duplication and make best use of resources. Workforce development with VAS to enable staff to provide up to date support / guidance.
Voluntary Action Shetland - Volunteering (Youth and 26+)	Help 26+ year olds to find volunteering placements. Register volunteering opportunities from Volunteer Involving Organisations. Job Centre referrals. SIC Later Life seminars. Recruitment of volunteers. Awareness raising in schools. Promote and administer Saltire awards. Promote volunteering as part of Positive Destination. Support volunteer placements.	More volunteering opportunities sought and filled to fulfil community needs. Increased provision of supported volunteering. More varied volunteering opportunities, with more rural options available. Potential to look at awarding certificates to recognise the contribution of adult volunteers within an organisation. Source more age appropriate and rural volunteering opportunities.
Walls Public Hall	Toddler group. Scouts. Jazzercise. School use. Volunteer Committee. Royal Volunteer Service for over 60s. Social activities.	Volunteer recruitment.
West Burrafirth Community Broadband	Targets include: - Encourage young people and families to stay or move into the area. Expand opportunities for people working from home. Retain existing business within the local community. Undertake formal study through distance learning. Decreasing isolation and increasing family bonds. Mobile phone provision through SureSignal and www links. Health providing service to older people through our broadband scheme.	To give people better chances at life, by giving them the opportunity to try out new activities not currently available to them. To strengthen the community and encourage everyone to work together. To provide people with better and more sustainable services.

APPENDIX 2 – Local Policy and research Impacting on CLD	
Policy	**Link**
Shetland's Community Plan	http://www.shetland.gov.uk/communityplanning/documents/CommunityPlan2013FINAL.pdf
Shetland Partnership: Our Single Outcome Agreement 2015	http://www.shetland.gov.uk/communityplanning/documents/SOA_Shetland_2015.pdf
Shetland Local Development Strategy 2014 - 2020	DRAFT form
Shetland Youth Strategy, 2014	http://www.shetland.gov.uk/youth_services/documents/YouthStrategy2013-14.pdf
Minimum Income Standard for Remote Rural Scotland, 2013	http://www.hie.co.uk/regional-information/economic-reports-and-research/archive/a-minimum-income-standard-for-remote-rural-scotland.html
Fuel Bills Survey Report, CAB, 2013	http://www.cas.org.uk/news/shetland-islands-cab-fuel-bills-survey-report
Shetland Sport Strategy, 2012 - 2017	http://www.shetland.gov.uk/sport_and_leisure/documents/ShetlandSportStrategy2012-17final.pdf
Poverty Is Bad – Let's Fix It, 2011	http://www.shetland.gov.uk/youth_services/povertyisbadletsfixit.asp
Deprivation and Social Exclusion in Shetland, 2006	http://www.shetland.gov.uk/communityplanning/deprivationandsocialexclusion.asp

APPENDIX 3 - Links to National Policy impacting on CLD	
Policy	**Link**
The Requirements for Community Learning and Development (Scotland) Regulations 2013	http://www.legislation.gov.uk/ssi/2013/175/pdfs/ssi_20130175_en.pdf
Strategic Guidance for Community Planning Partnerships: Community Learning and Development, (2012)	http://www.gov.scot/Resource/0039/00394611.pdf
Working and Learning Together to Build Stronger Communities - Scottish Executive Guidance for Community Learning and Development (2004)	http://www.gov.scot/Resource/Doc/47210/0028730.pdf
Adult Learning in Scotland Statement of Ambition 2014	http://www.educationscotland.gov.uk/Images/AdultLearningStatementofAmbition_tcm4-826940.pdf
Our Ambitions for Improving the life Chances of young People in Scotland, National Youth Work Strategy 2014 – 2019	http://www.educationscotland.gov.uk/Images/YouthWorkStrategy181214_tcm4-823155.pdf
Welcoming Our Learners: Scotland's ESOL Strategy 2015 - 2020	http://www.educationscotland.gov.uk/Images/ESOLStrategy2015to2020_tcm4-855848.pdf
Adult Literacies in Scotland 2020: Strategic Guidance	http://www.gov.scot/Resource/Doc/339854/0112382.pdf
Christie Commission	http://www.gov.scot/Resource/Doc/352649/0118638.pdf
Community Empowerment (Scotland) Bill (2015)	http://www.scottish.parliament.uk/S4_Bills/Community%20Empowerment%20(Scotland)%20Bill/b52bs4-aspassed.pdf
NHS Shetland Public Health Report, 2014	http://www.shb.scot.nhs.uk/board/publichealth/documents/phar2014-mainreport.pdf
Getting It Right For Every Child (Shetland	http://www.shetland.gov.uk/children_and_families/documents/ShetlandGIRFECPolicyV1.pdf
Commission on Strengthening Local Democracy	http://www.localdemocracy.info/2014/08/14/time-to-rebuild-scottish-democracy-what-the-referendum-decides/
Renewing Scotland's Public Services, Priorities for Reform in Response to the Christie Commission	http://www.gov.scot/Resource/Doc/358359/0121131.pdf

APPENDIX 4: CLD Action Plan for Shetland, 2015-2018

Empowering people, individually and collectively, to make positive changes in their lives and in their communities, through learning

- **Improving life chances for people of all ages, through learning, personal development and active citizenship.**
- **Building stronger, more resilient, supportive, influential and inclusive communities.**
- **Tackling inequalities by ensuring the needs of the most vulnerable and hard to reach groups are identified and met and that services are targeted at those most in need.**

Monitoring system: R = red   A = amber   G = green

PRIORITY: BUILDING STRONGER COMMUNITIES

Description:	Outcomes:
• To build stronger, more resilient, supportive, influential and inclusive communities we need to build on individual and community strengths, support volunteering development, increase community involvement and influence, improve community engagement, target the hard to reach, develop skills and confidence in finding local solutions to local needs.	• Increased participation in local democracy • Increased confidence and skills of local people • Increased community involvement • Increased capacity of individuals, groups and communities • Improved understanding of community issues • Improved dialogue and communications between communities and public bodies

	Actions	Who's responsible	Timescales	R. A. G.
	Collect robust data to measure outcomes, better understand local needs and inform future practice	All	2016	
	Develop community profiles to inform future priorities and CLD practice (to sit alongside Health and Social Care Integration Planning Localities profiles)	CP&D (with partners)	2016	
	Develop and pilot Local Area Forums or equivalent at ward level to ensure ongoing meaningful engagement with communities and learners	CP&D	2016 - 2017	

	Develop and pilot local community plans in partnership with Local Area Forums (Shetland Partnership)	CP+D / Shetland Partnership	2017 - 2108
	Support community led regeneration projects which develop community capacity and the rural economy	Shetland College / HIE /CP+D, / Economic Development / VAS	2015 - 2018
	Provide support to communities impacted by the Review of the CP&D grant schemes	CP&D	2015 -2016
	Deliver Participatory Budgeting projects with interested Community Councils	CP&D	2015 - 2016
	Work with communities and partners to maximise the effectiveness of the Community Transport Task Force	CP&D	2015 - 2018
	Develop a Children, Young People and Families Empowerment and Participation Strategy	Youth Service	Dec2015
	Deliver an Annual Youth Summit	Youth Service	Oct 2015
	Plan and deliver the roll out of Shetland Island Council Building Budgets project	CP&D	2015 - 2018
	Establish Youth Voice and implement new structures	Youth Service	Sept 2016
	Develop iPad / tablet based facilities at rural learning centres to improve accessibility to key online services (i.e.: Universal Credit)	Shetland College	2016
	Establish demand and deliver courses, including Business Gateway courses, in rural locations where possible and practical	Shetland College + partners	2015 - 2018
	Develop a Lesbian Gay Bisexual and Transgender (LGBT) Strategy	Youth Service	2016 - 2017
	Work with partners to ensure community is informed about the impact on the Community Empowerment Bill	VAS / CP&D	2016

	Support third sector organisations to recruit volunteers and strengthen for a sustainable future	VAS	2015 - 2018

PRIORITY: EMPLOYABILITY

Description:		Outcomes:
• To improve life chances for people of all ages we need to help remove barriers to learning and work, to equip individuals with confidence, skills for life to progress into education, training and work towards, move into, stay in or move into employment, and move on within the workplace.		• Improved essential skills – communication, literacy, numeracy and ESOL, work with computers • Increased digital inclusion • Increased in individuals progressing to positive destinations • Increased support for unemployed people to make the transition into employment, training or further education. • Improved transitions into employment

	Actions	**Who's responsible**	**Timescales**	**R. A. G.**
	Contribute to the Employability Working Group	EWG members	Ongoing	
	Offer a learning or training opportunity to every 16-25 year old not in employment, education or training	Youth Service	April 2018	
	Develop online materials for Employability course for NC Digital Media and NC business students	Shetland College	2015	
	Establish early activity agreements in school for those who are not likely to have a positive destination	Youth Service	April 2018	
	Develop and support a local employability pipeline	Youth Service / CP&D	April 2018	
	Establish Regional Invest in Young People groups in partnership with employers /	Youth Service	April 2016	

	local authority education teams		
	Deliver targeted community based adult learning programmes, including literacy and numeracy	CP&D	2015 - 2016
	Free computer access with staff support and up to date software / facilities	Shetland Library	2015 - 2018
	Review digital inclusion needs / provision across Shetland and implement coordinated plan to address identified needs	CP&D / HIE / VAS / Shetland College	2015
	Support partners to focus on preparing all young people for employment as a core element of Curriculum for Excellence	Youth Service	Ongoing
	Establish Shetland Commission on Tackling Inequalities to inform inequalities agenda	CP&D	2015
	Develop an action plan for the implementation of the Developing Scotland's Young Workforce Strategy	Youth Service	2016
	Promote volunteering as a positive destination	VAS	2015 - 2018
	Work with employability pipeline partners to ensure volunteering opportunities are an option for gaining work experiences	VAS	2015 - 2016

PRIORITY: ESSENTIAL SKILLS

Description:	Outcomes:
• To help individuals to fulfil their potential, achieve their goals, take advantage of opportunities and make positive changes in their lives we need to help improve essential skills: literacy, numeracy, skills for life, digital inclusion, skills for work, financial capability and English for speakers of other languages. When individuals do well, so do their families, communities and employers.	• Improved essential skills – communication, literacy, numeracy and ESOL, work with computers • Increased confidence and wellbeing • Improved employability • Increased involvement in children's learning • Increased financial capabilities • Increased participation in community life and decision

- making
- Increased ability to make well informed life choices
- Increased attainment and achievement

Actions	Who's responsible	Timescales	R. A. G.
Deliver Money Management Courses to target groups - including vulnerable adults and young mums with specific support needs	Youth Services / CP&D	2015 - 2018	
Develop "Click Shetland" individualized IT support sessions	Shetland Library	2015 - 2018	
Deliver Money Matters courses to frontline staff	CP&D	2015 - 2018	
Deliver Cooking On A Budget workshops for low income families	CP&D	2015 - 2018	
Develop a multi-agency Shetland Skills and Learning Strategy	Shetland College + partners	2015	
Develop contextualised materials and integrated assessment for Essential skills – in particular Communication, Numeracy, IT and Employability at levels SCQF1-6	Shetland College	2015 - 2018	
Develop learning materials and delivery of new National 4/5 and Higher ESOL courses	Shetland College	2015	
Deliver targeted digital inclusion workshops	CP&D / Shetland College	2015 - 2018	
Raise attainment for the bottom 20% of young people in schools	Youth Service	2015 - 2018	
Deliver targeted community based learning programmes, including literacies and ESOL support	CP&D / Shetland College	2015 - 2018	
Deliver family learning and play initiatives	Youth Services / CP+D / NHS Shetland	2015 - 2018	

	Actions	Who's responsible	Timescales	R. A. G.
	Deliver budgeting and money management sessions in schools	Youth Services	2015 - 2018	
	Work with employers to identify and support employees who need help to improve their literacies skills	ALL	2015 - 2018	
	Raise awareness of the benefits of literacies learning and further develop referral pathways with potential referral agencies	CP&D / Shetland College	2015 - 2018	
	Promote volunteering as a positive way to participate in the community, gain confidence and learn new skills	VAS	2015 - 2018	

PRIORITY: HEALTH AND WELLBEING

Description:	Outcomes:
• To increase well being and prevent ill health we need to maximise opportunities for individuals to experience positive social and community connections, to be active for as long as possible, to be involved and included, and to have access to lifelong learning.	• Increased well being • Reduced isolation • Increased knowledge, skills, confidence needed to make positive life choices around health and wellbeing • Improved quality of life for individuals and communities • Increased awareness of local health issues and inequalities

	Actions	Who's responsible	Timescales	R. A. G.
	Deliver community based adult learning programmes in partnership with communities and others	CP&D / NHS Shetland / Shetland College	Sept 2018	
	Deliver a programme of youth information sessions in schools and youth clubs	Youth Service	Ongoing	
	Train 4 Mental Health Young Ambassadors	Mind Your Head	Sept 2016	
	Deliver family learning families opportunities in partnership with communities and others	CP&D / NHS Shetland / Shetland College	Ongoing	

	Develop and deliver intergeneration work in partnership with communities and others	CP&D / NHS Shetland / Shetland College / Youth Services	April 2016
	Deliver community based adult learning programmes in partnership with communities and others which targets older people	CP&D / NHS Shetland / Shetland College	2015 – 2016 +
	Develop a programme of targeted youth provision with Looked After Children, homeless & vulnerable young people	Youth Service	Ongoing
	Re-launch and roll out Community Connections project	CP&D / Youth Service	2015 - 2016
	Work with partners to identify and target our actions at those most at risk in communities	ALL	2015 - 2018

PRIORITY: KEY TRANSITIONS

Description:	Outcomes:
• To cope with the many changes experienced throughout life, some people will need additional support, e.g.: leaving school, moving into adulthood, returning to work, moving into older age, experiencing ill health, becoming a parent, changes in personal and family circumstances.	• Increased number of positive transitions • Increased targeted and early intervention work with individuals • Improved knowledge, skills, confidence and capacity of individuals needed to deal with life transitions • Reduced the need for crisis intervention • Increased community participation and integration

Actions	Who's responsible	Timescales	R. A. G.
Provide personalised learning programmes for vulnerable young people	Youth Service	ongoing	
Work with partners to identify and target those most at risk	ALL	2015 - 2016	

Ensure Bookbug scheme reaches all new parents and carers, particularly hard to reach	Shetland Library	2015 - 2018
Develop and deliver a programme of family learning opportunities	CP&D / NHS Shetland / Shetland College	2016 - 2018
Promote, develop and deliver a programme of intergeneration work with partners	CP&D / NHS Shetland / Shetland College	2016 - 2018
Further develop and promote English for Speakers of Other Languages (ESOL) Welcome Point	CP&D	2015
Develop and deliver community based adult learning programmes	CP&D / Shetland College	2015 - 2018
Deliver return to learn courses	Shetland College	2015 - 2018
Develop a range of short "taster" courses for learning centres to widen access and encourage increase in student numbers and progression into credit-rated and SQA qualification courses	Shetland College	2015-2016
Support vulnerable young people to manage tenancies	Youth Service / Housing & Family Mediation	2015 - 2018
Establish Youth Workers in schools to support vulnerable young people to attend school and gain accreditation	Youth Service	2016 -2018
Support vulnerable young people through enhanced transitions into employment, education or training.	Youth Service	2016 -2018

PRIORITY: WORKFORCE DEVELOPMENT   (workforce = anyone involved in the delivery of CLD outcomes either in a paid or voluntary capacity)

Description:

- To achieve good CLD outcomes there is a need to equip volunteers and staff with skills and confidence to respond to local needs and to recognise and communicate the difference they are making.

Outcomes:

- Increased shared understanding of purpose, focus, impacts and outcomes of CLD
- Increased knowledge, skills, confidence and capacity of workforce
- Improved coordination of CLD activities
- Improved use of performance data to inform practice / service delivery

Actions	Who's responsible	Timescales	R. A. G.
Establish new Fairer Shetland / CLD Partnership	CP&D / NHS Shetland / VAS + ALL partners	2015 - 2016	
Facilitate delivery of a programme of training, learning for volunteers and staff delivering CLD outcomes, via the North Alliance up skilling money	VAS	March 2016	
Research, develop and implement a plan to support the ongoing training and developmental needs of the CLD workforce - volunteers and paid staff	CP&D / VAS	2016	
Consolidate and coordinate consistent Performance data collection and reporting across CLD partners to increase shared understanding of shared targets and priorities	ALL	2016	
Undertake a training / support needs analysis with Community Councils - plan and implement programme	CP&D / VAS	2016 - 2018	
Review provision of training and support available to those accessing and	Shetland College	Late 2015	

	delivering care-at-home / direct payments		
	Promote membership and registration of the CLD Standards Council and the use of the i-develop platform to access and share resources	ALL	Ongoing
	Work with Scottish Government Improvement Service to develop and implement an Adult Learning volunteer project	CP+D	2015-2016

Shetland Community Learning and Development Plan, 2015 – 2018